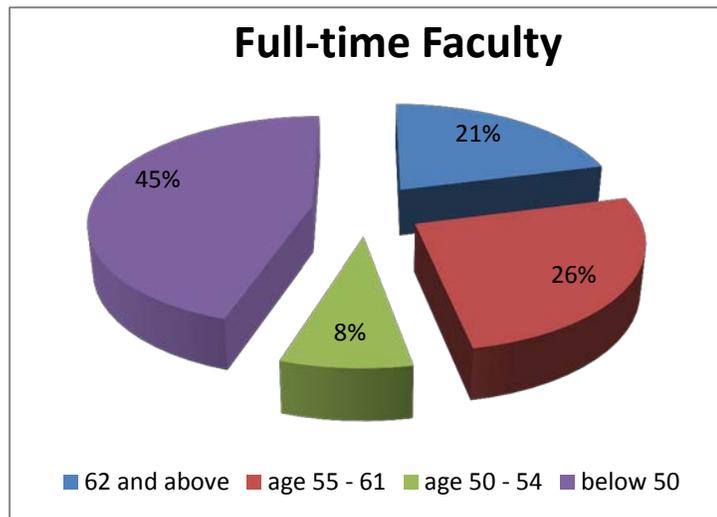


after 24 months of hire (separation, retirement, layoff, or termination) go through the FTEF allocation process. Rehires/replacements are not automatic, but will be made as approved through the process. Hiring processes for the allocated positions are initiated, and if successful, result in the hiring of new full-time faculty. The Taskforce recommended that the process for hiring replacements for retiring faculty be revised to mirror the process for replacing classified employees, which is made upon recommendation of the dean and Vice President based on department/program need. This will ensure that healthy robust programs will continue even after faculty retire. This year, two faculty retired at the end of fall 2012. Based on the deans' justification for program need and the Vice President's recommendation, two replacement hires will be added to the new faculty positions that will be filled for fall 2013.

As of fall 2012, Skyline



College has 112 full-time and 227 adjunct faculty members. Of the full-time faculty, more than 50% are over the age of fifty. Considering the age of 55 as a starting point, more than 40% of them are likely to retire within ten years. Considering the age of 62 as a starting point, almost a quarter of the faculty are likely to retire within the next five years.