



December 16, 2020

To: Kristine Di Memmo, Administrative Chair EPOC
Paul O'Connell, Faculty Chair, EPOC

From: Gregory Anderson, President *gpa*

Re: response to Joint Council recommendations on faculty and initiatives

On October 30th, the Joint Leadership Councils considered program reviews and strategic initiatives. This process includes prioritizing requests for full-time tenure-track faculty positions. This year, five requests were received and prioritized.

Representatives of the College's faculty, classified, and administrative ranks led this process in a fair, inclusive, and equity-focused fashion. I am grateful for their leadership, integrity, patience and commitment. Engagement—at every level—was strengthened by dynamic feedback and courageous discussions by the various leadership councils and EPOC. This process epitomizes effective participatory governance, and I continue to be humbled to work with you all.

Faculty Prioritization

Seventy-five percent of faculty members of the College's leadership councils voted on the ranking for the five tenure-track positions. The ranking below preserves most of those recommendations, with the second Life Sciences position moving up one notch. My decision is based on enrollment data, student/faculty ratios, access and success indicators, and with consideration of the College's overall strategic direction.

1. Umoja Counselor Coordinator
2. Life Sciences – Micro Biology
3. Communication Studies
4. Life Sciences – Biology (A&P)
5. Theatre

Initiative Prioritization

The other component of this process focuses on strategic initiatives that emerged from program review and were prioritized by the College's Leadership Councils and EPOC. Based on these recommendations, the vice presidents and I have been identifying resources for key initiatives that focus on student need and strengthen the institution. Thoughtfulness and care are especially important in anticipation of the constrained fiscal climate that public higher education will face next year. Thus, I will be sharing with all of you the final determination of each initiative with identified funding streams early in 2021.

I thank everyone who participated over the past months in this critical strategic planning process. Your commitment to this work continues to have a significant impact on our students and our College.