

# Memorandum

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**To:** Dr. Ed Beyer, SPBC Co-Chair  
Dr. Meeta Goel, SPBC Co-Chair  
Dr. Bonnie Suderman, Vice-President, Academic Affairs

**CC:** Executive Council

**From:** Ed Knudson, President

**Date:** 2/10/2016

**Re:** Faculty Prioritization for 2015-2016

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I am in receipt of the Memorandum from Dr. Suderman, on behalf of the Instructional Deans, after collaboration with division faculty, of the list for the prioritization of faculty hiring needs for the 2015-2016 academic year. The list as presented to me, in rank order, is:

1. Nursing – Retirement 2015
2. Nursing – Retirement 2015
3. Business – Retirement 2015
4. Mathematics
5. English
6. Nursing – Retirement 2015
7. Nursing – Retirement 2015
8. Business
9. Volleyball Coach – Retirement 2014
10. Reading – Retirement 2014
11. Sociology – Retirement 2014
12. Librarian
13. Business
14. Mathematics
15. Chemistry
16. Biology – Retirement 2014
17. GeoScience – Retirement 2014
18. Deaf Studies

I have given the list careful thought after full discussion with Dr. Suderman as she presented the rationale for the prioritization.

In amending the list, I have considered the following:

- Current status of the college with regard to the Faculty Obligation Number
- Our commitment to SSSP and Basic Skills
- Mission Critical positions and demands of outside accrediting bodies
- Department Chair structure
- Amount of current reassigned time across the college
- Demand of our students evidenced by self- reporting majors

I have amended the prioritization as follows:

1. Nursing
2. Nursing
3. Business
4. Mathematics
5. English
6. Nursing
7. Reading
8. Business
9. Nursing
10. Librarian
11. Business
12. Volleyball Coach
13. Mathematics
14. Sociology
15. Chemistry
16. Biology
17. GeoScience
18. Deaf Studies

Giving consideration to our budget picture for the next three years, our critical classified staffing needs, the increases in STRS contributions, and the flattening of our enrollment projections for the next three years, I am approving the recruitment and hiring of positions 1 thru 8 on the priority list. My recommendation is that the remaining ten positions move forward to consideration in next year's prioritization process and ranking.

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