

Academic Staffing Committee List of Recommendations (Fall 2025)

November 21, 2025

To: Dr. Jasmin Ruys, Acting Superintendent/President
Professor Lisa Hooper, President, Academic Senate

From: Dr. Erik Altenbernd, Faculty Co-Chair
Dr. Thea Alvarado, Administrative Co-Chair

Re: Academic Staffing Committee List of Recommendations (Fall 2025)

Dear President Ruys:

The Academic Staffing Committee has completed its deliberations and List of Recommendations for Fall 2025.

On behalf of the committee, I am submitting the list to you and Professor Lisa Hooper, President of the Academic Senate.

The committee's List of Recommendations is compiled after departments present their requests for **NEW** and **REPLACEMENT** hires to the committee. After formal presentations by department chairs and academic deans, the committee meets to review and score each requested position. During the scoring process, the committee assesses the merits of each individual proposal and degree to which it aligns with the goals and mission of the district.

Last spring, the Academic Senate ratified changes to the List of Recommendations. The committee no longer compiles a categorized list that includes groupings of "Urgent," "Strongly Recommended," or "Recommended" positions. Instead, the committee now produces a single ranked list. All requests are ranked according to the average score derived during the scoring process. Scores for NEW and REPLACEMENT positions are not separated but intermingled on the list and ranked according to their average scores. However, NEW and REPLACEMENT positions are clearly identified along with their date of placement on the list.

All recommendations for NEW and REPLACEMENT positions "sunset" after three years and scheduled for removal if the position is not forwarded to the Board of Trustees for authorization to hire and the department does not renew its request before the sunset date.

This semester, the committee scored requests for eight NEW and REPLACEMENT positions. The scores produced this academic year will be in effect for three years—all recommendations made this academic year will "sunset," or age off the list, in Fall 2028. The oldest requests on the current list date back to 2023; those positions will "sunset" next fall.

Dr. Alvarado and I look forward to discussing the committee's List of Recommendations with you in the future.

Please contact us should you have any questions or concerns.

Thank you.

Erik Altenbernd, PhD
Co-Chair, Academic Staffing Committee