



October 16, 2018

Faculty Hiring Priorities - 2019-20

Dear College Community,

I want to give you an update on the determination of faculty hiring priorities. I have received input from a variety of sources, including the Deans, the Academic Senate, and the Interim Executive Vice President on this topic. I have also discussed the budget impacts and positions currently funded with the Vice President of Business Services. All input was strongly considered and very much appreciated.

As you may know, our SBCC Academic Senate has a long-established, comprehensive, and conscientious process of evaluating faculty need in departments. I have a great deal of respect for this very robust process and give primacy to this work that considers a number of important, complex, and interrelated criteria. Some of the criteria include a potential position's impact on: student success, student demand, ability to increase/generate FTES, and departmental adjunct versus full-time faculty ratios; as well as the difficulty departments have in hiring adjunct faculty, etc.

Our improved budget and stabilization of FTES have made it possible to hire 14 faculty for 2019-20, which includes 11 positions currently in the budget due to retirements plus three new positions. Based on the input I have received and my own research, I have made the determination that the following faculty positions are essential for us to move forward with for recruitment this year (in alphabetical order):

- Accounting
- Associate Degree Nursing
- Automotive Services and Technology
- Communications
- Cosmetology
- Cosmetology
- Early Childhood Education
- Earth and Planetary Sciences
- English as a Second Language
- English Composition and Literature
- EOPS, CARE, Guardian Scholars, and CalWorks
- Film and Media Studies
- Health Information Technology/Cancer Information Management
- Mathematics

We have significant needs in other areas across the college, but I am convinced the above positions are the most critical. The positions listed above will support student access and success, as well as strengthen program offerings, innovation, and our continued efforts of strategic enrollment management.

Thank you to all who had input and insight into this important decision-making process.