

To: Advisory Council

Cc: Revenue and Resources Council
Equity and Education Council
Administrative Council

Fr: Thuy Thi Nguyen, President *TTN*

Date: February 7, 2020

Re: Full-Time Faculty Hiring for Academic Year 2020-2021

Thank you for your recommendation on the faculty hiring prioritization. Thank you also for your recommendation to explore use of Strong Workforce funds to hire the CTE positions.

In an effort to garner more feedback and generate more public visibility on the faculty hiring priorities, we started the process in the past two years to bring both general funded and categorically funded faculty hiring positions to governance so that we could benefit from your collective feedback. The process also included inviting Academic Senate colleagues to work closely with the Deans, AVPI, and EVP to prioritize the faculty hiring needs. Many thanks to our Academic Senate colleagues and administrators, with special thanks to AVP Paul Starer for leading this process.

One of the driving principles for me in my decision around faculty hiring is to seize every opportunity to hire tenure-track, full-time faculty. That is why we did not use the state new-faculty hiring funds for the budget reduction last year. It is also why we proceeded to hire 5 full-time faculty last year, contributing an additional \$31,890 from the 1320 part-time faculty budget in order to draw down all of the state funds.

Thank you to VP Bret Watson and AVP Elias Regalado for working with the district to put us in the best position of being able to hire 6 generally funded faculty positions and 3 categorically funded positions. We also explored the use of Strong Workforce funds, but found that such short-term funds would not be advisable for these permanent hires.

The list below constitutes the faculty positions that I have approved for hiring:

Three Categorically Funded Positions

1. DRC Counselor/Instructor, Education Development
2. DRC Counselor/Instructor, Education Development
3. DRC Transition to Work Faculty

Six Generally Funded Positions

1. Horticulture
2. Art History
3. Radiologic Technology
4. Counseling for online students (*pending agreement with Faculty Association & District Human Resources due to this position being non-business hours)
5. Anthropology: Global Studies
6. ESL (with emphasis on non-credit)