



# Chancellor's Office

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Dr. Dianne G. Van Hook

To: Dr. Miriam Golbert, Co-Chair Academic Staffing Committee  
Dr. Omar Torres, Co-Chair Academic Staffing Committee  
Members, Academic Staffing Committee

Cc: Mr. David Andrus, Academic Senate President

From: Dr. Dianne Van Hook  
Chancellor

Re: Feedback on the Academic Staffing Committee Recommendations for Fulltime Faculty Hires 2021/22

Date: April 22, 2021

I want to **thank** all of the Committee members for all of your continued diligence and commitment to reviewing faculty proposals for academic colleagues to be hired. I sincerely appreciate your time and expertise!

It is clear to me that you have taken your responsibility seriously, gathered and received information, had important dialog, and looked at the whole college versus certain areas of our college and curriculum. Also, my special thanks goes to co-chairs, Dr. Omar Torres and Dr. Miriam Golbert, for making the time to meet with me to discuss backup needed relative to recommendations of the committee and for replying to subsequent communications. I value your efforts and want to take this time to provide context and feedback to you regarding your recommendations and my response and next steps.

## CONTEXT

### Community College Budget for 2021-22

As I know you know, the California Community College System budget for the 2021-22 academic year has not yet been finalized. The May revise will be out on May 12<sup>th</sup> and at that time, we should know more details.

Specifically, we should know if the efforts on the part of advocates to increase the COLA to 3.84% (from 1.5% that was proposed) which would increase our funding by \$2M, and whether our request for the State to fund the increased costs of PERS and STRS has been heard and will be addressed.

Aside from not knowing what the budget will be, whether there will be new money, whether there will be an extension of the emergency conditions allowance which guarantees our funding will not be reduced (despite the fact that our FTES has gone down during the pandemic), or knowing if other funding streams are coming our way, I remain committed to hiring full-time faculty and look forward to doing so with energy and hope.

## Our FON obligation

While the budget remains unclear, we do know our Full-time Faculty Obligation Number (FON) for Fall 2021 has been confirmed to be **204.7**. At this time, we are projecting to have **211** full-time faculty to count towards the FON in Fall 2021. This takes into account the June 2020-21 retirees as well as the four faculty who were hired last year to begin in the Fall of 2021 in the disciplines of Computer Science, Nursing, Chemistry, and Political Science.

*What does this mean?* Technically, we are projected to exceed our Fall 2021 FON requirement by six full-time faculty and do not, per existing regulations, need to hire additional faculty for the 2021-22 year. **However, that is not good enough for me or our college.**

## So, what have we done?

At the same time, we are constantly readjusting and realigning our structure to create efficiencies and support the talent necessary to enhance our functioning. In particular, as administrator vacancies have occurred, we have reorganized the workload - shifting responsibilities of some vacant positions to existing administrators, consolidating the work of positions, and realigning functions to meet demand – thereby achieving efficiencies and savings to support hiring. This has resulted in changes for some administrators in scope of breadth of responsibilities, titles, and compensation, **and** resulted in dollars that can be used to fill new and replacement faculty positions. Further, we have been aggressive in identifying and maximizing external revenue streams to increase additional flexibility and support hiring.

## RECOMMENDATIONS FOR FULL-TIME FACULTY HIRES

Based on the recommendations and the backup from the Academic Staffing Committee received on April 5<sup>th</sup>, I am glad to recommend to the Board the following:

### Positions recommended for the 2021-22 Academic Year

1. Chemistry
2. EMT
3. Geology
4. Nursing
5. Anthropology (Biologic/Forensic)
6. Counseling – A2MEND
7. Biology (Generalist)
8. History
9. Manufacturing Tech
10. Water Systems Technology
11. Net Tech
12. Photography (Commercial)
13. Modern Languages: Spanish (Spring 2022)
14. Counseling (Spring 2022)

At the same time, I am looking forward! Based on the assumptions that, as we return students to campus, the demand for access increases, our funding base will not be reduced, and we will be able to restore our FTES, I am committed to recommending the following positions to be hired for Fall of 2022. Although not an inclusive list, I am excited to share my preliminary thoughts with you:

Positions recommended for Fall 2022

1. Land Surveying
2. Chemistry
3. Net Tech/Cyber Security  
(if presented/approved by Program Viability and Academic Senate)
4. Automotive Technology
5. Kinesiology & Physical Therapist Assistant Director
6. Biology (Microbiology)

**NEXT STEPS**

These positions will be placed on the April 28th Board agenda personnel schedule as part of the package of staffing changes for 2021-22 which include:

- Retirees for 2023
- Reclassifications of classified staff
- Administrative reorganization which has resulted in financial savings which will help to fund the recommendations included herein.

Prior to the posting of the agenda, I intend to notify the department faculty as to the above.

In closing, I am glad to meet with the committee as a whole or address any questions that you may have as individuals on the Academic Staffing Committee.

Thank you for your leadership and the time you contribute to this important function at College of the Canyons. If you have anything you would like to discuss further, please feel free to contact me at any time.

*Dianne*

**Dr. Dianne Van Hook**

**Chancellor**

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