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

**Membership:**

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| **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

1. 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

1. *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):**

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| 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 |