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**Subject:** Hiring processes and priorities  
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**To:** Canada Employees canada@smccd.edu

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Everyone,

I am writing to share my thoughts and recommendations regarding the Fall Hiring Priorities process and recommendations. In accordance with the process agreed upon in our collegial consultation process, I was asked to share my conclusions by December 17, 2013.

Before I share my conclusions, I want to thank all of those who took part in the process. The discussions, the insight, and the professionalism of all was inspiring. It underscored ... yet again ... the tremendous openness and partnership that characterizes so much that happens at Cañada College.

As I reflected on the recommendations, as well as the pros and cons of each of the proposed positions, improving opportunity and support for students was foremost in my mind ... but I couldn't stray far from considering the financial consequences of our future investments. These considerations made the choice to move forward with the **Vice President, Administrative Services** an easy one. This position, fully funded by a District augmentation in the college budget beyond our formula allotment, will provide financial and facility support at the highest levels ... both of which have tremendous potential impact on the learning environment and student success.

Additional administrative and staff assistance in the area of the Library, Learning Center, Kinesiology, Athletics and Dance has been an identified need from the day I started this job nearly a year ago. Last Spring, our outgoing Librarians, Dave Patterson and Michele Morton, shared with me the nearly desperate condition they faced in lacking direct campus leadership. I heard similar concerns in Kinesiology, Athletics, and Dance, as well as the Learning Center. It is clear that the reduction in administrative personnel and staffing in these areas over the past several years created a gap that threatens to undermine these programs which would, in turn, severely, and adversely, affect our students. Thus, I have concluded embracing the chorus of supporters for a new Instructional **Dean of Athletics, Kinesiology & Dance / Learning Center / Library** is the proper course to ensure these essential programs are effectively supported.

In concert with this position, it is critical that this Dean have effective and adequate staffing assistance. Given the unique nature of this particular Dean's responsibility, I am in agreement that a **Program Services Coordinator for Athletics, Kinesiology & Dance / Learning Center / Library** is essential to meet the needs of these programs, their faculty, staff, and students. However, it should be noted that there will be no additional staffing, i.e., an Administrative Assistant serving this Division.

The Planning, Research, and Institutional Effectiveness Office has been addressing issues, providing reports, and conducting research at a rate that one long time faculty member here referred to as "unprecedented." I, along with just about everyone I have spoken with on campus, have been very pleased with the information, data, and direction being offered by the

campus, have been very pleased with the information, data, and direction being offered by the Dean of Planning, Research, and Institutional Effectiveness. The departure of Bart Scott, (who has taken a position at College of the Siskiyous), greatly jeopardizes operations in that office if a replacement is not found. As data collection, reporting, assessment, and analysis have become essential components of student support and success initiatives, I believe the **Planning and Research Analyst** position is a priority for the college.

Additionally, the Academic Senate reviewed and prioritized all five of the proposed faculty positions that were submitted for review in the Fall Hiring Priorities process. On December 12, Academic Senate Doug Hirzel sent me an email outlining the Senate's final priority ranking. Those ranks were:

1st	English 1	39 pts.
2nd	Math	37
3rd	Kinesiology	34
4th	Workforce	18
5th	English 2	14

Upon reflection, I am in full agreement with the English position as our number one campus priority. This essential, and central, program has not seen a new faculty hire since 2006 and the full time to part time faculty ratio certainly warrants a hire. Thus, I am in support of a **Full-Time Faculty, English** position as part of our spring hiring process. When considering further faculty positions, I noted how closely supported the top three positions were in Senate voting. Certainly, support for the Math position could be seen in the same light as the English position; it is a key program with central student appeal and the full-time to part-time ratios warrant its consideration. However, I also considered that the Math Department had a new full-time hire earlier this semester, with a new faculty member beginning in Fall, 2013 ... while the Kinesiology, Athletics, and Dance program has had only one new full-time hire since 1989. When looking at college athletes as a "learning community," we find that they are among the most successful completion, graduation, and transfer groups on the entire community. I feel strongly that an additional instructor in English, along with the recently hired instructor in Math, provide these programs with the strength and balance they deserve. I further believe that supporting a new **Full-Time Faculty, Kinesiology**, with the added focus of serving as Head Men's Soccer Coach, will provide this program with the support and balance it has long needed ... and deserved as well.

Finally, the new process developed in our collegial consultation agreement is that new hiring priorities will be submitted and examined twice per year. I intend for us to stay true to that process and to revisit positions in the Spring term. The six positions I've authorized above will be forwarded to the Human Resources Office and we will begin immediately in the new year to develop our search committees to fill these positions. At the same time, we will return to a new submission process in January and February to prioritize additional positions. When I was asked at the Planning and Budgeting Committee how many positions I could foresee supporting for 2014-2015 ... my answer was 8 to 10. I remain committed to that forecast and, budget willing, we'll be able to give 2 – 4 additional positions serious consideration in the Spring.

Thank you all again for the wonderful work done in this process. You all have much about which to be proud.

Best,  
Larry

**Larry G. Buckley, PhD**

President  
Cañada College

