

VENTURACOLLEGE

SET YOUR COURSE

Office of the President

To: Dr. Dan Clark, Academic Senate President
From: Dr. Kim Hoffmans, President
CC: Executive Team; Deans Council
Date: August 25, 2020
Re: Full-time Faculty Priority Fall 2020

As part of our annual planning and resource allocation process last year, the Executive Team reviewed the Faculty Prioritization recommendation list and informed the Academic Senate of our hiring plan. The following positions- Engineering, Psychology, Construction Technology, Child Development, and Astronomy were prioritized in this order for hiring as our budget would allow.

Faculty hiring was proposed to begin in the summer and fall semester following the development, approval, and submission to the California Chancellor's Office the required Student Equity Plan (SEP). The reason for the delay in hiring was due to the possibility of VC not receiving Student Equity and Achievement funds; where several current faculty positions are budgeted. These employee positions would have needed to be transferred to our general fund account if money from the state had been withheld. Fortunately, the SEP was completed and SEA funds are intact.

This year, the unprecedented pandemic has really upended all aspects of our college. In addition to COVID-19, VC is facing declining enrollments of 9%, deferred apportionment funding, and most likely additional funding reductions over the next few years. Due to these circumstances, we find it crucial to be very cautious with hiring new employees and our priority is to save current positions. Therefore, it is necessary to revise our plan and ask you to reprioritize faculty hires through the 2020-2021 program review process. This means the above prioritized list will not carry forward.

For the fall semester, there are three positions listed below that we have identified as critical. Positions one and two are backfill positions that are extremely difficult to fill. For example, we have had four failed searches for accounting over the past year and a half. Position three is required for the accreditation of our new Veterinary Technician program starting in spring.

1. Accounting
2. Computer Science
3. Veterinary

It is important for me to keep you and the other Senators informed related to faculty hiring. As such, I wanted to share this information both at your meeting last Thursday and in this letter. Please let me know if you have any questions or would like for me to attend another Academic Senate meeting.

Best wishes, Kim