



October 17, 2011

## MEMORANDUM

**TO:** District Board of Trustees

**FROM:** Jim Murdaugh, President

**SUBJECT:** Faculty Hiring

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### Item Description:

To initiate the faculty hiring process for 2012-2013.

### Overview:

A critical part of the College's annual planning process is the early identification of faculty positions to be advertised for the coming academic year. This early identification gives TCC a strong base for recruiting the best faculty from across the nation. Further, the early commitment is fundamental to our strategies associated with recruitment of African-American and Hispanic faculty. This is one of the most recognized and appreciated indications of your support of the teaching mission of the college.

This year's request includes a new strategy, a five year plan to increase the overall classroom ratio of full time to part time from the current 52% full time/48% part time to a ratio of 60% full time to 40% part time. The estimated cost will be \$400,000 a year for five years.

### Salient Facts:

In the past five years, faculty hiring has focused on replacement and modest growth. However, in some years we deleted positions rather than replace retirees in order to manage the budget; our hiring has not kept up with enrollment growth as shown in this table:

	2006-2007	2010-2011	% Change
Enrollments	99,562	117,118	17.63%
Faculty	187	189 (Fall 2011)	1%
FT/PT Ratio	60/40	52/48	-8%

Additional criteria for faculty hiring include:

- Support program growth or program vitality
- Support programs/areas in core mission of the college
- Support criticality issues (adjunct availability; special skills)

The recommended plan is to provide for both replacements and growth. This plan assumes a conservative average growth of 2% per year, which is a lower growth rate than the actual growth of the previous 5 years which has been over 3% average per year. Actual growth will be reported each year so that the plan can be adjusted if needed.

In addition to requesting new dollars of \$400,000 per year, this plan includes reinvesting all dollars realized from faculty retirements. Known retirements in the next five years total 29, a payroll of \$2,350,000 including benefits. For 2012-13, funds from retirements total \$450,000. An additional source of funds comes from reducing the adjunct costs of about \$20,000 for each expansion hire.

Using the \$450,000 from retirements, the saved adjunct spending, and the new \$400,000, we anticipate hiring 7 replacements and 11 new faculty for the 2012-13 year. Continuing this pattern over 5 years will result in hiring 29 replacement positions and 39 new positions.

The following positions will be filled for 2012-13:

New Position	Current Ratio FT/PT	After Hire FT/PT
History (2 N)	50/50	56/44
Political Science (1N)	37/63	46/54
Biology (1N)	44/56	50/50
English (1N)	54/46	55/45
Dev Math (2R 1N)	52/48	54/46
Dev Eng (1R 1N)	52/48	59/41
Criminal Justice (1N)	40/60	59/41
Health Education (1N)	32/68	39/61
Nursing (1N)	50/50	52/48
Psychology (1R)	52/48	49/51
Math (3R)	58/40	56/44
Computer Networking (1N)	75/25	New Curriculum

R = Replacement N=New growth position

**Past Actions:**

The Board is asked to approve a hiring plan annually in October.

**Future Actions:**

Annually, the Board will be updated on enrollment growth and progress toward the goal of 60/40 in five years. The Board will be asked to approve new hires as part of the Human Resources Report in May.

**Funding/Financial Matters:**

The cost of this proposal is \$400,000 for the 2012-13 budget year.

**Staff Resource:**

Barbara Sloan

**Recommended Action:**

Authorize the President to initiate the hiring process for 2012-13 and to include \$400,000 new dollars for this commitment to the 2012-13 college budget.