

From: [Van Hook, Dianne](#)
To: [Golbert, Miriam](#); [Torres, Omar](#)
Cc: [Andrus, David](#); [Medlin, Rian](#)
Subject: Initial Feedback on Recommendations from the Academic Staffing Committee
Date: Thursday, February 8, 2024 2:51:36 PM



Chancellor's Office

Dr. Dianne G. Van Hook

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

Cc: Mr. David Andrus, Academic Senate President
Dr. Rian Medlin, Vice President of Human Resources

From: Dr. Dianne Van Hook, Chancellor

Re: Initial Feedback on Recommendations from the Academic Staffing Committee

Date: February 8, 2024

My purpose in writing to you today is to let you know that I appreciate all of the work you and your committee did that led up to you providing me with your Academic Staffing Committee's ranked recommendations for going forward with future hires. I am grateful that you provided the information to me on November 22, 2023. I wanted to let you know that I have reviewed all the material, and I am pleased to let you know that at this time, I am presenting the first of my **recommendations** for hiring consideration by the Board, with the hope that we are able to revisit future recommendations after the May Revise, once we have more information from the Governor's office on the state of the California budget. I look forward to meeting with the two of you at that time, when it is convenient for you both.

Background Context

Based on what we know as of 2/9/2024, the existing full-time faculty obligation number (FON) for fall 2024 is 219.7, which takes into account thirteen anticipated faculty members retiring in June 2024. The Fall 2024 Advance FON from the State is 189.7, which means we are expected to be 30 FTEF above our expected FON.

The Legislative Analyst's Office has reported that with the recent receipt of various postponed tax payments this past October 2023, it is now estimated that 2022-23 revenues will be \$26 billion below Budget Act projections. This budgetary weakness is likely to carry into this 2023-24 fiscal year and next. Overall, the state's updated revenue outlook anticipates collections to come in \$58 billion below Budget Act projections across 2022-23 to 2024-25.

Next Steps

To this end, I will begin the hiring process by placing **two positions** on the February 14th Board Agenda for the Board's consideration. The Academic Staffing Committee strongly recommended rehiring the following two positions:

- Counseling (Ujima) (replacement for Jonathan Ng)

- Counseling (STEM/Latinx) (new)

The Black Student Success Counselor will be funded from the Student Equity & Achievement Program. The Black Student Success Counselor is a vital piece of our Student Equity and Achievement Plan to help our disproportionately impacted African American/Black students. This has been an important part of our progress in attaining the goals our College established in our equity work.

The Latinx Counselor will be funded through the recently acquired Title V HSI STEM grant that is focused on creating a comprehensive approach to improving Latinx student access, engagement, and success. This position will focus on our Latinx students with majors in the STEM fields to complete their degrees and transfer. This position is required of the grant and also part of reducing the disproportional impact of our Latinx students as outlined in the SEA Plan.

Once more, I am truly grateful for all your tenacious and forward-thinking work to ensure we continue to best meet the needs of our instructional programming as we look to the future. I welcome the opportunity to meet with you both to engage in a conversation to discuss potential additional future hires as more information on state revenue projections continues to unfold.

Thank you!

Dianne

Dr. Dianne Van Hook

Chancellor

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