

**REQUEST FOR NEW FULL-TIME FACULTY POSITION
ENGLISH [1.0 FTEF]**

JUSTIFICATION

Criteria 1: Percent of Full-Time Faculty in Department

Data Source: * /PED, Peralta Mainframe, Academic Year 12-13

[Whatever data source is used here should also be used for Criteria 4.]

Data for Fall 2012: Annual Program Update 2012-2013

# of F/T	8
Contract FTE	6.03
Hourly FTE	9.74
% of F/T Faculty	38%

In June of 2012 the English Department lost 2 FT instructors due to retirement. In addition 3 FT faculty members have taken leaves in the last two years, reducing our contract faculty to 5 members. Though we anticipate hiring one or more FT instructors in the coming months, we also expect to see additional retirements. These small numbers directly bear on our ability to adequately serve our students, not to mention participate in and complete accreditation requirements like curriculum review, timely evaluations and SLO assessment.

Note that over 60% of our staff consists of PT faculty; this number flies in the fact of our efforts in the last twenty years to bring FT/PT staffing to a 70/30 ratio. Choosing PT over FT faculty means that we have an unstable, unpredictable workforce. For example, in the fall of 2011, our department hired 4 new PT faculty members who had training and expertise in teaching basic skills; by the fall of 2012, only one of those new hires remained on our staff. We cannot provide the quality of instruction our students deserve and require, if we continue to depend on "flexible" personnel.

Criteria 2: Semester End Department Enrollment Pattern for Last Three Years

Data Source: Annual Program Update 2012-2013

[Whatever data source is used here should also be used for Criteria 3.]

	Enrolled 2010-11	Retained	%	Enrolled 2011-12	Retained	%	Enrolled 2012-13	Retained	%
Fall	2091	1464	70%	2124	1425	67%	1964	1459	74%
Spring	2215	1554	70%	1952	1320	68%	2000	1429	72%
TOTAL	4306	3015	70%	4076	2745	67%	3964	2888	73%

The English Department's total enrollment numbers have decreased slightly as we have absorbed some of the cuts of recent years. (Our section numbers fell from 74 in Fall of 2009 to 62 in Fall 2011, and then to 57 in Fall of 2012.) Yet our classes consistently fill as English courses are fundamental to a college curriculum. Multiple English courses are both a GE and IGETC requirement; thus composition courses are viable and in demand.

Criteria 3: Meets Established Class Size

Data Source: Annual Program Update 2011-2012

Productivity	2010-11	2011-12	2012-13
Fall FTES/FTE	16.08	16.33	16.55
Spring FTES/FTE	16.84	16.09	15.31

Aver .Class Size	2010-11	2011-12	2012-13
Fall	32	33	33
Spring	34	33	31

English composition courses have a maximum enrollment of 30, as dictated by contract; thus our courses cannot meet some of the productivity levels of lecture sections that enroll higher numbers. As noted above, our sections enroll quickly and we have cancelled very few courses in recent years.

Criteria 4: Percent of Full-Time Faculty in Comparable Department at Other Colleges

Data Source: /PED, Peralta Mainframe, Academic Year 12-13 for Laney, Merritt, Alameda and Berkeley City College (formerly Vista)

Data for Fall 2012: Annual Program Update 2012-2013 *[Use same data/years as Criteria 1]*

	Laney	Alameda	Merritt	BCC
Contract FTE	6.03	3.10	3.93	3.55
Hourly FTE	9.74	5.07	4.20	9.83
% of F/T Faculty	38%	38%	48%	27%

The data here from Fall 2012 does not reflect the current situation. We have been told informally that BCC has 7.0 FT as of spring of 2013, but have no institutional figures to show that. BCC English enrollment has grown dramatically in the last few years so that, even though their total campus enrollment is substantially smaller than Laney's, BCC offers more English 1A sections than we do, and their enrollment in English comes near to matching Laney's.

**Data Source can be College Profiles, Fact Book, or Mainframe screens; just be consistent in years used.*

Criteria 5: Position is Authorized and in the Budget

YES.

This is the retirement replacement for the following faculty:

_____ **Celia Correa** _____

_____ **Debra Weintraub** _____

This is a new position already authorized by the College
(briefly explain)

NO.

Criteria 6: Upon justification to the District, a College may be granted a faculty position to start a new program or to enhance an existing one. [Use if applicable]

[NAME] Department	F/T instructors	# students Fall 2012	Productivity (FTES/FTE) Fall 2012/Spring 2013	Avg. class size Fall 2012/Spring 2013
Laney	8	1880	Fall 16.55, Spring 15.31	Fall 33, Spring 31
College of Alameda	4	980	Fall 16.29, Spring 14.80	Fall 34, Spring 31
Berkeley City	4	1757	Fall 16.50, Spring 16.37	Fall 32, Spring 32
Merritt	4	1164	Fall 16.10, Spring 15.93	Fall 35, Spring 33

Criteria 7: Additional Justification.

The English Department program review of 1990 noted that the department consisted of 17 contract instructors. Today we have 9 FT faculty members with 3 currently on leave. The department has repeatedly stated in our regular program reviews that we need to hire 8-10 contract instructors in the coming years and that the institution should commit to replacing any fulltime English instructor who permanently leaves the department for any reason. Instead, our full-time numbers continue to dwindle.

Until the English Department has enough fulltime contract faculty, it will not be able to perform effectively. The ability of the department to function with energy and integrity as a pedagogically

innovative and community-responsive entity will be compromised as long as it is forced to rely so heavily on part-time labor. Relying on part-time rather than fulltime instructors each semester has created instability and inconsistency (Spring 2014, we have 28 part-time instructors/6 full-time). Almost every semester new part-time faculty are hired, sometimes on an emergency basis, as classes are about to begin. It is not possible for part-timers to fully acquaint themselves with Laney's English curriculum or to devote their undivided attention to their Laney assignments because they are piecing careers together by working at several colleges. This reality does not permit them to be readily available to their students or their colleagues. It is a disservice to both instructor and student.

March 3, 2014