



Chancellor's Office

Dr. Dianne G. Van Hook

Date: February 6, 2018

To: Dr. Jerry Buckley, Academic Staffing Committee Co-Chair
Dr. Miriam Golbert, Academic Staffing Committee Co-Chair

Cc: Dr. Rebecca Eikey, Academic Senate President

FROM: Dr. Dianne Van Hook, Chancellor

RE: My Feedback on the December 2017 communication from ASC

First, 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 can tell that you take this very seriously and your expertise is greatly appreciated. It is clear to me that you have taken your responsibility seriously, gathered a lot of information, and looked at the whole college versus certain areas of our college and curriculum. I appreciate that and want to take this time to provide feedback to you and request your input.

CONTEXT

As you know, we have been very busy hiring faculty members over the past year and a half. In fact, we have hired over 45 new and replacement positions and will be hiring two additional position that have been board approved. The following is a summary list of recent full-time hires.

TITLE	Board Approval of Position	New/Replacement	Hire Date
Counselor (Financial Aid)	3/11/2015	New	7/1/2016
Counselor, EOPS/CARE 60%	1/25/2016	New	7/21/2016
Instructor, Biology	2/24/2016	New	8/12/2016
Business/Accounting Instructor	2/24/2016	New	8/11/2017
Instructor, Chemistry	2/24/2016	New	8/12/2016
Instructor, Chemistry	2/24/2016	New	8/11/2017
Instructor, Cinema	2/24/2016	New	1/30/2017
Instructor, Communication Studies (Forensics)	2/24/2016	New	8/12/2016
Instructor, Computer Networking	2/24/2016	New	8/12/2016
Instructor, Construction Management and Technology	2/24/2016	New	8/12/2016
Career Counselor	2/24/2016	New	7/13/2017
Instructor, Culinary Arts	2/24/2016	New	1/30/2017
Assistant Professor, Early Childhood Education	2/24/2016	New	1/30/2017
Instructor, English	2/24/2016	New	1/30/2017
English Instructor	2/24/2016	New	8/11/2017
Kinesiology/Physical Education-Head	2/24/2016	New	8/12/2016

TITLE	Board Approval of Position	New/Replacement	Hire Date
Coach, Women's Soccer			
Instructor, Math	2/24/2016	New	8/12/2016
Instructor, Math	2/24/2016	New	8/12/2016
Instructor, Spanish	2/24/2016	New	8/12/2016
Instructor, Paralegal Studies	2/24/2016	New	1/30/2017
Philosophy Instructor	2/24/2016	New	8/11/2017
Instructor, Political Science	2/24/2016	New	1/30/2017
Psychology Instructor	2/24/2016	New	8/11/2017
Instructor, Sociology	2/24/2016	New	1/30/2017
Instructor-Sociology	2/24/2016	New	8/11/2017
Faculty Director, Civic & Community Engagement Initiatives	8/10/2016	New	8/1/2016
Geography Instructor	2/24/2016	New	Postponed due to input from Instruction

TITLE	Board Approval of Position	New/Replacement	Hire Date
Instructor, Business/Business Law	2/24/2016	Replace Waldon	1/30/2017
Instructor, Nursing	2/24/2016	Replace Brown	8/12/2016
Instructor, Technical Theatre	2/24/2016	Replace Steele	8/12/2016
Business/Accounting Instructor	5/25/2016	Replace Bawens	8/11/2017
Instructor, English	5/25/2016	Replace Cheng-Levine	1/30/2017
Instructor, Math	6/8/2016	Replace Cole	8/12/2016
Instructor, Early Childhood Education	1/25/2017	Replace Marshall	1/30/2017
History Instructor	2/8/2017	Replace Tripp	8/11/2017
Nursing Instructor	2/8/2017	Replace Baker	8/11/2017
English Instructor	2/18/2017	Replace Gurnee	8/11/2017
Administration of Justice Instructor	4/12/2017	Replace Brode	8/11/2017
Graphic & Multimedia Design Instructor	4/12/2017	Replace Jenkins	8/11/2017
History Instructor	4/12/2017	Replace Reynolds	8/11/2017
Interior Design Instructor	4/12/2017	Replace Minarsh	8/11/2017
Nursing instructor	4/12/2017	Replace Lowe	1/29/2018
Biology Instructor	6/14/2017	Replace Takeda	1/29/2018
Business Instructor	6/14/2017	Replace Wright	1/29/2018
English Instructor	6/14/2017	Replace McCutcheon	Delayed pending finalization of Admin Hiring

TITLE	Board Approval of Position	New/Replacement	Hire Date
Theatre Instructor	6/14/2017	Replace Wickline	Delayed pending finalization of Admin Hiring
EOPS/CARE Counselor (60%)	8/9/2017	Replace Lozano	1/29/2018
Counselor (80%)	09/13/2017	Replace Visner	9/05/2017
Nursing Instructor	4/12/2017	Replace Malinoski	IP
Nursing Instructor	12/6/2017	Replace Child	IP

REQUEST FOR ADDITIONAL INFORMATION

In order to better understand the recommendations sent to me in December, I need additional information from the committee. In reviewing the list you sent to me, I have the following questions:

- Are the same criteria used to evaluate replacement positions and new positions?
- If a resignation is received in the fall, is it processed in the same way and using the same criteria as a resignation received in the spring?
- On the list I recently received from the committee, I noticed the replacement positions in Math and Nursing were ranked after new positions. Based on historical demand, I would assume that these two areas support highest ranking among positions to be filled. Could you help me understand your thinking here?
- When recommending a replacement positions, where does the program viability policy and student demand come into the process?
- How do the three previously approved positions in Geography, Theater, and English fit into the committee's recommendations?

FACTORS TO CONSIDER IN MOVING FORWARD

Several factors are important to consider related to 'context' that influence the decision-making process as summarized below:

- The first, is the Faculty Obligation Number, or FON. Currently we are approximately 2.6 FTEF over the FON for Fall 2018. This assumes that we will have successful recruitments in the Spring. Further, it doesn't reflect any retirements or resignations that might occur during the spring semester.
- Second, it is early in the State's budget process for 2018/19. As tax receipts are realized in the upcoming months, the System will have greater clarity on expected revenues.
- Third, the State's Funding Formula is likely to change significantly. Currently, 50 percent of the formula is related to FTES, 25 percent for outcomes, and 25 percent for underserved populations. However, the details have not been determined including what the metrics will be used and how the formula will work.
- Lastly, there is quite a bit of fluctuation in enrollments that have an effect on the amount of growth revenue and funding that is realized. Over the upcoming weeks, as additional sections are added on ground and online, we will have a better picture of realistic revenue to be earned.

As more information becomes available in the spring, the following variables will impact decisions we make about ongoing fiscal obligations:

- **State Revenue;** revenues go up and down daily and take sharp turns from week to week. While the state, as of today, definitely has more revenues, the jury is still out as to whether these will be ongoing revenue streams or required to be used as one time expenditures.
- **FTES served;** further restricting our ability to predict our future revenues are three factors represented in the questions below:
 - ✓ How much growth FTES revenue will we achieve?
 - We cannot increase the number of full-time faculty if the FTES target is not achieved and there is no other funding source to pay for them.
 - ✓ Will additional full-time faculty be funded as a line item in the budget?
 - Currently there is no line item in the Governor's proposed budget.

- ✓ How will new revenue be able to be used? Will it to be distributed directly to the colleges **OR** will it be used to support statewide initiatives and priorities **OR** will it be for restricted and/or categorical purposes?
- ✓ What factors will be included in the new growth formula (proposal due to DOF on May 1st)? Will the dollars be put where the students are actually enrolling or fund underserved areas that are already unable to meet their enrollment targets?

Given these factors, my recommendation on future additional hires will be made when the information detailed above is known. That said, I expect that my recommendation will be available before the end of the semester.

In addition, per your offer in a previous communication, I would like to review the **one sheet summaries** presented for each position. If any of this information is unclear, I would be happy to visit the ASC in the near future.

Thank you again for your tireless, and professional efforts. You have a tremendous positive impact on our ability to make informed decisions.