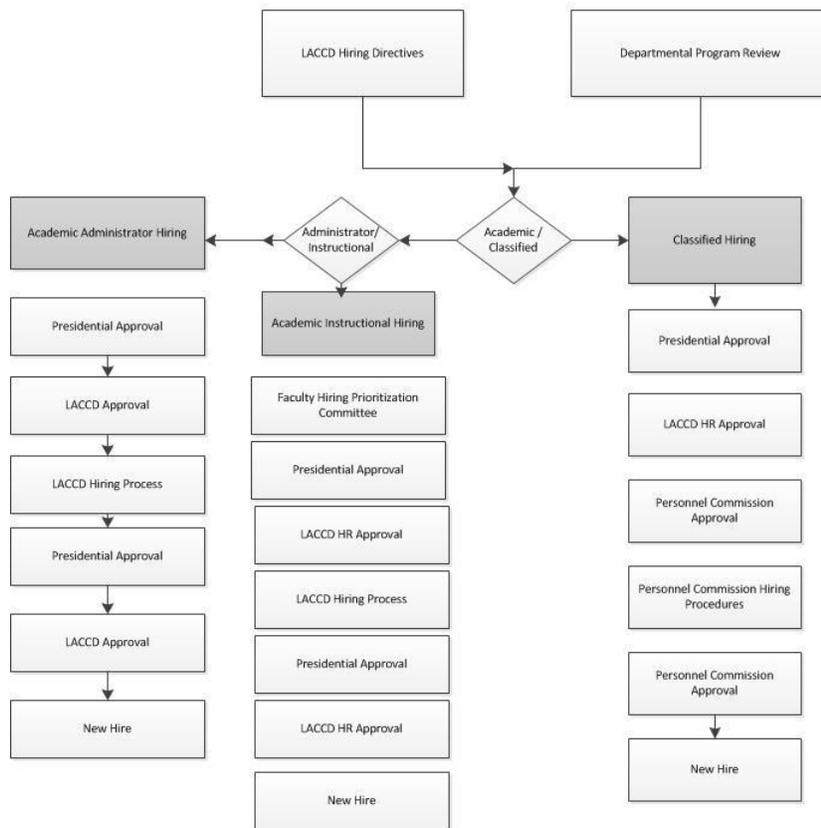


All departments and / or divisions within Los Angeles Mission College complete a yearly program review to analyze their current and future staffing needs for both classified and academic employees and resource allocations needed due to retirement, transfers, or to better provide service and enhance institutional effectiveness. Proposed changes to departments are evaluated by the executive staff, ensuring staffing needs comply with Collective Bargaining Agreements, ensures fiscal responsibility and meets the college needs. Concurrently, the LACCD may provide hiring directives that may supersede the program review recommendations. Currently the District allocation model has been reviewed and modified for an additional \$480,000 to provide adequate funding to hire seven classified employees (four custodians, one groundskeeper and two trades people) to maintain the new instructional buildings, to ensure they are clean, safe and functional. (Board Meeting June 13, 2012). District also analyzed the FON for the district and Los Angeles Mission College has hired six new full time faculty members in Fall 2012.

If there are no directives from the District Office, requests to fill faculty positions can be submitted to the Faculty Hiring Prioritization Committee (FHPC) by department chairs, Education Planning Committee, Academic Senate, and vice presidents. The FHPC prioritizes the requests and makes its final recommendations through the Academic Senate to the college president for final approval (III.A-6). Upon approval, the campus may proceed with the hiring process as directed by the Human Resources Guidelines (III.a-xx). Department chairs, program directors, and other managers can initiate requests for additional classified staffing. Classified positions are filled when the appropriate vice president completes a “request for authorization to fill an administrative faculty, or classified position” form (III.A-36) and submits it to the president. Once approved, the Personnel Commission provides a list of qualified candidates that can be interviewed and hired for the position, (iii.a.xx – hr hiring plan)

LAMC Hiring Plan



SELF-EVALUATION

Since Fall 2007 the College President approved the hiring of 33 classified employees and 34 faculty positions to be filled. The current faculty, administrators, and classified staff have worked relentlessly to maintain the integrity of the academic programs and student services while consistently working with limited new hires. The integration of human resource planning, in conjunction with institutional planning, has permitted the college to proceed in a manner that exemplifies fiduciary responsibility and college effectiveness (III.A-6). ~~Title 5 CCR 53020 (a) & (b)~~