

<b>FHPC-Fall, 2009</b>		
<b>Position</b>	<b>Ranking</b>	<b>Justification</b>
Nursing (1)	1	The registered nursing position is necessary to meet the external accreditation standards established by the National League of Nursing (Spring 2010 campus visit) and the California Board of Registered Nurses (April 2009 campus visit). This is one of Harbor's stellar programs with an over 90% nursing exam success rate that must be supported with full time faculty. Full-time faculty is needed to mentor the larger numbers of under prepared students and to sustain the 95-100% BRN pass rate. Nursing students support GE classes across the campus generating WSCH for other disciplines..
P.E./Health	2	This position is paramount in order to sustain and grow this high WSCH (8,282 in 2008) department, to staff the new Health and Wellness facility, and to promote health and wellness across the campus. Program consistency and student mentoring are increasingly placed in jeopardy by the decreasing numbers of fulltime faculty. Physical Education supports other college programs with its full-time requirement for athletic teams. The department is also an integral part of the college's interaction with the community. This position was rated third on the 2008 FHPC list.
Culinary Arts	3	A full time instructor is needed to build this high retention vocational program that opens job opportunities to Harbor College students. WSCH for this department has consistently risen from 473 in 2006 to 1,323, in 2008. This hire will facilitate curriculum coordination, ongoing program review, and the pursuit of accreditation from the American Culinary Federation Educational Institute. Students who graduate from an ACF approved program are automatically "certified chefs" and do not need to pass the national exam for certification. A full time instructor was recommended by the program's advisory committee and the program is part of Harbor's master plan to provide quality food service to the campus.
Theater	4	This program has no full time faculty members because of a recent retirement. Theater offerings are a valuable part of a well-rounded general education and have produced consistent WSCH (1810 in fall 2008) in spite of horrific facility issues. A full time hire is essential in order to sustain and grow the theater program and to continue its valuable outreach to the community.
Counseling (Life	5	This request for a .6 position for a Life Skills Director is

Skills)		the highest ranked priority in the Student Services Cluster plan. It was also noted in the 2006 Accreditation Planning Agenda Items. The position supports campus-wide mental health and allows intervention in mental health emergencies-tasks that are beyond the expertise of academic, career, and transfer counselors. The program use of masters and doctoral-level interns makes the program highly cost effective in terms of identifying learning disabilities, running a variety of basic skills workshops, and overall insuring that students successfully matriculate into the college. This program has been cited as “best practice” by the state.
Nursing (2)	6	Please see justification provided for #1.
History	7	History generates high WSCH (3,314 for fall 2008) with large class size and strong retention. One full time instructor coordinates the process of writing, assessing, and revising SLO materials for the eighteen independent classes that are taught on a rotational basis each year. A full time hire would allow the department to further expand its work in implementing the AA degree, its work in the Dolores Huerta Labor Track, and with the establishment of a History Club.
Counseling (Career)	8	A Career Counselor is essential to provide academic direction and overall student success. The current ratio of students to counselors is 1:2000 with an oftentimes two-month waiting period for student-counselor appointments. The recommended ratio is 1:900. A full time hire would also teach Personal Development classes including the development of an online career planning class.
Math	9	The Math Department averages 40 remedial/entry level 23 intermediate/advanced courses per semester. The program’s high WSCH (11,099) mandates a fulltime hire. As one of the core departments at Harbor College the program is needed for the AA degree and to fulfill transfer requirements.
Electronics	10	High-paying jobs are the primary justification for a full-time hire in electronics, computer technology, and engineering tech. A second full time instructor is needed to teach the multiple and constantly changing fields. Despite .19 FTEF this discipline has maintained consistent WSCH (1,393 in 2008).
Nursing (3)	11	Please see justification for #1.