



# OFFICE OF THE PRESIDENT

## CERRO COSO COMMUNITY COLLEGE

INDIAN WELLS VALLEY | KERN RIVER VALLEY | EAST KERN | BISHOP | MAMMOTH LAKES

January 22, 2020

To: Ben Beshwate, Academic Senate President

RE: Full-Time Faculty Hires

Thank you for providing me Academic Senate's prioritized ranking of the faculty positions that were brought forward during our planning cycle this past fall. Both the AUPs and the Section Plans justified the various tenure-faculty positions as needed. I also want to thank you for managing expectations regarding the hiring of faculty for the upcoming academic year due to our fiscal challenges. What was brought forward from Academic Senate was the following:

1. Chemistry (IWV)
2. Library (EK)
3. English (EK)
4. Director of Nursing
5. Philosophy (EK) and Cybersecurity (IWV) (Tied)

What is missing from the list of positions that was discussed with the Academic Senate Executive Committee is the Physical Science (EK/Prison) position which was identified and justified as a permanent, full-time, tenure-track position in both the Letters and Science Annual Section Plan and the East Kern Annual Section Plan.

Physical Science (EK/Prison) was advertised last year in hopes of finding someone to fill a one year non-tenured full time position in which we had failed searches. The purpose of us moving forward last year was not only to address the large backlog of students at the prisons and at the Tehachapi campus who are being prevented from graduating because of missing this one requirement but also to meet this need ongoingly. In the last year, this backlog of students unable to complete a degree due to the missing Physical Science requirement has only intensified. This Spring Semester 2020 we had to cancel three sections of Physical Science at the Cal City Prison due to the adjunct faculty member declining to teach at the last minute. Because of the large number of contact hours per lab, a full-time physical science instructor teaches serves approximately 60-90 students per semester—an amount easily supplied by the prisons, the Ed Center, and online. You will find an even greater vetted justification within the two Section Plans.

Additionally, while I recognize Cerro Coso is looking at a monumental task of balancing our budget and getting off of our reserves, I believe we cannot do so by compromising student completion. Nor by undermining our college's position in serving our community with a Science Department that can serve STEM students both by offering lower division prep for STEM majors and our non-STEM majors, such as nursing.

Therefore, I am in complete agreement with the Academic Senate in refilling the vacancy in Chemistry (IWV). Additionally, I am continuing to support filling a tenure-track position in Physical Science (EK/Prison). In so doing, I urge the faculty leadership in the other discipline areas to work collaboratively with their Deans and VP to identify other ways to fill the gaps that the other positions have shared.

Respectfully,

A handwritten signature in blue ink that reads "Jill Board". The signature is written in a cursive, flowing style.

Jill Board, President