

MEMO

To: Advisory Council

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

Fr: Thuy Thi Nguyen, President 

Date: February 5, 2021

Re: Faculty Prioritization / Hiring: 2 + 1 - REVISED

Thank you for your recommendation vote on the faculty hiring prioritization:

Proposed - Prioritization list:

- DRC counselor was considered outside the list as this position would be funded using categorical funds.
- The remaining ranked list is as follows:
 - 1.Ethnic studies
 - 2.Veterinary Technology
 - 3.Humanities
 - 4.Counseling (General)
 - 5.VRC counselor

In an effort to garner more feedback and generate more public visibility on the faculty hiring priorities, we started the process in the past three 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 Dean Ram Subramaniam for leading this process and presenting the aforementioned prioritization list to Advisory Council.

One of the driving principles in my decision around faculty hiring is to seize every opportunity to hire tenure-track, full-time faculty, even though there was an option of not hiring any full-time faculty position. The college far exceeds its full-time faculty hiring obligation, legal requirement.

As I expressed at our meeting in January, there was general fund for 2 full-time faculty positions only. I was inclined toward #1 (Ethnic Studies) and was deliberating between #2 (Vet Tech) and #3 (Humanities) pending more investigation into the needs of both departments.

The list below constitutes the faculty positions that I have **approved for hiring of 2 + 1**:

Two General Funded Positions

1. Ethnic Studies
2. Humanities

One Categorically Funded Positions

1. VRC Counselor

Thanks to a set of promising adjunct faculty hirings for the Veterinary Tech program to meet the needs of the department, there is less of a need for a full-time, tenure track position for the department. Thus, we will use the funds for the request by the Humanities department.