

FROM THE OFFICE OF

*Judy C. Miner, President*

FOOTHILL COLLEGE

November 18, 2008

Dear Colleagues:

In the midst of budget uncertainty, Foothill remains committed to taking all possible actions to maintain comprehensive programs and services for students and to protect the jobs of current employees. We cannot afford to wait for more specific information from the State regarding the pending cuts, as we will miss opportunities to take action now. Given that, hiring committees are suspended effective immediately, with four exceptions as noted below.

**Classified**

There are currently six vacancies whose work we hope to support through reorganization and reassignment. Additionally, there is one position whose cost we can transfer to grant funds for at least one year.

**Faculty**

Five faculty positions are being deferred to Fall 2010. The ten faculty requests that had been submitted for review by Educational Resources this month will be kept on file and augmented by requests submitted through the program plans due April 9, 2009.

One position is being allocated for the Respiratory Therapy Program Director who will begin Winter 2009 thereby providing continuity for a highly-regulated healthcare program.

**Administrators**

Searches are open for the Vice President of Instruction, Dean of Language Arts, and Dean of Counseling. Faculty and staff most affected by the lack of permanent administrators have voiced clear consensus that these positions be filled. I agree with this mandate from the stakeholders who desire stable stewardship and advocacy for their respective areas. I also ask that you join me in thanking our interim leaders who have served with distinction.

Interviews have begun for the Vice President of Instruction and I will await the recommendations from the search and selection committee at the end of November. If the search were unsuccessful, I

would distribute the position's duties to other administrators and reopen the search to be filled July 1, 2010.

The Dean of Language Arts closes on January 9, 2009. If the search were unsuccessful, we would extend the deadline to September 2009.

The Dean of Counseling and Matriculation closes March 6, 2009. If the search were unsuccessful, we would extend the deadline to September 2009.

You may recall my email of November 7 in which I indicated that our worst-case scenario for 08-09 reductions at Foothill could be as much as \$3,220,000. The above strategies could yield between \$300,000 to \$450,000 in savings within the current fiscal year. Even with the \$1,200,000 in Innovation Grants that we continue to hold in reserve, you can see that we have yet to identify more than \$1,500,000 if our worst fears are realized. We will continue to conserve B budget, judiciously limit the number of class sections with fewer than twenty students, and seek new sources of revenue.

You can see that your creativity and ingenuity are needed now more than ever! Please participate in the budget discussions that occur in your department and division and join us for the Budget Town Hall at noon on Thursday, December 4 in 3525. We will also inform you when our Office of Marketing and Communications activates a website to answer frequently asked questions and respond to rumors.

In closing, let me express my very deepest appreciation for all that you do on behalf of our students no matter what the challenges. You will be in my thoughts on Thanksgiving and extremely high on the list of blessings for which I give thanks.

*Judy*