

**Faculty (Contract) Hiring Committee**

Co-Chairs: Paulette Hopkins and Mary Kjartanson

Thursday, March 7, 2019; 2:00 P.M. – 4:00 P.M.

**Room: R1-101**

**MINUTES**

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

**Members Absent:** Daniel Miramontez, Tonia Teresh, Monica Demcho, Mona Patel, Alan Viersen, Dan Willkie, Francois Bereaud

**Guests:**

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The Faculty (Contract) Hiring Committee was held on Thursday, March 7, 2019 at 2:00 P.M. in Miramar College, Room R1-101. The meeting was called to order at 2:05 P.M. by co-chair, P. Hopkins, with a quorum being present.

- I. **Call to Order** – 2:05 P.M.
- II. **Approval of Agenda** - Motion to approve the agenda by A. Lowe; seconded by D. Igou; motion to approve carried.
- III. **Approval of Minutes** – M. McMahon said that the February 7<sup>th</sup> minutes did not include her comment on the creation of a prioritized list. Therefore, the committee members agreed to table the minutes.
- IV. **Old Business**
  - a. Faculty Contract Hiring Recommendation for Replacement of Relinquished Tenured Faculty Positions: Update (Kjartanson)
    - i. M. Kjartanson showed the changes that were put forth at the emergency College Governance Committee (CGC) meeting in regards to replacing retirements. Originally, the committee recommended that the taskforce draft

the change verbiage, which then was forwarded to the Academic Senate. However, the Academic Senate voted not to approve the FCHC taskforce language. Rather, the AS body approved the wording created during the emergency CGC meeting. Moving forward, the decision to relinquish tenured, faculty positions to the respective discipline is in effect.

- ii. The committee discussed the following points:
  - 1. CGC's committee members non-involvement in the creation of the language with the exception of Wheeler North's edits, which stemmed from L. Pink's articulation of the FCHC's agreed upon motion of changes
  - 2. Collegiality In Action's recommendation to generate a taskforce which will look into the various committees' governance processes; FCHC working with the taskforce and discussing its (FCHC) role in the College Governance Handbook
  - 3. The possibility of improving upon the recent changes in the future
- b. Faculty Contract Hiring Electorate Change Proposal: Update (Kjartanson)
  - i. M. Kjartanson stated the voting membership has changed with each instructional school possessing five votes; Counseling five; and Mental Health/Health Services one. The aforementioned changes are reflected in the new sign-in sheet.

## **V. New Business**

- a. Faculty Contract Hiring Taskforce Report: Process Change Discussion (Pink/Short)
  - i. L. Pink reported that the taskforce has met twice to discuss a new process for generating the Fall 2019 Ranked Prioritized List and identified certain areas which were the causes for why the committee is in its present state.
  - ii. The workgroup designed a PowerPoint presentation, which defined the process to be a fair, (as much as possible) impartial one that addresses Miramar College's needs. The presentation also focused on how the proposals will be evaluated in addition to the various metrics that will possibly be implemented.
  - iii. The feedback received in today's meeting will be brought back to the workgroup in order to develop a process, which will be brought forth to the committee at a later meeting.
  - iv. The committee agreed to the following criterion:
    - 1. Utilizing quantitative and qualitative measurements
    - 2. Individuals assessing and voting for proposals for all other departments excluding one's own
    - 3. Utilizing a rank order system with the committee members asking for a way to demonstrate such a system
    - 4. Continuation in utilizing quantitative data most likely in the same manner as before and possibly with a different tool
    - 5. Discontinuation on the limit of the number of proposal submissions
    - 6. Keeping in mind that this project is time-sensitive in regards to requesting data from the Vice President of Instruction's Office

- v. D. Short stated the committee's aforementioned criterion and concerns will be taken into consideration when forming the new process.
- vi. L. Pink stated the workgroup will meet on March 13<sup>th</sup> and requested that additional suggestions from committee members be sent to him.

VI. **Adjournment** – 3:36 P.M.