

FACULTY (CONTRACT) HIRING COMMITTEE

SPECIAL MEETING

Co-Chairs: Paulette Hopkins and Mary Kjartanson

May 17, 2018, 3:15 – 4:00 pm, Room R3-100

Approved 9/6/2018

MINUTES

Members Present: Paulette Hopkins, Gerald Ramsey, George Beitey (proxy for Lou Ascione), Daniel Miramontez, Jesse Lopez, Linda Woods, George Beitey (proxy for Lou Ascione), Tonia Teresh, Kirk Webley, Dawn DiMarzo, Alan Viersen, Dan Willkie, Carmen Jay, Daniel Igou, Mark Hertica, Rich Halliday (proxy for Adrian Arancibia), Andrew Lowe, Namphol Sinkaset, Nicholas Gehler, Francois Bereaud, Gina Bochicchio, Darren Hall, Mary Kjartanson, Scott Moller, Jordan Omens, Mara Palma-Sanft, Scott Moller, Mary Hart, Marie McMahon (proxy for Larry Pink), Laura Murphy, Lisa Clarke

Members Absent: Shayne Vargo, Jason Librande, Dan Gutowski, Lou Ascione, Cheryl Barnard, Larry Pink, Adrian Arancibia, Shayne Vargo, Jason Librande, Dan Gutowski

Guests: David Mehlhoff, Molly Fassler, Kandia Brandt, Duane Short, Ben Gamboa, Joe Young, Reginald Boyd

The special meeting of the Faculty (Contract) Hiring Committee was held on Thursday, May 17, 2018, at 3:15 p.m. in Miramar College Room R3-100. The meeting was called to order at 3:20 p.m. by co-chair M. Kjartanson, a quorum being present.

- I. **Approval of Agenda:** G. Ramsey motioned to approve the agenda, and D. Willkie seconded the motion to approve. All voting members approved the motion with nobody abstaining or opposing. Therefore, the agenda was approved.
- II. **Approval of Minutes:** L. Woods motioned to approve the minutes of May 3, 2018 as-is, and D. Igou seconded the motion to approve. All voting members were in favor with nobody opposing but M. Palma-Sanft abstaining. Therefore, the minutes were approved.
- III. **Old Business**
 - a. **2nd Reading Faculty Contract Hiring Committee Designated Electorate Change Proposal (Kjartanson):** M. Kjartanson stated a workgroup had been appointed for

revising the criteria proposal ranking piece. The proposal itself has not changed. The following is the work group's edits:

- If a tenured faculty member retires or leaves, the position returns to the department.
- In terms of the school rankings, the school could rank three positions to move forward. The FTEF piece has not changed.
- The original two categories of subjective criteria have been combined into one under a point system.

M. Hertica stated he will be directly addressing President P. Hsieh on the issue of replacing Paula Carrier, former Humanities contract faculty member who retired in 2017, but replacement is hindered by the restrictions established by the Faculty (Contract) Hiring Committee. Hertica cited the following FCHC policies per the Governance Handbook on page 18 under the 'Faculty (Contract) Hiring Committee'- 'Additional Hiring Committee Policies', section #4A, 2 : "Pending College President's approval, the FHC recommends that the criteria for automatically filling a vacated faculty position be one of the following: ... a tenured faculty member vacates a position and that person was the only contract faculty member who taught courses in that particular subject area (e.g. SOCO, BIOL, BUSE, CBTE) in the past year, and at least 1.0 FTEF (per semester) in that subject area was offered over the past year." M. Hertica expressed the needs of the schools and the College as a whole is not taking into consideration the needs of the department. Additionally, the lack of funding from the District and the Board support causes problems with faculty hiring.

L. Murphy suggested retirements should be separately considered from new positions. M. McMahon expressed the current proposal does not address the departmental needs and rectify the problem, and recommended creating a new faculty and a retirement list. G. Bochicchio expressed faculty need additional positions and receive allotments from the other colleges due to Miramar College's growth. She mentioned the three-prong system: FTEF ratio, Dean's Priority List, and the Committee deliberation, in which retirements should be at the top when it comes to FTEF ration and the Dean's Priority List. D. Short proposed an alternative procedure that took place around 2007: a replacement list and new position list had been generated but within a committee meeting, a decision

would be made for when a department would give up the top spot in order to address another department's pressing need.

M. McMahon made a motion to table electorate proposal until Fall 2018. D. Willkie seconded the motion. All voting member were not in favor. Therefore, the motion did not carry.

C. Jay made a motion to vote on the voting membership piece in terms of the change in electorate. D. Willkie seconded the motion. L. Murphy requested an amendment to add the Academic Senate president to the electorate as a voting member. All voting members approved the motion inclusive of the aforementioned amendment with nobody abstaining or opposing. Therefore, the motion was approved.

2nd Reading Faculty Contract Hiring Criteria and Ranking Change Proposal

(Kjartanson): D. Igou made a motion to vote on separating "replacement of retirees" from the criteria. R. Halliday seconded the motion. All voting members were in favor with nobody opposing or abstaining. Therefore, the motion was passed. D. Igou made a motion to vote on the separated piece ("replacement of retirees"), which is, if there is a retirement within a department, said retirement would be replaced and if an issue occurs, then it would enter the program viability process. R. Halliday seconded the motion. A discussion ensued regarding clarification of the retirement replacement process. M. Kjartanson stated the retirement replacement will not happen until the new list is created around December and approved by the Board. All voting members were not in favor. Therefore, the motion did not carry. P. Hopkins solicited Committee members to be part of the workgroup and the following agreed to volunteer: D. Short, M. Palma-Sanft, A. Lowe, and M. Kjartanson.

IV. **Other:** There was no other business discussed.

V. **Adjournment:** M. Kjartanson adjourned the meeting at 4:12 p.m.

Jennifer Ock