

December 5, 2019

Dear President Anderson,

Attached you will find the recommendation of the Strategic Planning Joint Councils prioritizing all the initiatives put forward in the Vice Presidents' integrated area plans. In the body of this letter is a summary of what was prioritized as well as some specific language/ recommendations the councils wished to include as part of the recommendation.

This year's process involved the development and posting of the VP Executive summaries, along with the full plans, and the Prioritization 101 document to facilitate and streamline the prioritization process, clarifying precisely what needed to be prioritized and why. It has also involved the two question and answer sessions on Sept. 27<sup>th</sup> following which any clarifications or adjustments to the VP plans (for instance where there was a clear omission) and reposting these so the most up to date versions have been available to the entire college community on the website throughout the month of October. TL, RDAS, and SAS members were sent surveys to record their initial rankings—so they were sent to 52 council members (GEMQ oversees the process and helps us improve it each year but doesn't prioritize). Thirty-nine (up from 25 last year) surveys were returned and these formed the starting point for the prioritization work of the joint councils on November 8th. Of the 52 voting members eligible to do this work, 42 were present (or had sent a proxy). The process genuinely focused on strategies that would further the college's goals.

The supporting material for the faculty hires was posted on the web for the whole college community to review throughout October. Twenty-nine faculty were sent the surveys for an initial ranking and 25 of those were returned. That was an initial pass. On November 8<sup>th</sup>, the voting faculty members of TL, SAS, and RDAS worked together to develop the final ranking. Of the 29 voting members eligible to do this work, 29 were present and participated (or had sent a proxy).

This letter reflects the joint councils' recommendations on a ranking of college priorities/ initiatives and full-time faculty hires. The councils are aware budget and available funding are limited, especially in this period of budget uncertainty. Thus it is the hope that the work of the councils to prioritize initiatives also offers a clear sense of direction/ emphasis on where expend effort in the search of additional outside funding in the form of grants, etc.

The summary of the prioritization of the top 10 initiatives from the VP plans and recommended full-time faculty hires are outlined below. The ranking of the remaining initiatives from the VP plans are included in the more comprehensive document attached so that if more funding becomes available, how the councils ranked all 20 initiatives requesting prioritization in the VP plans is clear.

#1 VPAA Initiative #2/ VPBS #9 Website Redesign and Launch

#2 VPAA #10 in its entirety

#3 VPSS from Initiative #3, the Mental Health Supervisor

#4 VPAA #1, VPSS #5, VVPD #5 (but not the peer mentors from VPPD) Engagement Center Support

#5 VPBS #8 Safety Initiatives and Programs

#6 VPAA #23, VPBS #4 Resource Inventory Database

#7 VPAA #11 + the Adaptive Technology Specialist from VPSS. The positions requested within this initiative are ranked as follows: Adaptive Technology Specialist; Life Sciences Lab Technician; FT Lab Technician Fine and Performing Arts; Increase of PT to FT Lab Technician Physical Sciences; Learning Center Assistant from PT to FT World Languages; Support Specialist from PT to FT Journalism

#8 Remainder of VPSS Initiative #3 (mental health supervisor was separated out and ranked #3 overall on its own)

#9 VPAA #16 Equity and Cultural Proficiency training and support—the entirety of the initiative

#10 VPBS # 11 Retirement Incentive Initiative/ Backfill

### **Full-Time, Tenure-Track Faculty Hiring**

It should be noted that the joint councils prioritized a full-time faculty hire in Engineering in 2017-2018, and that position has never been hired.

The councils' recommendation for 8 full-time faculty hires allotted for this year is as follows:

1. Life Sciences
2. Counseling DRC/Veterans
3. Sociology
4. General Counseling
5. Music
6. Early Childhood Education
7. English
8. Psychology

The remaining faculty positions that were requested in plans but which the councils are not recommending be hired at this time were ranked as follows:

9. Math
10. Communication Studies
11. American Sign Language
12. Counseling EOPS
13. General Counseling position #2
14. Political Science

We look forward to hearing back from you with a final determination very soon.

Sincerely,

Dr. Kathleen Sell, Faculty Co-Chair EPOC

Kristine Di Memmo, Administrative Co-Chair EPOC

Cc: Chairs and Co-Chairs of Leadership Councils

Attachments: Prioritization of Initiatives and Prioritization of Faculty Positions