

From: [Jill Stearns](#)
To: [Melissa Richerson](#); [Dan Troy](#)
Subject: FW: Faculty Prioritization results
Date: Thursday, November 21, 2019 11:56:31 AM

FYI-



Jill Stearns, Ph.D.

Superintendent/President



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From: Jill Stearns
Sent: Thursday, November 21, 2019 11:54 AM
To: Jason Curtis <jason_curtis@cuesta.edu>
Cc: Ron Ruppert <rruppert@cuesta.edu>; Allison Head <allison_head@cuesta.edu>; Denise Chellsen <dchellsen@cuesta.edu>; Monica Millard <monica_millard@cuesta.edu>; Bret Clark <bclark@cuesta.edu>; Douglas Highland <dhighlan@cuesta.edu>; John Knutson <jknutson@cuesta.edu>; Amy Kayser <akayser@cuesta.edu>; Brent LaMon <blamon@cuesta.edu>; Steve Leone <sleone@cuesta.edu>; Anthony Rector <anthony_rector@cuesta.edu>; Susan Kline <susan_kline@cuesta.edu>; Cherie Moore <cmoore@cuesta.edu>; John Stokes <jstokes@cuesta.edu>; Carina Love <clove@cuesta.edu>; Glenda Moscoso <gmoscoso@cuesta.edu>; Isabelle Saber <isabelle_saber@cuesta.edu>; Madeline Medeiros Taylor <madeline_medeiostay@cuesta.edu>; John Cascamo <john_cascamo@cuesta.edu>; Ryan Cartnal <rcartnal@cuesta.edu>; Genevieve Siwabessy <genevieve_siwabessy@cuesta.edu>; Maria Escobedo <maria_escobedo@cuesta.edu>; Mark Sanchez <mark_sanchez1@cuesta.edu>; Roland Finger <roland_finger@cuesta.edu>; Debra Stakes <dstakes@cuesta.edu>; Melinda Weaver <melinda_weaver@cuesta.edu>
Subject: RE: Faculty Prioritization results

Dear Dr. Curtis and Faculty Prioritization Subcommittee members,

Thank you for your time in preparation and careful consideration of the position proposals. I understand the difficulty of making such significant recommendations and appreciate your service as part of this important committee. This year's faculty hiring prioritization included refinements of the internal process and and the anticipated impacts of the funding formula (SCFF) at the end of the hold harmless period.

In making my determination, I relied heavily on the recommendation of the subcommittee. Additionally, I sought to determine the impacts that would result from reallocation of the two one-year, full-time positions from the current library and ceramics assignments to positions ranked highest in the prioritization results. It was informative to attend the presentations and to have the cluster rankings, objective rankings, and prioritization rationale statements for reference.

At this time, I am comfortable moving forward to launch the search process for the following three tenure-track faculty positions:

Accounting - #1 from the committee ranking

Ceramics –the replacement of the one-year temporary position and #5 from the instructional faculty ranking

Librarian – the replacement of the one-year temporary position and #2 from the counseling/library ranking

I recognize that approval of the fifth and second ranked position does not align with the committee recommendation and I wrestled with making such a determination. My decision is based on the impact to students and program that reallocation of positions from one area to another would bring about. It is difficult to measure the disruption potential of reallocation of full-time faculty positions in the absence of major identified influences such as new program development or legislative change such as AB 705.

The Planning and Budget Committee recommended one position above positions control for hiring. The three positions noted above are in accordance with the Planning and Budget recommendation. It is clear that there is strong desire to increase our full-time faculty positions. I look forward to growing our enrollment to facilitate reaching this shared goal.

Please feel free email me with any questions. I am at Community College League Conference with our Trustees and will be back in the office on Monday.

In appreciation,



Jill Stearns, Ph.D.

Superintendent/President



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From: Jason Curtis
Sent: Thursday, November 14, 2019 10:05 AM
To: Jill Stearns jill_stearns@cuesta.edu
(CC: removed for efficiency of space)
Subject: Faculty Prioritization results

(CC: Members of the Faculty Prioritization Subcommittee)

Dr. Stearns,

Attached are the final rankings representing the results of the faculty prioritization process for Fall 2019. If you are interested in the data behind each of the categories, that information can be found on SharePoint:

- Cluster Rankings ([Worksheet A](#))
- Objective Rankings (detailed data, Worksheets B.1, by position in [this folder](#))
 - Summary for Instructional Faculty ([Worksheet B.3](#)) (data definitions [here](#))
 - Objective data were not compiled this year for Non-Instructional/Service Faculty
- Prioritization Rationale statements (Worksheets C.1 by position in [this folder](#))
 - Summary of optional “pre-presentation scores” ([Worksheet C.2](#))

According to the process, College Council requests that you notify them of your list of positions to be hired by next Thursday (11/21). Further, Academic Senate requests that you provide a rationale for any ‘deviation’ from the recommended order. If you need further information or clarification as you make your decision, please let me know how I can help.

Respectfully,
Jason