



December 10, 2019

To: Kristine Di Memmo, Administrative Chair EPOC
Kathleen Sell, Faculty Chair, EPOC

From: Gregory Anderson, President *gpa*

Re: response to Joint Council recommendations on faculty and initiatives

Last month, the Joint Leadership Councils considered and prioritized the college's program reviews and strategic initiatives, along with eight full-time faculty positions. Yesterday, I received those recommendations as approved by EPOC.

Before addressing next steps in the process, I wish to compliment the college's leaders in facilitating a fair, inclusive, and mission-focused process. Every step in this year's process engaged many constituents in serious and thoughtful discussions, with dynamic feedback and participation by the various leadership councils and EPOC. This process is the epitome of effective participatory governance, and I continue to be honored and humbled to work at an institution where decisions are made in this way.

The *faculty prioritization* process was truly impressive; all supporting material for faculty hires were posted online for the entire college community to review. From the twenty-nine surveys sent to designated representatives from TL, SAS, and RDAS, twenty five were returned. Equally impressive is the presence of all twenty-nine representatives at the November prioritization meeting.

Thus, I accept the faculty prioritization as presented to me:

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|----------------------------|------------------------------|
| 1. Life Sciences | 5. Music |
| 2. Counseling DRC/Veterans | 6. Early Childhood Education |
| 3. Sociology | 7. English |
| 4. General Counseling | 8. Psychology |

The remaining faculty positions were ranked as follows:

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|----------------------------|------------------------------------|
| 9. Math | 12. Counseling EOPS |
| 10. Communication Studies | 13. General Counseling position #2 |
| 11. American Sign Language | 14. Political Science |

To maximize benefit from multiple funding streams to college programs, and in consideration of various obligations of the college, the vice presidents and I continue to review the prioritized initiatives. As you can imagine, the final decisions can be difficult to make, and it is essential that all considerations are reviewed before the final report is disseminated. Therefore, you will receive the *finalized prioritization of initiatives*, with identified funding streams, in January.

Thank you to all who worked hard and considered many more requests than were transmitted to the President for final consideration. Your work continues to be critical as we fulfill RCC's transformative student-focused mission. I look forward to continued program review and strategic planning improvements to make our participatory process even more effective.