

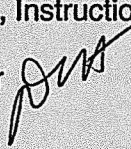


# Chancellor's Office

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Dr. Dianne G. Van Hook

TO: Ms. Wendy Brill-Wynkoop, Chair, Academic Staffing Committee  
Dr. Jerry Buckley, Vice President, Instruction

FROM: Dr. Dianne Van Hook, Chancellor 

RE: Academic Staffing

DATE: March 17, 2015

My purpose in writing to you today is three-fold:

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.

Secondly, I want to provide a **context** for my recommendations. As always, consistent with my thinking and approach over time, my recommendation to move forward with filling any full-time position is made in the context of the statewide budget situation. Even though the budget for next year from the State level changes daily, I believe that through realigning priorities, examining where we invest our funds to generate FTES and what additional revenues we can bring to the table and to budget, we are on our way to full restoration of our base funding (2008 levels).

That being said, although California began the fiscal year with a budget plan in place, and the Board of Trustees has adopted a budget for 2014-15, the fiscal condition is still marked with a roller coaster phenomenon:

- 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.

- Further restricting our ability to predict our future revenues are three factors represented in the questions below:
  - ✓ Will there will be a deficit of current year “restored” FTES over what we had planned for, or will the funding fall short;
  - ✓ How will new revenue be able to be used – to be distributed directly to the colleges OR be used to support statewide initiatives and priorities?
  - ✓ What factors will be included in the new growth formula (proposal due to DOF on May 1<sup>st</sup>)? Will it put the dollars where the students are or fund underserved areas that are already unable to meet their enrollment targets?

Given that we never know what we will actually be getting in funding until the legislature approves the budget and the trailer bill (between June and November, depending on the year), *my recommendations below are provided with the understanding that if funding does not materialize, we will need to adjust accordingly and alter the number of positions we can actually fill.* However, if we don't get started, we will never get there – so, here we go!.

I am pleased to let you know at this time, due to being able to combine funding from a variety of sources, at the March 25<sup>th</sup> Board of Trustees meeting, I will be recommending to the Board, that we move forward to advertise for full-time faculty in the following departments:

- ✓ English (2)
- ✓ Communications
- ✓ Sociology
- ✓ Computer Science
- ✓ Library
- ✓ Chemistry
- ✓ Photography
- ✓ Architecture
- ✓ Anthropology
- ✓ Counseling

The processes to advertise for these positions will commence upon Board approval, contingent upon updated job descriptions being available in Human Resources. Also, given the uncertainty of our funding, all positions will state that “position is contingent upon adequate funding.”

If, in fact, the funds are available to not only hire faculty in these fields, but move on down the list, I will forward additional priorities.

In addition, I believe we will want to fill the following vacancies:

- ✓ English (Mary Petersen)
- ✓ Counseling (Edel Alonso)

If you can confirm that these have been reviewed and approved by the ASC, I will add them to the Board agenda as usual.

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