



Chancellor's Office

Dr. Dianne G. Van Hook

TO: Dr. Jerry Buckley, Academic Staffing Committee Co-Chair
Mr. Peter Hepburn, Academic Staffing Committee Co-Chair

Cc: Dr. Rebecca Eikey, Academic Senate President

FROM: Dr. Dianne Van Hook, Chancellor

RE: Response to Academic Staffing Recommendations for 2016-17

Date: February 19, 2016

Thank you for submitting the Academic Staffing Committee's recommendations to me and for making the time to discuss these with me so that I could better understand the information I need to build the understanding and context to complete my review. The additional information you provided to me was very helpful and I appreciate your extra efforts.

Concurrent with reviewing your recommendations, a secondary focus of mine was to build a context by gathering relevant information, looking at our strategic goals, anticipating what our college can do to maximize revenues available to us, strategizing on how to build our programs in accordance with State initiatives and mandates, and reviewing what our students expect and need from us in order to pursue and complete their educations and training in a timely way.

As you know, the **2016-17 Budget Proposal** as proposed by the Governor in January **does not include** a specific allocation (dollars) to hire full-time faculty, nor does it include any base revenue increases. However, it does include \$200 million for the implementation of the *Doing What Matters* initiative.

To that end, from the bigger picture, taking everything into account, my recommendation is to **add more new full-time faculty** for the 2016-17 academic year than required by the FON (N=13).

How are we going to do that?

I have spent the last month in conversations and meetings with the Vice Chancellor who oversees the *Doing What Matters* initiative in order to ascertain **when** the colleges will actually see and be able to spend our share of the *Doing What Matters* revenues to advance the purposes of *Doing What Matters*. Having received clarification to answers to my questions on Wednesday evening, I am now able to share my staffing recommendations with you.

My recommendations accomplish the following:

- Fund all of the Academic Staffing Committee's "Urgent" and "Strongly Recommended" positions as forwarded to me and one "recommended" position.
- Leverage our ability to hire more than those needed to meet the 2016 FON by using multiple revenue sources.
- Obtain authorization for positions to be hired for the Fall 2016, Spring 2017, and Fall 2017. (See attached list).
- Build on the foundation that is established through strong curriculum and program planning.
- Provide planning time for select departments to anticipate and prepare curriculum and partnerships needed to bring a new faculty member on board so access is expanded.
- Position us to continue to progress into the future!

Relative to the future, please note that if we receive funding for FTES over cap in the 2015 year, our FON will further increase for the Fall of 2017. I fully expect that to be the case. If that is the case, the *Academic Staffing Committee* will be asked to recommend additional positions.

So what's next?

- If the ASC would like to meet with me to discuss my recommendations, I am happy to do so prior to the Board meeting. I will make myself available at your convenience.
- Included in the Personnel Schedule for the February 24th Board Meeting, is an item identifying how many Full-time Faculty I am recommending to be hired for each term (Fall 2016, Spring 2017, and Fall 2017).
- At the meeting, I intend to provide the specific disciplines as "add info" at the Board meeting itself. Out of protocol, this was not done on the agenda item itself as it is Friday and I know members of the Academic Staffing Committee may not receive my communication until Monday.

In closing, I thank you for your leadership and the time all committee members contribute to this important function at College of the Canyons. If you have any questions or would like to meet with me prior to the Board meeting on Wednesday, please contact me at any time on my cell 661 481-1992.

New Positions to be Hired

In Place

Geology

Music - Instrumental

Fall 2016

Biology - Anatomy and Physiology

Mathematics - Generalist I

Nursing - Medical Surgical I

Theatre - Technical Theatre

Computer Networking

Chemistry I

Communications - Forensics (updated from Theory/Generalist)

Mathematics Statistics

Modern Languages - Spanish

Women's Soccer Coach/KPE

Construction - Management and Construction Technology

Spring 2017

English I

Cinema/Film Studies

Culinary Arts - Catering

ECE - CCC

Business/Accounting

Paralegal Studies

Sociology (focus to be determined)

Political Science

Fall 2017

Career Counselor

Chemistry

English II

Geography

Philosophy

Psychology - Stats/methods

Sociology - Research Methods/Stats

NOTE: If any of the Fall 2016 positions do not move forward, based on department input, English and then Cinema will move up to Fall 2016.