MT. SAN ANTONIO	COLLEGE	# 7 Q							
Human Resources REQUEST TO FILL – FACULTY POSITION **This form is used to gain approval prior to recruiting for a position. Instructions for completing this form are located on the back.	Funded: Former Employee (if applicable):								
Discipline/Title: Professor of Communication									
Department: Communication	Newly Funded Position Fiscal Year								
Division: Humanities and Social Sciences	▼ Tenure Track								
	☐ Temporary Faculty (one year)								
Months per Year: ✓ 10 months ☐ 11 months ☐ 12 months									
#Days per Year: ☑ 175 ☐ 195 ☐ 210 ☐ Other:									
Please list any changes in the budgeted position as described above (i.e., title, time, term, etc.).									
Background and Rationale (use back of form if additional space is needlesse see attached.									
Trease see attached.									
Please list the Account Number(s) and Budget Amount(s) that is/are being u order to provide budget for the position. Account Number(s): 11000-342000-111000-150600 1100		_							
Account Number(s):	% Amount \$_								
Funding: (check all that apply) General Fund Unrestricted Restriction Annual renewal of this position is contingent upo		nding							
Duration (if grant funded): Beginning date: Comments:									
Comments:									
Signatures:									
Signatures: Hoover, Karelyn Digitally signed by Hoover, Karelyn Date: 2022.11.22 11:11:53 -08'00'	Sika Dane-Abria	12/1/22							
Comments: Signatures: Hoover, Karelyn Date: 2022.11.22 11:11:53 -0800' 1. Requesting Manager Signature Date Date									
Signatures: Hoover, Karelyn Date: 2022.11.22 11.11.53 -0800' 1. Requesting Manager Signature Date: 2022.11.22 14.21.57 -0800' 2. Division Vice President Signature Date: 5	Inta Dane - Huna . Human Resources Signature	12/1/22 Date							
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HR 101 – RTF Form Revised 7.2.14 SH

- A. Faculty burnout due to travel demands and long tournaments is common in forensics and has led to faculty resigning. The department & dean approved coach rotation plan assumes a sixth faculty member to coach forensics who can rotate in/out to avoid burnout. It will ensure the continued strength of our forensics program while allowing faculty who have rotated out to participate in cross-campus service.
- B. Fall 2022 was the first time in recent memory that our department cancelled full sections due to a lack of faculty. We are finding it more difficult to find faculty who are willing to teach hybrid/inperson sections which a full-time faculty member could staff.
- C. Hiring adjunct faculty has become more difficult as our peer colleges have been offering numerous full-time positions. For example, Pasadena City College in the past 5 years has hired 3 full-time faculty who were teaching at Mt. SAC. Over the past five years, a total of 9 adjunct faculty have left our department.
- D. In the last five years, our department has had two full-time faculty positions. One has earned tenure with the second in year four this year.
- E. Fill rates in our department have averaged 90.5% over the past few years. SPCH 1A, our most indemand course, has had a fill rate of 91.9% overall. More recently for SPCH 1A, fill rates in 19-20 was 96.4%, 20-21 was 91.1%, 21-22 was 88.5% and in fall 2022 was 91.9%. We are confident additional sections will fill.
- F. Perhaps most importantly, this position will help fill the upcoming need for additional sections of SPCH 1A (public speaking) given recent changes to the transfer pathways (AB 928). Oral communication is now going to be a required class for all UC transfers. With this new requirement, we expect to need an additional 5-10 sections of SPCH 1A each semester to offer the approximately 500 students who transfer to UC (2018 transfer report) this new required class.

Finally, we recently updated our SPCH 20 (Argumentation & Debate) curriculum to meet the UC IGETC 1C Critical thinking requirement. We expect this change to add an additional 5 sections of SPCH 20 each semester. We will need additional faculty who are able to teach this course. Forensics coaches often teach this class more often because of their familiarity with debate.

Thus, these two changes forecast an additional demand of approximately 10-15 sections of SPCH 1A and SPCH 20 each semester, as more UC bound transfer students will be enrolling in SPCH classes.

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	TOTAL	SALARY	ENEFITS				135,843	149,391	162,266	
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			W/C BEN	%0			1,433 3	1,596 4	1,751 4	
		3610		. 1.480%						
	ACCTS	35100	SU	0.50%				484	539	592
	ENEFIT	341000	CIF	Varies			17,260	17,260	17,260	
	FRINGE BENEFIT ACCTS	335000 341000 351000 361000	MEDI	1 450%			1,404	1,563	1,716	
		311000	STRS		FY 22-23			18,484	20,596	22,604
		TOTAL	SALARY	- 2022-23			96,778	107,837	118,343	
		ACCOUNT TOTAL	ACTIV PERCENT SALARY	Estimated Benefit Rates for 2022-23 19.100%			100%	100%	100%	
			ACTIV	mated Bene			1100	1100 /	1100 /	
			PROG	Est		67-77	XXXXX	111000 / 123000 / XXXXXX 124000	XXXXX	
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			ORG				XXXXXX 111000	XXXXX	××××	
			FUND			11000	11000	11000		
		TOTAL	RANGE STEP MONTHS					10	=	12
			STEP					7	~	_
			RANGE					2	2	7
		ACTUAL	FTE					1.00	1.00	1.00
			POSTION				FA175 FA Professor - 175 days 10 mths Col 2 Stp 7	FA195 FA 11 mths Col 2 Stp 7	FA214 FA Professor/Counselor/Librarian - 214 days	
		POS	CLASS UNIT				1175 FA	1195 FA	1214 FA	
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