

Fulltime Faculty Task Force (Presidential Task Force – College wide)

Membership:

Faculty	Professional Staff and Administration
Sanja Cale	Lillian Colella (HR)
Veronika Dolar	Barbara Hillery (AA) (Co-Chair)
Alireza Ebrahimi	Pat Lettini (B&F)
Michael Kavic (Co-Chair)	Rachel Littenberg (TS)
Maureen Keefe	Jo-Ann Robinson (President's Office)
Fred Millán	Usama Shaikh (CDO)
Carol Quirke	
Margaret Torrell	
Ryoko Yamamoto	

Charge:

1. Prepare a set of recommendations for a hiring plan that will provide the framework to strengthen the fulltime faculty in accordance with the following objectives from the Strategic Plan:
 - Objective 2A: Enhance Faculty Effectiveness
 - Objective 2B: Enrich/Optimize Academic Offerings
 - Objective 2C: Showcase Campus as a Hub of Scholarly and Creative Works
 - Objective 3A: Sustain and Increase the Diversity of Faculty and Staff
2. Propose a vetted set of mission critical metrics that are responsive to our current austere budgetary conditions but also support an equitable distribution of fulltime faculty across the campus, which may include:
 - Student FTE served by the department
 - Curricular areas of high demand and strategic program initiatives, as evidenced by recent and sustained trends in student enrollment, prospective programmatic growth areas and overall growth in degrees and programs
 - Defining evidence-based prioritization for critical replacement hires
 - Five year trends in tenure stream faculty by department
 - Adjunct faculty taught sections within departments approaching or exceeding 40%
 - Accreditation driven (either to sustain accreditation or maintain progress towards achieving it)
 - Broader service impacts (e.g., FYE/CALL, core curriculum LEC/GE)
 - Other revenue-generating considerations (e.g., curricular credentialing for non-matriculated students and online curricular programming)
 - Focus on high impact hires that would substantially raise the profile and activity level at the college. Initiate a dedicated effort to recruit high levels of talent in search processes
3. *Re-assess the strategy to use lectureships, and visiting professorships as a means to improve the faculty-student engagement, overall academic service for students, the scholarly work of the faculty, long-term college reputation for excellence, and support for the faculty diversity plan. (Subsumed in items 1 & 2)*

Suggested Consultations (not an exclusive list):

Office of Institutional Research and Assessment	Library
Enrollment Services	Student Success Center
Public and Media Relations	Student Affairs
Director/Deans of the four schools (Academic Departments)	Business and Finance

Academic Affairs (including FYE, EOP, HC Academic Advising,
Academic Support Services/Learning Centers)

Human Resources

Student Government Association