



FOOTHILL COLLEGE
Integrated Planning & Budget Task Force

Agenda
July 14, 2016
1:00am-3:00pm

Members (Tri-Chairs of PRC, OPC, PaRC, SEW, BSW, WFW):
Jiatong Li; Andrew LaManque; Denise Perez; Debbie Lee; Bernata Slater; Lan Truong; Teresa Zwack; Maureen McCarthy; Erin Ortiz; Karen Smith; Carolyn Holcroft; Elaine Kuo; Kimberlee Messina; Paul Starer; Micaela Agyare; Roberto Sias; Donna Wolf; Dawn Girardelli; Bernie Day; Robert Cormia

Chair, Vice President of Instruction, Kimberlee Messina
Ex-Officio: Justin Schultz, Elaine Kuo; Kurt Hueg

I. Review Charge of Integrated Planning and Budget Taskforce (from Governance Handbook)

Role

Assist PaRC in conducting a self-assessment of the planning and budget process.

Membership:

Chaired by the Vice President of Instruction and Institutional Research.
Membership includes PaRC and Core Mission participants.

Products:

Convened each summer, the IP&B Taskforce produces recommendations and updates to the governance structure based on assessment results.

II. Review recommendations for IP&B from PaRC/PRC

The following items, approved by PaRC on June 15, 2016, serve as the charge for the Integrated Planning & Budget (IP&B) (attachment):

- Review the linkages and continuity between the annual and comprehensive program reviews.
 - What is the mechanism for follow-up regarding the annual program reviews and the associated resource requests?
- Review the length of the Comprehensive Program Review cycle for the College.
- Determine ways to make a clear connection between Program Review and prioritization of resource requests by OPC.
 - Suggestions included noting where the request is coming from (e.g. department or division program review document).
 - Greater guidance for completing program review (e.g. emphasizing why a specific resource request has been included).

- Create a TracDat V5.1 implementation timeline for review at PaRC.
 - Discuss using TracDat as a single program for student learning outcomes and program review.
- Discuss participation in the Program Review process (for classified staff and faculty)
 - Should participation be mandatory? Will there be contractual implications?
- Process for replacing vacant classified staff positions.
- A documented process for creation and implementation of learning community programs (e.g. Umoja, FYE, etc.)
- Develop guidelines and/or criteria for ranking full-time faculty hires in-cycle, as well as new classified staff positions.
 - Explore how these guidelines and/or criteria apply at the division-level as well as for members on PaRC

Governance Survey Results:

http://www.foothill.edu/president/parc/minutes/parc2015-16/06.15.16/Gov_Survey_Presentation.pptx

http://www.foothill.edu/president/parc/minutes/parc2015-16/06.15.16/Gov_Survey_ResultsSummary.pdf

- III. **Decide priorities for the summer** – review proposed agenda / dates for the summer (attachment)
- IV. **Discuss current hiring processes** outlined in Governance Handbook for classified staff and faculty hiring (including out of cycle process). (attachments)
- V. **Plan next meeting's agenda**

Future meetings:

July 20, August 3 , August 17, September 1, September 15

EXCERPTS FROM GOVERNANCE HANDBOOK

Resource Allocation Process

Resource allocation requests should be made through the annual Resource Allocation Process. All resource requests (personnel, B-budget, facilities, technology, equipment) are forwarded to and prioritized by the appropriate academic, administrative or student services division or by the subcommittee for prioritization of committee plans. All programs and services must participate in the program review process that includes annual updates in the years a program does not complete a full review. Program review and program review updates, Student Learning Outcomes and Assessment, and related supporting data will be reviewed as part of each request.

- Prioritized requests from divisions, departments and Core Missions are submitted to the Operations Planning Committee.
- Divisions and Departments may bring their requests to one or more Core Mission Workgroups first to gain more information or support. Core Mission Workgroups may submit their own requests.
- All resource requests submitted to the OPC are vetted for accuracy in data and metrics and are then presented to the Planning and Resource Council (PaRC) for final prioritization in alignment with the Educational and Strategic Master Plan.
- Final prioritizations are then forwarded to the College President for consideration.

Emergency Requests

Unexpected resource needs that occur outside the normal allocation calendar may be submitted to cabinet by the responsible administrator. Allocations that are granted will be reported back to PaRC.

Determining and Allocating Full-Time Teaching Faculty Positions

Planning and Resource Council (PaRC) will only consider requests for faculty position allocation or redirection if current program review self-studies are on file. Requests which involve a new program, more than one program, or which don't fit within an existing program framework shall be accompanied by a division area review and/or planning document.

Guiding Principles

Multiple factors should be considered:

- Areas of the College do not "own" faculty positions; vacant positions revert to the College for possible reassignment.
- Positions should be evaluated based on College mission, strategic initiatives, and student learning.
- Departments with a high part-time faculty to low full-time faculty ratio should have priority, unless a department cannot, under unique circumstances, find any part-time faculty available to teach in a discipline.
- Departments with increasing enrollments should have priority over departments with decreasing enrollments.
- Highly "viable" programs should have priority over less viable programs. "Viability" should be determined by program review and should include such issues as assurance of future enrollments, availability of facilities, and provision of proper staff support.

- Established departments with no full-time faculty and viable newly proposed departments should have priority over departments with existing full-time faculty.
- Departments needing full-time faculty to address health/safety/legal requirements should have priority over programs having lesser such need.
- Departments should exhaust the possibility of reassigning other (possibly under loaded) full-time faculty to department before being authorized to proceed with full-time hire. Such reassignments should be consistent with contract provisions.

Criteria that should not be used:

- Whether or not the productivity of a department (measured in WSCH/FTE) is high or low. Departmental productivity may properly be used in determining the number of sections of classes offered and whether or not to continue a program, but productivity should play a much lesser role in deciding what portion of classes in a department should be taught by full or part-time faculty.
- The number of years a department has been making a request for a full-time hire.
- Recent retirements/resignations/reassignments of full-time faculty in a department. Additional factors that should be used if there are more candidate pools than positions available:
- Positions with a truly exceptional candidate should have priority over positions with a less qualified applicant pool.
- Positions with a candidate able to teach in multiple disciplines should have priority over positions containing applicants able to teach in only a single discipline.
- Positions whose filling would advance the College's equal opportunity goals should have priority over those whose filling would not.
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Procedures

- The District office communicates to the campus the number of available positions early in the fall quarter.
- The College President estimates additional positions that might become available due to unannounced retirements/ resignations.
- Faculty requests are made through the Resource Allocation Process. PaRC examines the prioritized lists of faculty requests to make final recommendations to the College President.
- The College President makes the final decision based on recommendations from PaRC and available resources.
- PaRC will consider additional requests later in the academic year if new faculty needs emerge due to an unanticipated vacancy or if other needs emerge in the context of existing unfilled requests. The College President makes final decisions on additional recommendations from PaRC.

Determining and Allocating Contract Classified Staff Positions

The Planning and Resource Council (PaRC) will only consider requests for classified staff position allocation or redirection if current program review self-studies are on file. Requests which involve a new program, more than one program, or which don't fit within an existing program framework shall be accompanied by a service or division area review and/or planning document.

Guiding Principles

Multiple factors should be considered:

- Areas of the College do not “own” classified positions; vacant positions revert to College for possible reassignment.
- Positions should be evaluated based on College mission, strategic initiatives, and student learning
- Departments needing classified staff to address health/safety/legal/security requirements should have priority over programs having lesser such need.
- Evaluate available positions based on where money is currently spent on casual labor, comp time, and overtime.
- Highly “viable” programs should have priority over less viable programs. “Viability” should be determined by program review and should include such issues as assurance of future enrollments and/or services to students, availability of facilities and funding, and provision of proper staff support.
- Consider reallocating or eliminating the workload if a position is eliminated.
- Consider allocating positions to areas where workload is high if a position becomes available.
- Weigh the creation of new positions with the redistribution of work and workload.
- Adhere to union contract rules
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Procedures

Classified staffing requests are made through the Resource Allocation Process. PaRC examines the prioritized lists of classified staffing requests to make final recommendations.

- Recommendations should follow classified union contract guidelines and management should meet and confer with the union(s) on changes in classified staff positions as required by the contract(s).
- The College President makes the final decision based on recommendations from PaRC and available resources.
- PaRC will consider additional requests later in the academic year if new classified staffing needs emerge due to an unanticipated vacancy or if other needs emerge in the context of existing unfilled requests. The College President makes final decisions on additional recommendations from PaRC.