

FA Questions to Thuy re VPSS Position:

As FA reps on R&R and Advisory Council, we have concerns about the potential hire of a Vice President of Student Services at Foothill College. Our concerns are primarily related to the addition of an administrative position without a discussion of other positions returning, after the last three years of budget cut discussions in shared governance. We are requesting that the following questions be answered by Thuy so we can better understand the proposal before being asked to recommend the position in shared governance. Can you please put this discussion on the agenda?

Questions for Thuy:

1. Will Advisory Council be asked to vote on the VPSS position on Feb 5? If not, what is the timeline and process for providing feedback? Similarly, what is the timeline for the feedback regarding the structure of the STEM division and the "hub?"
2. You (Thuy) stated you will do a full search for the VPSS. We know there is no guarantee (in fact it is quite rare recently) that an internal candidate be offered the position. What is the estimated cost of the new position? If an internal candidate does not fill the position, where is the funding for the additional administrative line item coming from?
3. Which administrative positions on [this org chart](#) are currently vacant? Are any administrative positions planned for elimination in 2021-22?
Bret Watson has informed me that while there are some positions currently filled by interim appointments and these are planned for permanent hires, there are no administrative positions currently vacant in the General Fund (other vacancies are in SEA funding, Strong Workforce, and KCI). If this is not the case, please clarify. The remaining question about elimination still remains.
4. What was involved in the decision-making process to prioritize a new line item for administration before bringing back even one of the dozens of eliminated full-time faculty positions?
5. How does the creation of a new administrative position before reinstating the eliminated full-time faculty positions help students? Wouldn't hiring a position that has direct contact with students make more sense? If we are adding positions to the budget, we feel that a full discussion of eliminated full-time faculty positions should be allowed, especially considering the results of the latest (NEW) program review cycle, along with the passionate student comments at board meetings regarding reduced class offerings. We are advocating for faculty, but we are sure our classified colleagues would also like to discuss the return of eliminated classified positions.
6. What process is in place to create new line items for new faculty positions and/or classified staff positions? If there is no process, is this a process for R&R to develop?

Can we fund new permanent positions with B-budget rollover? From what I understand, this is the plan for VPSS. Is it the plan for any other positions? If it is a permanent position, for

how many years are you planning to use the one-time money? Is it different for administrators vs faculty vs classified?

7. Is there enough work for both the AVPSS and VPSS positions? If not, and it is instead a matter of the work being done by the current AVPSS being VP type work, why not reclassify that position? We believe that is how both Bret Watson moved from interim AVP of Finance to his current VP position and also how Kristy became Executive VP.
8. Will the current position of Executive VPI&SS be given additional duties to replace the SS work? That is, is there more to this "reorg" than simply removing the SS duties from that position?