

January 7, 2026

Greetings CSM Community.

Welcome to the Spring 2026 semester! As part of our commitment to integrated planning, I am pleased to share the following update to personnel resource requests that emerged from our Fall 2025 resource request submission process.

Twenty-four (24) personnel requests were submitted through our Fall 2025 integrated planning process for resource requests. Each of the prioritized lists of positions from our Academic Senate, Classified Senate, and Deans were reviewed based on the pre-determined criteria of our College process. The review considered the following factors: safety requirements, State & Federal compliance standards, replacement positions, alignment with the Education Master Plan and College/District goals, as well as consideration of existing fiscal commitments. The following positions have been approved for the 2026-2027 academic year.

Communication Studies Faculty (replacement)

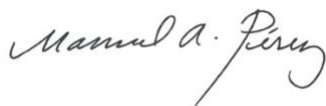
Film Faculty (replacement)

Our collective efforts have contributed to a transparent process that is thoughtful about our College needs as well as our existing fiscal resources. Our budget process, as a College, will be to strategize how we fund personnel requests and meet the needs of our college community while being mindful of evolving projections for our budget and overall resource allocation. I value and see your focus and care for our students and our College – these processes will ultimately strengthen our efforts to serve our community.

Much appreciation to our staff, faculty, and administrators for their participation, insights, and engagement in submitting these resource requests. Our integrated planning process is our commitment to transparency in funding requests for resources that align with our College vision, mission, values, goals, and priorities. To that end, I have asked our Executive Leadership team members to meet with Deans and Directors whose resource requests were not funded in this planning cycle to determine how we may use existing resources to meet the demonstrated need. For all other non-personnel resource requests, the College will engage in a prioritization process that will begin this Spring 2026 semester. Final updates regarding non-personnel resource requests will be communicated in May 2026 or sooner.

Pending Board approval, we welcome the above positions to our campus community at College of San Mateo for the 2026-2027 academic year.

In community.



Dr. Manuel Alejandro Pérez
President, College of San Mateo



APPENDIX I

Integrated Planning Process & Overview of Approved Positions

The integrated planning process is an important opportunity for College of San Mateo to carefully reflect on the data from program review in alignment with the District and College priorities, such as the CSM Education Master Plan. The process allows the College to review program and department needs that align with the College vision, mission, and values in order to be clear, transparent, and thoughtful as we allocate resources to better support our students.

For the Fall 2025 integrated planning process, all position requests were reviewed with the following criteria in mind:

Safety & Compliance

Does the request maintain the safety and compliance of our college environment?
(e.g., State and Federal mandates)

Education Master Plan (EMP)

Does the request include a justification that aligns with our EMP priorities, objectives, and goals?

Alignment with Goals, Outcomes, and Priorities

Does the request include a justification that aligns with Program Review goals, Learning Outcomes, or College/District priorities?

Each of the requests were also reviewed for available resources and alignment with our existing financial commitments to our strategic priorities and educational goals, which included any available funds (categorical funds, grant funds, etc.). Additional information and details about the College's current financial status are included in the December 3, 2025 Budget Presentation to IPC (see links in "Additional Resources" section of Appendix II).

The above criteria were used to fund the positions with the indicated funding source listed below:

| Type of Personnel/Position | Funding Source | Start Date |
|--|----------------|------------|
| For pre-approved new programs | | |
| None | | |
| For existing programs with demonstrated need or growth | | |
| None | | |
| Replacement position for existing programs with demonstrated need or growth | | |
| Communication Studies Faculty | Fund 1 | Fall 2026 |
| Film Faculty | Fund 1 | Fall 2026 |



Additional Resources

[CSM Program Review & Resource Request Landing Page](#)

[Institutional Planning Committee \(IPC\) Meeting Agenda](#) 09/03/2025

[Campus Email: Fall 2025 Resource Request & Program Review Memo](#) 09/12/2025

[Institutional Planning Committee \(IPC\) Meeting Agenda](#) 11/05/2025

[Institutional Planning Committee \(IPC\) Meeting Agenda](#) 12/03/2025

[Finance Committee Budget Forum Presentation](#) 12/04/2025

