

### Faculty FT Hire Recommendation to the President

**Directions:** Provide the unranked top five disciplines to the President with an explanation of why each of the five FT Faculty hires should be considered. The President will consider the recommendations in the final decision to inform the FT Faculty Hiring Prioritization, and provide a decision memo outlining the reasoning for the FT Faculty Hiring Prioritization.

Include the following Information in the table below:

1. FT/PT (PT includes overload) FTE load ratio.
2. Possible reasons to recommend FT Faculty Hire.
  - a. Discipline expertise – It might be difficult to find a pool of faculty to teach in a particular discipline, or a program may need a Full-Time Faculty to be able to continue because of accreditation requirements.
  - b. Initiatives – Hiring a FT faculty directly supports an initiative like equity or guided pathways.
  - c. Program expansion / Enrollment growth – Hiring a FT faculty member would help to grow the program and increase enrollments.

Discipline	FT / PT Load Ratio	Reasons
Ethnic Studies	0% of FTE is FT	While Crafton has begun to create ethnic studies courses there are courses that have not yet been developed and there is not an organized ethnic studies program. There is also no one currently at Crafton who meets the MQs for Ethnic Studies. In addition, by offering a diverse range of courses taught by knowledgeable and experienced faculty in ethnic studies, Crafton can provide students with a more well-rounded education. Equally important, a FT Ethnic Studies faculty can help to create a more inclusive learning environment for students from historically marginalized communities, foster a culture of activism and empower students to become agents of change in their communities, and help to create a more inclusive, diverse, and socially just learning environment that supports the success of all students.
Chemistry	46% of FTE is FT	Chemistry is a high demand discipline as evidenced by a consistently high fill rate (over 90%), and the consistently highest wait list. In addition, FT Temp faculty often need to be hired in Chemistry because adjuncts cannot go above a 67% load and there are often not enough available adjunct faculty because other districts are also struggling to find adjuncts for chemistry. Adding a FT Chemistry faculty would also enable Crafton to offer chemistry classes at additional times and on additional days.
Respiratory	77% of FTE is FT	To implement the Bachelor of Science in Respiratory Care Program a FT Respiratory Care Faculty was included to effectively implement and grow the BSRC Program. A FT Respiratory Care Faculty was included in the program viability study as well as the proposals submitted to ACCJC and to the CCCC.

Rad TECH	0% of FTE is FT	<p>The accrediting body, JRCERT (Joint Review Committee on Education in Radiologic Technology), for RAD TECH requires the MQs of the RAD TECH Director to be a master’s degree and three years of experience working as a radiological technologist.</p> <ul style="list-style-type: none"> <li>• JRCERT allows us to have a temporary director for six months.</li> <li>• There has been interest in the position, but no one who meets the MQs.</li> <li>• People who do meet the MQs have expressed that they believe that the pay is too low, \$85,000 - \$89,000.</li> <li>• In the past, the program director was an Arrowhead employee.</li> <li>• Crafton has annually contributed a \$4,000 stipend to the director and \$46,000 to the program.</li> </ul> <p>Crafton has been working with the Arrowhead HR Department and there has been no movement on reclassifying the position for higher pay or any applicants who have applied for the position who meet MQs since October 2022.</p> <p>To continue with the program, Crafton will need to hire a FT Faculty member. The position can possibly be funded through grants for three years (SWP/H RTP) and Arrowhead has committed to offering a stipend.</p>