



MEMORANDUM

To: Rachel Johnson, Academic Senate President
From: College President
CC: Executive Team, and Administrative Council
Date: December 5, 2024
Subject: Fall 2025 Faculty Hiring Plan

Dear Rachel,

As part of our annual planning and resource allocation process, the Executive Team has carefully reviewed the Faculty Prioritization recommendation list developed by the Academic Senate for full-time faculty hires for the 2025–26 academic year.

When evaluating requests for full-time faculty positions, the Executive Team considers several factors that have fiscal and strategic implications. These factors not only influence the number of positions we can fund but also guide us in prioritizing areas of growth and critical need. Key considerations include:

- Retirements and new position requests
- Budget forecasts and funding sources
- Growth and FON (Faculty Obligation Number) requirements
- Compliance with the 50% Law
- Enrollment trends and productivity
- Alignment with the Student-Centered Funding Formula (SCFF)
- Dual Enrollment needs
- Labor market demands

Additionally, the team has reviewed all the supporting documentation submitted as part of this process.

At this time, and with no retirements or additional state resources confirmed, we are unable to post any positions for recruitment. However, as shared during today's forum, I am providing the list of the top ten prioritized positions. Should circumstances change—such as additional retirements or new funding opportunities—we will revisit this list and provide an updated plan.

I want to acknowledge the thoughtful and collaborative effort that went into this process. The participation of over 30 evaluators and the engagement at today's forum reflect the commitment of our college community to a process that is both inclusive and self-reflective. I hope the forum provided insight into how the final prioritization was determined as a collective and fair effort.

Position	Exec Priority	Senate Priority
Auto/Diesel (ACE2401)	1	7
ESL (ESL2401)	2	1
Chemistry (CHE2402)	3	2
Communication Studies (COM2301)	4	4
Child Development - Speech Language Pathology (CDV2401)	5	9
Political Science (POL1701)	6	5
Forensic Science (CRI2401)	7	6
Biology - ANAT/PHSO (LIF2402)	8	11
Counselor (COU2201)	9	8
Psychology (BEH2401)	10	10

Thank you for your leadership and ongoing support in sharing this information appropriately.

Sincerely,



Claudia Lourido-Habib
President, Ventura College