

**Subject: Early Christmas Present!**

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Late yesterday afternoon, Dr. Arce and I met with the leadership of the Academic Senate to discuss the entitlement allocation. At the last board meeting, a number of faculty spoke at length about the impact of not hiring new positions for their programs. Although such remarks were premature because the entitlement process had not yet run its course, I stated at the board meeting that I am sympathetic to the issues that were raised. I also indicated that I was willing to compromise and would try to work out a recommendation that would attempt to satisfy all (or most) of the parties concerned.

I am pleased to report that we did come to an agreement that I hope will be endorsed by everyone. The final recommendation that was forwarded to me from the Academic Senate in conjunction with the Vice Presidents of Instruction and Student Services, respectively, consisted of a list of 14 positions. Eight of those positions were for tenure track, full-time hires and six positions were for one-year temporary, full-time hires. I have copied the two lists below:

**Tenure Track Positions:** 1. Nursing A (currently full-time temp.) 2. Nursing B (currently full-time temp.) 3. Biology A 4. Culinary Arts 5. Chemistry 6. Math A 7. Speech A 8. Administration of Justice

**Full-Time Temporary Positions:** 1. Jazz 2. Math B 3. Spanish 4. English A 5. Counselor 6. Religion/Philosophy

After considering the pros and cons of hiring so many one-year temporary positions, I decided that it is not in the best interests of the college to move forward in that fashion. However, in reviewing the list of eight tenure track positions, I found it difficult to argue against any of those positions. There are real needs in each of those areas due to increasing student demand, a previous loss of faculty positions, or serious programmatic issues. For those reasons, we agreed to move forward with the eight positions on the tenure track list and recommend to the board that we hire new faculty in those areas to begin in fall 2005. Again, I believe that this is a win-win proposition for us all and a positive way to end the semester.

Let me take this opportunity to wish everyone at Delta College a Happy Holiday season. May you all enjoy good health and happiness in the coming year!