



# Chancellor's Office

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Dr. Dianne G. Van Hook

To: Dr. Miriam Golbert, Co-Chair Academic Staffing Committee  
Dr. Omar Torres, Co-Chair Academic Staffing Committee  
Dr. Rian Medlin, Vice President of Human Resources

Cc: Mr. David Andrus, Academic Senate President

From: Dr. Dianne Van Hook, Chancellor

Re: Feedback on Revised Recommendations from the Academic Staffing Committee

Date: April 5, 2023

Thank you for the revised memo that you sent on March 10, 2023, recommending replacement of two urgent faculty positions in Biology (A&P) and Engineering. As we prepare for the upcoming Fall 2023 semester, I continue to be amazed by the ongoing work that our Academic Staffing Committee has done throughout the 2022-2023 year to bring forward your recommendations. I also appreciate that the committee is planning for additional presentations to be held after spring break.

Based on what we know today, the existing full-time faculty number is 214, which takes into account two faculty retiring (History and Computer Applications and Web Technologies) in June 2023 and another more recent faculty resignation in Chemistry. Over the course of the next few months, we anticipate filling 15 additional positions which were previously authorized by the Board of Trustees and include:

1. AAC Counselor (already hired)
2. Advanced Manufacturing
3. Architecture
4. Biology – Anatomy and Physiology
5. Construction Management
6. Construction Technology/Apprenticeship (replacement for Eric Arnold)
7. Counseling Canyons Promise
8. Cybersecurity
9. Economics (replacement for Guillermo Cruz)
10. Health Science
11. Occupational Therapy Assistant Director
12. Pharmacy Technician Director
13. Physics
14. Water Systems Technology
15. Welding

This will bring our FON to 229.

As of 7/28/2022, the Fall 2023 Advance FON is 238.7, assuming there is no deficit factor that may become known later this month. State revenue projections for 2023-24 are currently coming in lower than expected. Because of the potential lower revenues, there continues to be a possibility that there will be a deficit factor applied to the second principal apportionment (P2) revenue that will be released in April 2023.

- If there is a deficit factor applied to our revenue, that same deficit factor will be applied to our FON target at P2.
- This would affect our FON target for Fall 2023, which could be lower than the 238.7 FTEF projected at Advanced Apportionment for Fall 2023 on 7/28/2022.
- Once P2 is released, we will reevaluate our FON target and complete the required hiring before Fall 2023.

However, as of today, it appears that we will need to hire at least 10 additional faculty to reach our FON, assuming all other fiscal and revenue assumptions remain the same.

To this end, I would like to begin the hiring process by placing **11 additional positions** as delineated below on the April 12<sup>th</sup> Board Agenda for the Board's consideration. As we continue to engage in our recruitment processes, there is the possibility that certain positions might not be able to be filled, and therefore we want to anticipate and be flexible in our planning. Therefore, I am recommending that the Board authorize hiring the following positions for the 2023-24 year:

1. Art Studio (replacement for Rebecca Edwards)
2. Astronomy
3. Biology – Anatomy and Physiology (replacement for Desiree Goetting)
4. Chemistry
5. Construction Technology
6. Diagnostic Medical Sonography Director
7. Engineering (replacement for David Martinez)
8. Filmmaking
9. Librarian – CCC
10. MESA Counselor, 72.5%
11. Physical Therapist Assistant Faculty Clinical Coordinator

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 further 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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