

MEMO

To: Advisory Council

Cc: Revenue and Resources Committee
Community and Communication Committee
Equity and Education Committee
Administrative Council

Fr: Thuy Thi Nguyen, President *Thuy*

Date: February 27, 2019

Re: Decision on Budget Reduction

Thank you for the Governance Memo summarizing your final recommendation regarding the budget proposal.

Decisions regarding budget reductions are challenging, and I greatly appreciate your thoughtfulness in the deliberation. Thank you for diligently seeking your respective constituency groups' feedback, and for reviewing the online feedback comments. Thank you also for your attentiveness to the questions and comments made at the two town halls last month, along with feedback during the various town halls that occurred last year. The town halls were designed for the Council to get broader college feedback, and they were successful in engendering thoughtful dialogue. Some people have commented on this process as further proof that our new governance design is working and is dynamic, engaging, and meaningful.

I agree with your recommendation for Option One:

Option ONE: Eliminate Division Assistant Positions

- Accept reductions as proposed with current division employees going into their new roles starting July 1, 2019.
- In the meantime, Instructional Deans continue to work in division offices (part-time or full-time as recommended by study group)
- Revenue & Resources Committee (in conjunction with Community and Communication Committee) establish a joint study group:
 - constituting faculty (full-time and part-time) representatives from the Instructional Divisions, classified professionals, and administrators to develop (preferably by June 2019, but no later than Dec 2019) a proposal to address division needs and build community while breaking down silos, including, but not limited to an Instruction Hub with Spoke model.

- recommending a proposal for use of potentially vacant division offices (preferably by June 2019, but no later than Dec 2019); and if proposal requires major renovations, to revise college facilities master plan for funding.
- 3-year sunset to evaluate by January 2022 (prior to any major expenditure of any bond funds for moves)

My Governance Memo to you on February 1st also made a request to the Community and Communication Committee to explore increase funding for faculty department chairs to bridge the operational and governance activities related to faculty matters. The Committee has subsequently sent me a Governance Memo recommending that the college not proceed in such a manner. I am still deliberating on whether I agree with the committee's recommendation, and will keep you posted on my final decision.

We look forward to the work of the joint study group to recommend potentially a new design for our college, using the innovative design-thinking approach, to create greater interdisciplinary collaboration and community for our college.

Again, thank you for your recommendation.