




April 22, 2025

To: Titian Lish, Chairperson, Resource Allocation Committee

From: Dyrell Foster, President 

Subject: **Response to 2024–2025 Classified and Administrative Position Recommendations**

On February 27, 2025, I received the Classified and Administrative Position Recommendations for the 2024–2025 academic year from the Resource Allocation Committee (RAC). I want to express my sincere appreciation to the committee for its thoughtful review of the submitted requests. I recognize and value the considerable time, effort, and deliberation that went into developing these recommendations.

After a thorough review of the committee’s recommendations and a careful consideration of the ranking criteria, I have prepared the following summary. This summary is grounded in our college’s current fiscal outlook, particularly as we anticipate remaining in “Hold Harmless” status under the state funding formula. This continued status will have direct implications for both district and college general fund allocations in 2025–2026.

Given the broader economic uncertainties, the constrained state budget, and the existing gap between our expenditures and current-year funding, we are projecting a significant shortfall in the college’s general fund by the close of the fiscal year. As such, the decision regarding position recommendations were made with the following key considerations in mind:

- The college’s fiscal outlook for 2025–2026
- Alignment with the College’s mission and institutional planning priorities
- Demonstrated program or departmental need
- Impact on student learning, support, and success
- The critical nature of the position to ensure institutional continuity and operational effectiveness



Action

Pending improvements to the college's fiscal outlook in 2025-26 — including removal from “Hold Harmless” status — I will move forward with approving the following position:

- **Research Analyst, Office of Research, Planning and Institutional Effectiveness**

Should our college's fiscal outlook remain positive in 2025-26, I would consider other potential positions as recommended by RAC and the Classified Senate's Professional Hiring Prioritization Committee. If you have any questions or need additional clarification, please don't hesitate to let me know.

Thank you again for your leadership and continued commitment to the resource allocation process.

cc: Sean Brooks, VP Administrative Services
Dr. Nan Ho, VP Academic Services
Dr. Jeanne Wilson, VP Student Services
Aubrie Ross President, Classified Senate
Jason Maxwell, SEIU