



DATE: February 2, 2026
TO: Chabot-Las Positas Community College District
FROM: Chancellor Ronald P. Gerhard, CLPCCD
SUBJECT: District Services Program Review

After review of the District Services' program reviews and consideration of current fiscal conditions, the following staffing actions will move forward at this time:

Approved Positions:

The District will proceed with filling the following positions, as they directly address institutional risk, compliance, and operational continuity:

1. **CRM Advise/Recruit Systems Analyst II (ITS)**
 - Supports implementation and sustainability of CRM Advise and Recruit.
 - Reduces dependency on ad hoc technical workarounds and improves student communication workflows.
 - Directly supports enrollment management, student success, and SCFF-related outcomes.
2. **Non-Bond IT Project Coordinator (ITS)**
 - Establishes centralized project intake, sequencing, and change management.
 - Builds district capacity for large-scale system transitions, including future Banner SaaS readiness.
 - Reduces execution risk across multi-departmental technology initiatives.
3. **Internal Investigator (Human Resources)**
 - Strengthens compliance with Title IX, FEHA, ADA, and labor regulations.
 - Reduces reliance on external investigators, improving timeliness and cost control.
 - Enhances institutional trust, consistency, and equity in case management.

Deferred Resource Requests:

All remaining personnel, contract, and programmatic resource requests identified in the 2025–26 District Office program reviews will be deferred at this time. These requests will be reconsidered when new, ongoing revenue sources are identified or when fiscal conditions materially improve.

This approach reflects a deliberate prioritization of:

- Compliance and legal risk mitigation
- Enrollment and student success infrastructure
- Districtwide fiscal stability

I appreciate the discipline, transparency, and care reflected in each area's review and look forward to continued collaboration as we align resources with institutional priorities.