



## Chancellor's Office

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Dr. Dianne G. Van Hook

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

CC: Dr. Rebecca Eikey, Academic Senate President

From: Dr. Dianne Van Hook  
Chancellor

Re: Additional Feedback on the Academic Staffing Committee  
Recommendations for Fulltime Faculty Hires 2019/20

Date: February 11, 2019

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. Also, my special thanks go to co-chairs Jerry Buckley and Miriam Golbert for making the time to meet with me over a week ago to discuss the recommendations of the committee as well as respond to subsequent emails, texts and calls from the hospital last week. I appreciated the opportunity to ask questions about the committee's deliberations and discussions. I value your efforts and want to take this time to provide context and feedback to you regarding your requests.

### **Full-time Faculty Obligation considerations**

As you know it is still very early in the budget year, and funding for 2019-20 has not yet been finalized. However, we remain committed to hiring new faculty and look forward to doing so this spring so that our new colleagues are on board to start in the coming fall semester. While the budget remains unclear, we do know our Full-time Faculty Obligation Number (FON) for fall 2019.

As of Fall 2018, the District had 222.55 Full-time Equivalent Faculty (FTEF). Since that time, 3 full-time faculty have retired or resigned and 1 new faculty member was hired in English. Our current FTEF are 220.55 (see chart below).

Fall 2018 FTEF	222.55
	-3.00 faculty retirements/resignations
	+1.00 hired vacant English position to start spring 2019
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	220.55



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Looking forward, our projected FON target for Fall 2019 is 229.00 FTEF. As you may recall, the Board of Trustees at their November 7, 2018 Board meeting authorized the replacement of Amy Shennum's Nursing – Medical/Surgical position. Therefore at this point in time we need to hire 7.45 or 8 full-time faculty.

### Positions being recommended for authorization on the February 13, 2019 board agenda

In the light of that context, and consistent with the Academic Staffing Committee recommendations and the clarification, confirmation and additional details provided by you in our conversations, I moved forward, per your messages on Friday to recommend the following positions on the February 13, 2019 board agenda:

<u>Discipline</u>	<u>New/Replacement</u>
1. Biology Sciences – A & P	New (at CCC)
2. Biology Sciences – <i>Microbiology</i>	New (at CCC)
3. Chemistry – <i>General</i>	New (at CCC)
4. Chemistry – <i>General</i>	New (at CCC)
5. EMT	New
6. Computer Science	New

### What's next?

Based on answers to the questions I posed in my February 1 memo to you and Jerry on behalf of the Academic Staffing Committee, as well as many emails and dialogues that have occurred between various parties, I am prepared to recommend the following position on the March 13, 2019 agenda:

7. Nursing - Psychiatric	New
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I would also like to recommend an 8<sup>th</sup> position on the March 13<sup>th</sup> agenda. However before I can do so I need further clarification from the Academic Staffing committee. Specifically, one of the replacement positions on the urgent list was for recreation management. I need clarification from the committee if that position is being recommended to be replaced as a recreation management position or a Kinesiology/Physical Education position. I am clear on the need for a Kinesiology/Physical Education position, which was included on the "strongly recommended" list, as I am aware that the PE department has lost nearly an equivalent of 2 FTEF through some of its full-time faculty taking on additional assignments or teaching in other departments. However, relative to the position included on the urgent list, I am curious as to whether a program viability study has been done and the need to hire a full-time faculty member in recreation management confirmed. Once I have this information, I will be able to make my determination.



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I am aware that in addition to the positions addressed, we have had another faculty member recently resign as well as the amazingly tragic and untimely loss of faculty member Guido Santi. Of course, I am sure that recommendations will be forthcoming to the Academic Staffing Committee in regards to these positions. Once your recommendations are forwarded to me, I will move forward quickly so we can advertise, recruit and hire. This will close out our FON requirement if we replace these final two positions.

However, based on extensive review, I am happy to share with the committee what my next three hiring priorities are off the urgent list, if it is helpful to them. We will move forward with these positions when additional resources become available. Please let me know if you would like me to call in to tomorrow's Academic Staffing Committee meeting.

Thank you for your leadership and the time you contribute to this important function at College of the canyons. Please feel free to contact me if I can provide any additional clarity. Thank you again!