

November 9, 2020

Dear President Anderson,

Attached you will find the recommendation of the Strategic Planning Joint Councils prioritizing all the initiatives put forward in the Vice Presidents' integrated area plans. In the body of this letter is a summary of what was prioritized as well as some specific language/ recommendations the councils wished to include as part of the recommendation.

This year's process involved, once again, the development and posting of the VP Executive summaries, along with the full plans, and the Prioritization 101 document to facilitate and streamline the prioritization process, clarifying precisely what needed to be prioritized and why. This year, the process included the establishment of a Microsoft Teams site that was opened in September and used for Questions and Answers through the prioritization process. Along with the Teams site, was a Zoom Q&A session held with the Vice Presidents on October 23, 2020. The VP Plans were fluid documents throughout this process, where all feedback was integrated and then the most up-to-date versions posted on the website throughout the months of September and October. TL, RDAS, and SAS members were sent surveys to record their initial rankings—so they were sent to 59 council members (GEMQ oversees the process and helps us improve it each year but does not prioritize). Forty-seven (up from 39 last year) surveys were returned and these formed the starting point for the prioritization work of the joint councils on October 30th. Of the 59 voting members eligible to do this work, 44 were present (or had sent a proxy). The process genuinely focused on strategies that would further the college's goals, especially with a strong commitment to Equity and Guided Pathways.

The supporting material for the faculty hires was posted on the web for the whole college community to review throughout October. On October 30th, the voting faculty members of TL, SAS, and RDAS were presented an overview of each faculty request. Once the presentations were complete, thirty-seven faculty were sent a survey (or to their respective proxy) for the ranking and 28 responses were received (75.7%). The outcomes were calculated (using weighted sums) during the meeting, and the faculty positions were presented as ranked.

This letter reflects the joint councils' recommendations on a ranking of college priorities/ initiatives and full-time faculty hires. The councils are aware budget and available funding are limited, especially in this period of budget uncertainty. Thus it is the hope that the work of the councils to prioritize initiatives also offers a clear sense of direction/ emphasis on where expend effort in the search of additional outside funding in the form of grants, etc.

The summary of the prioritization of the top 10 initiatives from the VP plans and recommended full-time faculty hires are outlined below. The ranking of the remaining initiatives from the VP plans are included in the more comprehensive document attached so that if more funding becomes available, how the councils ranked all 16 initiatives requesting prioritization in the VP plans is clear.

Prioritization of Initiatives

#1 Joint Initiative A – Equity and Development: *Equity Audit and Explore Academic Administrator position with classified support, location and budget.*

#2 Joint Initiative B – Equity and Development – Professional Development: *Equity Professional Development for Faculty, Classified, Management and Students*

#3 Joint Initiative C – Facilities Master Plan Implementation: *STEM Engagement Center, LHSS Engagement Center, Library and Counseling remodels*

#4 VPPD #2 – Integrated Academic Support – Engagement Center Support: *Ed Advisors for LHSS and STEM and budget to support Engagement Center activities*

#5 VPAA #1 – Guided Pathways Framework – Clarifying the Path: *Institutionalize the remaining funding for Instructional Program Support Coordinator*

#6 VPPD #1 – Integrated Academic Support: *Peer Mentor Coordinator from PT to FT, iPads and Apple Pencils for Math Tutoring, E-Book Subscriptions, and OER development support*

#7 VPBS #10 – Safety Initiatives and Programs: *Security Camera/System Upgrades*

#8 VPAA #2 – Improve facilities to provide excellence in educational opportunities: *Exhaust fume hoods and valves in Chemistry*

#9 VPAA #4 - Improve student access to and learning experience in instructional laboratory/studio spaces: *Increase Laboratory Technician position support in Life Sciences and Physical Sciences, and increase piano accompanist position support in Music and Theater*

#10 VPAA #6 – Initiative and resource needs for consideration within Life-Cycle replacement databases: *Hot Plates for Organic Chemistry, Top Loading balances, 50 Micro Kits for Organic Chemistry, Clearcom Wireless Headsets for Landis*

Full-Time, Tenure-Track Faculty Hiring

The councils' recommendation for 5 full-time faculty hires (based on approved allotted positions for this year) is as follows:

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

We look forward to hearing back from you with a final determination very soon.

Sincerely,



Paul O'Connell, Faculty Co-Chair EPOC



Kristine Di Memmo, Admin Co-Chair EPOC

Cc: Chairs and Co-Chairs of Leadership Councils

Attachments: Prioritization of Initiatives and Prioritization of Faculty Positions