

Faculty (Contract) Hiring Committee

Co-Chairs: Paulette Hopkins and Mary Kjartanson
Thursday, February 7, 2019; 2:00 P.M. – 4:00 P.M.

Room: R3-100

MINUTES

Member Present: Paulette Hopkins, Adrian Gonzales, Jesse Lopez, Lou Ascione, Linda Woods, George Beitey, Tonia Teresh, Cheryl Barnard, Mara Palma-Sanft (proxy for Andrew Lowe), Kirk Webley, Mary Hart, Dawn DiMarzo, Larry Pink, Duane Short (proxy for Alan Viersen), Dan Willkie, Carmen Jay, Lisa Brewster, Richard Halliday, Daniel Igou, Namphol Sinkaset, Nicolas Gehler, Francois Bereaud, Gina Bochicchio, Darren Hall, Mary Kjartanson, Scott Moller, Jordan Omens, Marie McMahon (proxy for Sabrina Menchaca and Laura Murphy), Lisa Clarke, Molly Fassler, Jessica McCambly (proxy for Alex Mata and Josh Alley), David Mehlhoff, Rebecca Bowers-Gentry, Joe Young, Kandice Brandt, Judy Patacsil

Members Absent: Daniel Miramontez, Andrew Lowe, Laura Murphy, Alex Mata, Josh Alley, Alex Sanchez, Sabrina Menchaca

Guests:

The Faculty (Contract) Hiring Committee was held on Thursday, February 7, 2019 at 2:00 P.M. in Miramar College, Room R3-100. The meeting was called to order at 2:10 P.M. by co-chair, P. Hopkins, with a quorum being present.

- I. **Call to Order** – 2:10 P.M.
- II. **Approval of Agenda** - Motion to approve the agenda by N. Sinkaset; seconded by D. Willkie; motion carried.
- III. **Approval of Minutes** – Motion to approve the minutes by D. DiMarzo; seconded by D. Mehlhoff; motion carried.
- IV. **Old Business**
 - a. Faculty Contract Hiring Recommendation for Replacement of Relinquished Tenured Faculty Positions Update (Kjartanson)
 - i. M. Kjartanson provided an update in regards to the Faculty (Contract) Hiring Committee’s [FCHC] recommendation from the prior meeting: to automatically replace retirements back to their respective disciplines. With this agreement, the committee had been under the impression that this would be in effect

moving forward. However, this did not undergo the college governance process to be fully vetted. Therefore, M. Kjartanson explained the FCHC and College Governance Committee (CGC) called forth an emergency meeting to move on the aforementioned recommendation, which had been eventually approved. Then, a first reading of the recommendation at the Academic Senate occurred at a recent meeting. Once vetted at the Academic Senate level with a second reading, it will then be presented to the College Executive Committee (CEC) at the February 12th meeting.

- b. Review of Faculty Contracting Hiring Recommendation to Retain the 2017 FCHC Ranked Prioritized List (Kjartanson)
 - i. M. Kjartanson clarified that due to the aforementioned recommendation not having moved through the college governance process, the PSYC position was appointed from a retirement position. On the December 6, 2018 meeting, the committee had agreed to retain this list through the Spring 2019 semester. McMahon stated that the charge of the FCHC was to create a prioritized list each year that reflected the faculty hiring needs of the college and cautioned that although the committee voted last semester to keep this old list, that with so few new faculty positions coming to Miramar College it would be worthwhile to endure the process of making a new list to ensure that the current needs were accurately reflected by the committee. A member mentioned that there was no time for creating a new list, and McMahon reminded all that it was still possible for this committee to create a new list – as Chancellor Carroll had corrected the message sent out by Patricia that there was a mandate ‘to complete all hires by the end of Spring’; Constance stated clearly there was no “mandate”, that email was forwarded by McMahon to all FCHC members. A member indicated that this sounded like a good idea but no other comments were made and the topic was closed.
- c. Faculty Contract Hiring Electorate Change Proposal Update (Kjartanson)
 - i. M. Kjartanson provided an update in regards to the electorate change proposal. The item had been forwarded to CGC and the Academic Senate where in the latter meeting, the chairs wished to include a faculty EEO representative. However, the committee voted to remove the position. She had requested the proposal be placed on the CEC agenda for February 12th meeting.

V. New Business

- a. Appointment of New Faculty Positions (Hopkins/Kjartanson)
 - i. M. Kjartanson stated that due to a resignation in the Mathematics department, that position went to PSYC and therefore, PSYC was removed from the 2017 Ranked Prioritized list. Miramar College received four new positions (Counseling, Mental Health, Physics, and History), and all in process. She showed the updated list with the aforementioned PSYC change and recruitment progress.

- ii. The committee discussed the following points:
 - 1. The possibility of earning more positions due to the District's estimation of the amount of positions based on undetermined funding
 - 2. Disproportionate share of contract faculty positions
 - 3. Creating a list that accurately reflects Miramar College's current needs
 - 4. Prioritizing needs versus reaching parity
 - 5. The Academic Senate's plan to submit a statement of position to the Board of Trustees

- b. Faculty Contract Hiring College Governance Handbook Revision (Kjartanson)
 - i. M. Kjartanson stated the revision had been presented to the Academic Senate for a first reading.
 - ii. The committee discussed the following points:
 - 1. Enforcement of the committee's governance handbook rules
 - 2. Lack of communication to the committee
 - 3. Editing the current language and incorporating additional language to the rules
 - iii. The committee agreed to have the edited language be sent out by email to the respective members for approval. Once vetted, the item will be forwarded to the Academic Senate's February 19th meeting.

- c. FCHC Taskforce Formation: Revision of Process in Generating a Fall 2019 Ranked Prioritized List (Kjartanson)
 - i. M. Kjartanson requested volunteers to be part of the taskforce to generate a new process for the creation of a ranked prioritized list to be implemented in Fall 2019. The members are M. Kjartanson, D. Short, M. McMahon, J. Patacsil, K. Webley, R. Bowers-Gentry, C. Jay, and L. Pink. L. Pink was designated to chair the FCHC taskforce.
 - ii. The committee discussed the various previous workgroup's process iterations in generating a FCH ranked prioritized list.

- d. Review of Mesa and City College's Process for Generating a Faculty Contract Hiring List (Halliday)
 - i. R. Halliday said that it may be beneficial to analyze Mesa and City College's processes for generating a ranked prioritized list.

VI. **Adjournment** – 3:14 P.M.