

- 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/in-person 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 in-demand 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.

SALARY PROJECTION

POS CLASS	UNIT	POSITION	ACTUAL FTE	RANGE	STEP	TOTAL MONTHS	FUND	ORG	ACCT	PROG	ACTIV	ACCOUNT PERCENT	TOTAL SALARY	FRINGE BENEFIT ACCTS					TOTAL BENEFITS & BENEFITS	TOTAL SALARY			
														311000 STRS	335000 MEDI	341000 CIL	351000 SUI	361000 W/C					
Estimated Benefit Rates for 2022-23																			19.100%	1.450%	Varies	0.50%	1.480%

FY 22-23

FA175	FA	Professor - 175 days 10 mths Col 2 Stp 7	1.00	2	7	10	11000	XXXXXX	111000	XXXXXX	1100	100%	96,778	18,484	1,404	17,260	484	1,433	39,065	135,843
FA195	FA	Professor/Counselor/Librarian - 195 days 11 mths Col 2 Stp 7	1.00	2	7	11	11000	XXXXXX	111000/ 123000/ 124000	XXXXXX	1100 / 1200	100%	107,837	20,596	1,563	17,260	539	1,596	41,554	149,391
FA214	FA	Professor/Counselor/Librarian - 214 days 12 mths Col 2 Stp 7	1.00	2	7	12	11000	XXXXXX	111000/ 123000/ 124000	XXXXXX	1100 / 1200	100%	118,343	22,604	1,716	17,260	592	1,751	43,923	162,266