



A CHANCELLOR'S CABINET MESSAGE

January 2014

REAFFIRMATION OF GCCCD STRATEGIC STAFFING PROCESS

MEMBERSHIP

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The last few years have tested our District as financial resources have diminished and we were forced to allow positions to go unfilled. As we begin the slow recovery from what has been a bleak budgeting situation, GCCCD will continue its focus on making staffing decisions that will enhance student success and provide a productive, healthy work environment for employees.

In 2010 the District implemented procedures that allow more thoughtful and transparent staffing decisions. When a position is brought forward, the decision about whether to recruit is determined by a rigorous, multi-level process at all three sites that includes internal budget and planning councils, Presidents' Cabinets, Chancellor's Cabinet, District Strategic Planning and Budget Council and finally Governing Board. Please be assured that our commitment has not wavered in assuring that we keep our students' success in mind and continue to be good stewards of the public monies with which we are entrusted.

Supervisors are asked to provide justification, including how the position addresses strategic priorities, when requesting that a position be filled. The Quick Reference and Strategic Hire Request form can be accessed here (<http://intranet.gcccd.edu/employee-resources/quick-references.html>). The specific criteria used for identifying and ranking positions on the strategic hire list includes the following:

- Critical threshold of educational or support services
- Accreditation requirements
- Health and safety priorities
- Legal mandates
- Essential supervision

This process has served us well and there may be adjustments as we strive to continuously improve the way we fill positions. Accountability to the community, resource volatility and changing resource needs demand that we continue to examine our staffing needs and prioritize accordingly.

Our heartfelt thanks to all of you who have worked so diligently to continue providing excellent service to our students, our employees and our community. Your dedication and resourcefulness has not gone unnoticed.

Office of the Chancellor