

Type	Area	Unit	Objective Description	Position	Rationale	Enrollment Justification	Hiring History Justification	Area Priority	Source of Funds	Status
Faculty	Academic Affairs Action Plan 2019-20	Behavioral and Social Sciences	Objective 1 Access and Equity: Ensure students have access to robust instructional experiences which include state of the art technology, comprehensive support services, and experiential learning leading to award completion, transfer, and high wage employment.	Behavioral and Social Sciences - Political Science Instructor	To increase student success rates and improve academic outcomes for students enrolled in Political Science courses, full-time faculty must be available to provide area- specific advice, academic support, and mentoring. Presently, there is only two full-time faculty members in the program (one currently is on 40% release time). Current faculty staffing is not sufficient. For the Program to meet current needs and to expand, it needs three full-time faculty members.	Political Science has one of the highest enrollment numbers within the division's eleven programs, having a student enrollment of 14,096 over the last 5 years. The full-time faculty to part-time faculty ratio is 26% full-time to 74% part-time much higher than the 52% full-time to 48% part-time ratio college-wide. The division's fill-rate average over the last two years has been 87%. Based on data from the most recent academic year Political Science had approximately 59 sections available that could be staffed by a full- time faculty member.	In Spring 2018 Political Science was provided a full- time faculty member who transferred in from another division program, but this faculty member was on 100% release to other college programs. This faculty member remains on 80% release time today.	High		
Faculty	Academic Affairs Action Plan 2019-20	Business	Objective 1 Access and Equity: Ensure students have access to robust instructional experiences which include state of the art technology, comprehensive support services, and experiential learning leading to award completion, transfer, and high wage employment.	Business - Accounting Instructor	1 full-time Accounting faculty position was already approved and in the hiring process (at the screening stage) when we went remote for the pandemic in March 2020.	ACCOUNTING DEPARTMENT enrollments (seats filled) grew strong in Spring 2020 at 12.2% as of Census, far outpacing the college's overall growth (4.4%). In Fall 2020, Accounting enrollments grew significantly at 31.3% as of Census, as compared to just 2.7% growth for the college. This enrollment growth is largely due to our new FIN 101 course that meets GE requirements for the CSUs and enrollment growth is also due to higher enrollments of ACCT 101 and ACCT 102, gateway courses for Business Administration and Accounting degrees.BUSINESS DIVISION -- Currently, the Business Division has the second highest number of completions of AA/AS degrees (125 awards, tied with BSS). Out of the divisions that offer ADTs, we have the second highest number of awards (163). Considering the new funding formula's emphasis on an increase of awards/completion as well as CTE credits taken, the high numbers of completions in our division gains even more importance at the college and supports our requests of additional full-time faculty to help grow and service our programs further.	ACCOUNTING DEPARTMENT last hired a full-time faculty in Fall 2015. New curriculum was created and now the increasing student demand cannot be handled by our existing 2 full- time faculty and adjuncts. We have been posting part- time pools every year and often every semester. We are not able to find and keep adjuncts in Accounting. We need a full-time faculty to support the needs of the growing Accounting Department as well as the growth of other programs such as Business Management degrees which have accounting class requirements built in. It is not sustainable to find part-time faculty to make up for the Accounting department's growth. We basically have to launch a pool nearly every semester and even then, it's hard to find and retain Accounting faculty due to the high-wage, high demand nature of this field. Also, it is	High		

Type	Area	Unit	Objective Description	Position	Rationale	Enrollment Justification	Hiring History Justification	Area Priority	Source of Funds	Status
Faculty	Action Plan 2021-2022: Enhance Student Success-Student Services	Counseling	Reduce the waitlist to services and enhance access for students: Many of the services for students are available based on the hours of limited staff and faculty. Counseling appointments are often maxed, students are often placed on waitlists, or asked to return when staff is available.	Full-Time Counselor in General (Tenure Track)	The Counselors will support comprehensive counseling/advising from major/career exploration to degree completion and transfer to a university or enter the workforce. Counselors will work within Student Success Teams to identify high priority students (i.e. first semester or those near completion) and initiate an appointment with the students. This work supports many of the ILO relating to ed plans, lowering units, program completion, completion of math & English in first year, and disproportionately impacted student group program and transfer achievement.	Counseling faculty provide counseling services to ALL students. Enrollment, as a whole, has maintained or dropped slightly at the college. Despite the slight decline in college enrollment, the number of counseling services provided has increased.	In the last three years, the Counseling Division has lost a NET total of 5 FT Counselors (2 FTTT and 3 non-tenure)	High		
Faculty	Action Plan 2021-2022: Enhance Student Success-Student Services	Counseling	Reduce the waitlist to services and enhance access for students: Many of the services for students are available based on the hours of limited staff and faculty. Counseling appointments are often maxed, students are often placed on waitlists, or asked to return when staff is available.	Full-Time Counselor in General 2 of 2 (Tenure Track)	The Counselors will support comprehensive counseling/advising from major/career exploration to degree completion and transfer to a university or enter the workforce. Counselors will work within Student Success Teams to identify high priority students (i.e. first semester or those near completion) and initiate an appointment with the students. This work supports many of the ILO relating to ed plans, lowering units, program completion, completion of math & English in first year, and disproportionately impacted student group program and transfer achievement.	Counseling faculty provide counseling services to ALL students. Enrollment, as a whole, has maintained or dropped slightly at the college. Despite the slight decline in college enrollment, the number of counseling services provided has increased.	In the last three years, the Counseling Division has lost a NET total of 5 FT Counselors (2 FTTT and 3 non-tenure).	High		
Faculty	Action Plan 2021-2022: Enhance Student Success-Student Services	Student Affairs and Student Financial Services	Reduce the waitlist to services and enhance access for students: Many of the services for students are available based on the hours of limited staff and faculty. Counseling appointments are often maxed, students are often placed on waitlists, or asked to return when staff is available.	Full-Time Psychologist (Tenure Track)	SHPS has expanded its services to meet the growing demands for service requested by students. Over the past 6 years our utilization rate has increased by over 300% but we maintain the same staffing model since the center opened in the 1970's. With the number of programs we provide and the type of services and interventions offered to promote mental well being, crisis intervention, and suicide prevention 1 full-time therapist for the entire student population is stretching the capacity of Psych Services and below the recommended students to	By providing RHC students access to mental health services, students will have the ability to cope with life events to persist in their educational pursuit.	New position	High		

Type	Area	Unit	Objective Description	Position	Rationale	Service Justification	Campus Impact Justification	Federal/State Justification	Budget request amount	Area Priority	Source of Funds	Status
Classified	Action Plan 2021-2022: Enhance Student Success-Student Services	Student Affairs and Student Financial Services	Reduce the waitlist to services and enhance access for students: Many of the services for students are available based on the hours of limited staff and faculty. Counseling appointments are often maxed, students are often placed on waitlists, or asked to return when staff is available.	Admissions & Records Evaluator	To be able to keep the degree audit system up to date and clear of errors, maintain current and accurate data for MIS reporting to the Chancellor's Office, and to enable counselors and evaluators to perform accurate degree audits.	An evaluator is responsible for evaluating student records and award degrees and certificates when the student has met the requirements.	Accurate data in certificate and degree awards is important to correctly show the number of certificates and degrees awarded by RHC and this information is used to secure additional funding through the new Student-Centered Funding Formula to RHC.	The new Student-Centered Funding Formula prescribed by the Chancellor's Office.	\$74,000.00	High		
Classified	Action Plan 2021-2022: Enhance Student Success-Student Services	Student Affairs and Student Financial Services	Reduce the waitlist to services and enhance access for students: Many of the services for students are available based on the hours of limited staff and faculty. Counseling appointments are often maxed, students are often placed on waitlists, or asked to return when staff is available.	Financia Aid Technician / Coordinator of Financial Aid	The position is necessary to process the increased number of FAFSA applications in the Financial Aid Office and to enable eligible prospective students to attend RHC. Qualifying students under the BOG waiver will also contribute to the College's Student Centered Funding Formula.	Fits into the College's mission in investing in the students' "academic and career pathways that lead to attainment of degree, certificate, transfer, and lifelong-learning goals."	Results in fulfilling the College's mission and improving the College's position with students' persistence rate.	Meets the state's Chancellor's Office's Centered-Funding Formula and goal for student success.	\$85,000.00	High		