

RESPONSES TO DPAC RECOMMENDATIONS

1. February 22, 2006: *To hire full-time faculty at least equal to the number who have officially retired.*

For 2006-2007, the College is proceeding with the hiring of 5 faculty positions recommended by the Academic Senate Joint Faculty Position Ranking Committee, and this number was loosely based upon the number of projected retirements at the time the ranking occurred. For the future, the College needs to make the hiring of full-time faculty to improve to FT/PT ratio one of the highest planning priorities. While the number of retirements in a given year will always be a factor, a long-term objective (given improved fiscal status) should not necessarily be limited to retirement numbers or external minimum requirements.

2. March 22, 2006: *That the borrowing of FTES be kept a 1,100 for now and that the College develop a plan to reduce the total borrowed FTES over time.*

For the P2 report, borrowing from Summer 2006 was estimated at 1,056. The Budget Planning Committee has discussed scenarios to reduce borrowing in future years and has recommended a stabilization/decline scenario for 2006-2007. However, this discussion must be a continuing one to ensure that the Budget Committee and DPAC are discussing scenarios developed according to changes that occur through a new community college funding formula and related legislation.

3. March 22, 2006: *That Superintendent/President Chui Tsang convene a cost benefit analysis task force to examine the expenditures of all areas of the College. It is further requested that the task force be comprised of representatives of all constituency groups and an impartial expert in the area of cost benefit analysis. The task force would report its findings to DPAC and the Superintendent/President.*

While Dr. Tsang agrees with the goals of this recommendation, he does not agree with the suggested method of achieving them. Before forming yet another task force and considering an external consultant, he would first like the various college departments/units to conduct their own analyses and make recommendations to reduce expenditures. Such recommendations should be reviewed by the Budget Planning Committee and DPAC in order for DPAC to make a recommendation to the Superintendent/President. The current effort to eliminate the College's operating deficit is an important first step.

4. May 10, 2006: *That the two groundskeeper positions currently in process in the Personnel Commission office be filled by the two people on the re-employment list.*
This recommendation is operational in nature and is inappropriate for DPAC to have forwarded. Therefore, Dr. Tsang will not be responding.