



11460 Warner Avenue, Fountain Valley, CA 92708-2597  
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**TO:** Dr. Pedro Gutierrez, President, Academic Senate and Department Chair, Sciences  
Dr. Vince Rodriguez, Vice President of Student Services

**FROM:** Loretta P. Adrian, Ph.D. *Loretta P. Adrian*  
President

**DATE:** February 28, 2014

This memo summarizes key aspects of our conversations regarding Coastline's full-time faculty hiring plan for 2013-14 academic year. The final hiring plan outlined below is based upon a series of developments, including the most recent release of eight (8) net new faculty district-wide, two of which have been allocated to Coastline per the attached memo of the Chancellor. To summarize, we will be hiring five (5) full-time faculty for the 2013-14 academic year based on the attached prioritized list that was jointly developed and submitted by the Academic Senate and the Instructional Deans:

1. **Chemistry:** This will be a full-time tenure-tenure-track position. This is a replacement position, funded by general fund dollars.
2. **Counselor:** This will be a full-time one-year temporary position, funded by Ancillary funds. As we discussed, this position is being funded as a temporary position in order to allow the College to more thoroughly assess the impact of the new Student Success Act on both workload and funding to the Counseling Department. The hiring of additional transcript evaluators in the Student Services wing, which is in progress, is also anticipated to have an impact on the Counseling Department workload. This request may be resubmitted and reevaluated in the 2014-2015 academic year.
3. **Business:** This will be a full-time, tenure track faculty position. This will be funded by 2013-14 enrollment growth funds, representing one of the two faculty positions allocated to Coastline.
4. **Sociology/Human Services:** This will be a full-time, tenure track faculty position. This will be funded by 2013-14 enrollment growth funds, representing the second of the two faculty positions allocated to Coastline.
5. **Philosophy:** This will be a full-time, tenure track faculty position. This will be funded by Coastline's general and ancillary funds.

In addition to the above, the Cabinet was also able to identify funding for another full-time faculty position from a vacancy in the non-instructional area. Based on the recommendation of the Senate, the Instructional Deans, PIEAC, and the Budget Committee, I have agreed to use the funding to institutionalize the existing Student Success Coordinator faculty position. As you recall, our Student Success Coordinator was hired two years ago on soft money (i. e., Title III grant funds). I concur that it is the right thing to do to use the non-instructional vacancy savings to institutionalize the Student Success Coordinator position, instead of using the funds to hire a new faculty.

The Academic Senate faculty prioritization presentations highlighted the need for additional faculty support in a number of disciplines. For example, departments described the need to hire full-time faculty to design new courses, establish transfer degrees, develop articulation agreements, provide leadership and outreach, teach specialized classes, mentor part-time faculty, increase counseling opportunities, and explore innovative teaching strategies. Hiring more full-time faculty may address the needs identified in the presentation. Unfortunately, we are not in a financial position to hire all fifteen (15) full time faculty positions identified in the faculty presentations. However, I am asking that the Instructional wing plan include a plan and funding request for special faculty assignments so we may begin to address the need for additional faculty support in our instructional programs, especially in those areas experiencing growth, or where there is not a full-time faculty, or where the program has become somewhat stagnant due to lack of adequate faculty support. I am confident that the Instructional Wing and the Academic Senate can work together to enhance our programs and improve student achievement.

I believe that the hiring plan outlined above represents a significant step toward achieving stronger and more adequate faculty support for a more vibrant academic program and for the success of our students. With our collective hard work, I am confident that we can continue to address the various staffing issues we face at the College, including at the faculty level.

Thank you for working together. I commend and greatly appreciate the open and collaborative faculty prioritization process that the Senate and the Deans implemented this year, which resulted in a single list submitted to me. As well, I have tremendous appreciation for the open and honest conversations we have had, and our collaborative approach to problem-solving.

Attachments:  
Faculty Prioritization List  
Chancellor Jones' Memo



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December 6, 2013

Dear President Adrian:

On behalf of the Academic Senate and instructional managers, I would like to communicate to you the results of our Full-time Faculty Prioritization Process for the 2013-2014 academic year. On November 19, 2013, faculty representatives presented on behalf of 12 disciplines. Several disciplines presented for more than one position. Based on voting and dialogue with our instructional managers, we are able to present you a prioritized list that was unanimously accepted. These requests were prioritized in the following order:

1. Chemistry
2. Counseling I
3. Business I
4. Philosophy
5. Sociology/Human Services
6. Math I
7. English
8. Psychology
9. Science Coordinator
10. Counseling II
11. History
12. Math II
13. Communication Studies
14. Business II
15. Counseling III
16. Library

If the final prioritization differs from the presented list, we kindly request that you provide the Senate with a written statement detailing the rationale for another ranking.

With warm regards,

Pedro J. A. Gutiérrez, PhD  
Academic Senate President


Coast Community College District

Board of Trustees: David A. Grant, Mary L. Hornbuckle, Jim Moreno, Jerry Patterson, Lorraine Prinsky, Ph.D., and Cody Joe Torre, Student Trustee • Chancellor: Andrew C. Jones, Ed.D.

MEMORANDUM

To: Board of Trustees  
 President Mary Hornbuckle  
 Vice President Dave Grant  
 Clerk Lorraine Prinsky, Ph.D.  
 Trustee Jim Moreno  
 Trustee Jerry Patterson

CC: Dr. Lori Adrian, President, Coastline  
 Mr. Wes Bryan, President, Golden West  
 Dr. Dennis Harkins, President, Orange Coast  
 Mr. Andy Dunn, Vice Chancellor

From: Dr. Andrew C. Jones, Chancellor 

Date: February 25, 2014

Re.: Faculty Hiring Update

Please find below an update regarding the full-time faculty hiring plan approved at the February 19, 2014 Board meeting.

After discussion, the Presidents have determined that the eight (8) additional faculty members will be hired as follows:

Coastline	2
Golden West	3
Orange Coast	<u>3</u>
Total Additional:	8

The college presidents will determine which disciplines are selected for recruitment based upon their campus processes. I will be forwarding the recommendation of the presidents regarding the disciplines at an upcoming Board meeting. Recruitments are underway for the initially identified positions and I anticipate that the additional position solicitations will be initiated no later than mid-March. The Academic Senates will work with the presidents to ensure that the hiring and tenure committees work expeditiously and thoroughly.

Per the recommendation, half of the anticipated Growth monies (\$978,407) will be used to recruit an additional eight (8) net, new full-time faculty and cover additional related instructional costs. The remainder of the anticipated Growth monies (\$978,407) will be used to fund the non-instructional costs related to attaining Growth (e.g., student services, technology, etc.).

Should you have any questions or need clarification, please direct your inquiries to Vice Chancellor Andy Dunn in my absence.