



## MEMORANDUM

**Date:** 11/27/18

**To:** Heike Gecox, Chair, FHPC  
Melissa Korber, President, Academic Senate

**From:** Roanna Bennie, Interim President

A handwritten signature in blue ink, appearing to be "RB", with a long horizontal stroke extending to the right.

**Re:** Faculty Hiring Prioritization Committee Response

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In review of the Faculty Hiring Prioritization Committee (FHPC) work, and the review and affirmation by the Academic Senate, we will be hiring from the FHPC list the top five positions at this time. Should additional funding become available above what is needed to secure a sustained balanced budget, consideration will be given to additional positions.

Several factors have been considered:

- There were five FT faculty position resignations since the SERP retirements last year, and that is the number I have determined we can replace at this time. This has been reviewed with the VP of Administrative Services and the Executive Staff team.
- There were six positions that would traditionally be considered "replacement" positions because the Speech (now Communication Studies) position was not requested in the year of the retirement, but the following year. That sixth-ranked position (Counseling) can, of course, be considered next year.
- The General Fund (GF) will need to account for the cost of two faculty positions that have previously been grant funded, so we will need to begin to prepare for this inevitability. It will be one more year before the HSI Grand Director will come back into the Counseling Dept. and the cost will come back to the GF, and this year one-half of an additional Counseling position has come into the GF that was previously funded by the HSI Grant. Next year will be two full positions back to the GF.
- With the budget constraints that are looming from the new funding formula, we will need to be careful to balance the need to reach our part of the district Faculty Obligation Number (FON) and the pending loss of revenue in comparison to the previous funding formula.

If you have questions or concerns, do not hesitate to reach me. Thank you for this important work.