

Colleagues:

Please find my summary of the Senate's conversation and subsequent recommendations below for your review. Please email any suggested edits or additions by tomorrow at 5 PM. Thanks, -Michael

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Interim VP White and Academic Deans:

As you deliberate the specific positions in preparation for the proposed ranking to be shared with the Academic Senate on December 1, 2014, the Senate urges the consideration of the following points and subsequent recommendations in the determination of your individual and mutual rankings:

1. We recommend that success and retention data not be considered or, if it is to be considered, weighted substantially less than other identified criteria. Senators express deep concern regarding the solicitation of success and retention data as key factors in the determination of hiring priorities. It is the opinion of the Senate that neither of these factors are strong indicators of departmental need, especially when compared to other factors which point more quantitatively to actual needs/requirements of a discipline, such as part-time to full-time ratios, numbers of sections, numbers of students served, and basic skills as well as programmatic/transfer requirements. Part of the problem could be a lack of information as to how each identified element is to be weighted.
2. We recommend that that Program Review or program assessments be at least as influential in your decision-making process as any other criterion. Senators cited the program review element(s) of the petitions as particularly significant, or, where lacking/dated as the program is out of cycle—such as for the School of Liberal Arts—other review data such as PLO assessments and/or the EMP. Moreover, we express concern at behest of the Program Review committee that some positions asked for in various Program Reviews are not represented here (e.g. Film and TV).
3. We recommend that the lack of any full-time faculty assigned to a program be a key consideration. Senators are particularly sympathetic to departments/programs with no full-time faculty advocate.
4. We recommend that replacement positions for existing programs where faculty members have resigned/retired remain a clear priority. Senators are particularly sympathetic to the replacement/resignations of retirees so as not to harm, or to reduce harm, to existing programs. Senators pointed to forthcoming retirements as well as past retirements/resignations which have gone unfilled. Senators expressed the desire for specifics re: retirements: how many do we anticipate and in what departments/disciplines?
5. We recommend more clarity regarding what positions are rolled over from previous cycles and/or from Perkins funds and how their data is to be included in these deliberations. During the VPAA report to the Senate this past Monday, it was noted that some positions not listed would be considered, including positions funded currently under Perkins monies: Autobody and

Graphic Arts. Yet, Graphic Arts is on the list and has a submitted petition whereas Autotech has not. Similarly, positions in Mechatronics and Accounting were mentioned as incomplete from last session, yet these positions are not represented by petitions. The Senate urges more clarity.

6. Senators express concern and request clarification regarding the omission of counselors from this cycle. The Senate recognizes that in previous cycles, counseling positions are considered according to a separate process. However, how and when counselors are selected, including whether they are or are not included in this joint conversation, is irregular and unpredictable: they were included last year; why not this year? Moreover, the Senate should be involved in the prioritization of all faculty positions per the 10+1, including Counselors and Librarians.
7. We request that the deans develop a clear plan to accommodate the clear need for Counseling services, and we ask that this plan be shared with the Senate as a part of this prioritization process. Given the many (and growing) number of programs which require the attention of Counseling faculty (Correspondence, Bachelor's degrees, Middle College, High School Outreach, et al.), we urge the deans a clear plan fir student support. Additionally, Counseling will be losing two (2) additional counselors this year to retirements. The Senate asks is these two positions are included in the number of forthcoming retirements cited by the interim VPAA at Monday's meeting. If not, we suggest that they be replaced as well. If so, please refer to our concerns outlines above under Item 6.
8. Finally, when we meet on December 1, 2014, the Senate would like to have a more controlled conversation than last year's. The deans may recollect that individual faculty members were invited to make their cases, in large part due to the lack of information provided to Senators. Consequently, argument held more weight than cited data at times as both groups did not have the same data in common. The Senate has worked hard with administration to remedy this lack of information, and the Senate is very glad to be a part of this conversation out the gate this time. As such, while faculty will be encouraged to attend, we will limit conversation, debate and the like to Senators and deans except where particular questions for information or clarification might be required. We will of course allow for public comments as well, per Brown Act.

Thank you in advance for your careful attention.