



MEMORANDUM

To: Bill Scroggins, Richard Mahon
 From: Madelyn Arballo, Tami Pearson
 Date: June 22, 2020
 Re: Noncredit STV Full-time Tenure Track Faculty Request

There is an urgent need for a 10-month permanent full-time tenure track Short-Term Vocational (STV) Professor to teach CNA and Home Health Aide (HHA), both essential worker training programs, and to serve as a the faculty CNA director. See below for the current costs, FTES revenue, and proposal to fund the gap with adult education funds. *This position was ranked 11th on the college faculty priority hiring list.*

	Annual Revenue	Expenses
Current district <u>adjunct</u> faculty costs* -CNA Instruction (adjunct) -CNA Director (8 LHE) Salary \$74,915; Benefits \$13,585		\$88,500 (annual)
Apportionment 70 FTES/YR (4 cohorts/yr)	\$393,000* <i>*18-19 CDCP rate</i>	
Funding for FT faculty paid by (CAEP) funds		\$28,934 for FT (cost of benefits)
Total cost of 10 month FT STV faculty: Salary \$84,755; Benefits \$32,679		\$117,434

Rationale:

- One-year temporary faculty **will not** meet needs of the program with regards to faculty
- CNA faculty director is required by CA Dept of Public Health, and faculty must possess specialized qualifications
- *Very difficult* to find and retain CNA director in an adjunct faculty status
- FT faculty less likely to leave position; if current CNA director leaves Mt. SAC then program suspends immediately until a new director is hired

- HHA (state certification) is fastest growing job per LMI data, and in post-COVID the need will increase the unmet demand
- Difficult to find HHA except at for-profit institutions; some regional partners have suspended CNA courses
- High Mt. SAC student success with a 98% CNA state exam pass rate