

Faculty Contract Hiring Committee (FCHC)

Minutes

Co-Chairs: Paulette Hopkins and Mary Kjartanson

Thursday, December 6, 2018 | 2:00-4:00 P.M.

Room R3-100

MINUTES

Members Present: Paulette Hopkins, Adrian Gonzales, Jesse Lopez, Lou Ascione, Linda Woods, George Beitey, Daniel Miramontez, Tonia Teresh, Cheryl Barnard, Mara Palma-Sanft, Kandice Brandt (proxy for Kirk Webley) Mary Hart, Dawn DiMarzo, Larry Pink, Duane Short (proxy for Alan Viersen), Dan Willkie, Carmen Jay, Mark Hertica, Daniel Igou, Richard Halliday, Andrew Lowe, Namphol Sinkaset, Matthew Cain (proxy for Nicolas Gehler) Francois Bereaud, Gina Bochicchio, Darren Hall, Mary Kjartanson, Scott Moller, Jordan Omens, Marie McMahon (also proxy for Sabrina Menchaca and Laura Murphy), Alexa Mata, Josh Alley

Members Absent: Kirk Webley, Alan Viersen, Nicolas Gehler, Laura Murphy, Alex Sanchez, Sabrina Menchaca, Lisa Clarke

Guests: Benjamin Gamboa, Molly Fassler, Darrel Harrison, David Mehlhoff, Rebecca Bowers-Gentry, Joe Young, Kandice Brandt, Lisa Brewster

The Faculty (Contract) Hiring Committee was held on Thursday, December 6, 2018 at 2:00 P.M. in Miramar College, Room R3-100. The meeting was called to order at 2:05 P.M. by co-chair, Paulette Hopkins, with a quorum being present.

- I. **Call to Order** – 2:05 P.M.
- II. **Approval of Agenda** – A. Gonzales motioned to move item VI. B. (Diversity in Hiring – Next Steps) under item IV. (A Message from the College President). C. Barnard motioned to approve the agenda; seconded by G. Bochicchio; the motion carried unanimously.
- III. **Approval of Minutes** – N. Sinkaset motioned to approve the minutes; seconded by L. Woods with D. Short and G. Bochicchio abstaining; the motion carried.
- IV. **A Message from the College President**
 - a. P. Hsieh reported that the Academic Senate, through D. Harrison, requested that Miramar should refocus on hiring of ethnically diverse contract faculty. Hsieh stated that the goal is to look at these diversity topics through an equity and inclusion lens. Hsieh solicited support and commitment from faculty in supporting the hiring of faculty who are more reflective of the student population. Although the management and classified staff appear to look good in terms of diverse representation, she stressed the importance of the dynamic changes in student population. Faculty discussion ensued regarding the logistics and legalities in hiring ethnically

diverse contract faculty. The possibility of new hires was discussed. Faculty expressed the need for a disproportionate allocation of new faculty positions to Miramar as Miramar has been historically disproportionately impacted by lower allocations of new faculty positions. Hsieh asserted that we should receive more new faculty positions because of growth and hard work. Hsieh extended her appreciation to committee members.

V. Diversity in Hiring – Next Steps (Gonzales/Arancibia)

- a. A. Gonzales stated there are a number of approaches to addressing the diversity issue. He added that the Diversity Committee will take a closer look at how to deal with the multiple facets of the aforementioned concern.
- b. Diversity Committee member, A. Arancibia, expressed the importance of embracing diversity in support of our student population.
- c. Diversity Committee member, D. Harrison, outlined ideas for the formation of a diversity taskforce whose charge is to plan, develop and evaluate each school/department/program diversity goals. Harrison asserted that we should take a more critical look at diversity when we sit on search committees. He said that our involvement should be data driven and more transparent. Harrison cited issues with posting and advertising of positions. Harrison solicited support for a more holistic college-wide support of a more ethnically diverse faculty. Harrison encouraged faculty to contact McMahon, if they would like to take part in the diversity taskforce.

VI. Old Business

- a. **Faculty Contract Hiring Electorate Change Proposal Update (Kjartanson)**
 - i. M. Kjartanson relayed to the committee that the proposal had moved through AS and CEC. The AS made a recommendation to include a Faculty EEO representative on the FCHC. Kjartanson reported that, due to lack of substantive discussion at CEC, the proposal would return to AS. Kjartanson solicited support from committee members to move the change proposal forward in its original state, if this is the intent of the committee. The proposal will return to the next AS meeting for review. Faculty discussion ensued regarding the addition of a faculty EEO representative and subsequent change in voting membership. The committee reaffirmed that the item be brought forth to AS in its original form, without the addition of the faculty EEO representative.
- b. **Review of 2017 Faculty Contract Hiring Prioritized List-Hiring Process Status Report (Hopkins)**
 - i. Hopkins reported: the EMT position was hired in August 2018 and the Library, Nurse, and Biology positions are in the recruitment process. Hopkins reported that a resignation has been submitted but will not be official until January. Kjartanson reminded members that the committee agreed to retain the current list until a process for generating a new list and the creation and constituency approval of a new list was completed. Woods requested clarification on the Psych position. Hopkins said that the Psych position would be the next position to be filled by a retirement.

VII. New Business

- a. **Review of Faculty Contract Hiring Draft Spreadsheet for Generating Prioritized Hiring List (Short)**
 - i. D. Short presented a draft spreadsheet, used for replacement of relinquished tenured faculty positions. Short added that a second process for filling new positions had not been addressed by the current taskforce. Short demonstrated the various data points on the spreadsheet: discipline faculty and subject areas/service areas-number of courses. The list was designed to be continuously updated. He explained that in the

event of a retirement, the list would be immediately updated. Short explained the FTEF data points for contract and adjunct faculty explaining the mechanism for standardizing the measurement. Short explained the ratio for establishing number of courses to number of section. He added that this criterion was important because it provided a measurement of impact of the loss of a contact faculty on a program with specific requirements. Short demonstrated the various spreadsheet functions utilized in generating a ranked prioritized hiring list. Faculty discussion ensued regarding the following issues:

- Administration of Justice and Fire/EMT in-service courses excluded from the data
- The data being extracted from Intersession 2018, Spring 2018, and Fall 2018
- The fluid state of the proposed list
- Concerns that smaller disciplines will not be supported in light of our current disparity
- Members expressed interest in the tool's use for new positions and not replacement positions.

L. Pink motioned to suspend the rules and motioned to automatically replace retirements to the discipline from which they originated and to retain the current list to be utilized for new faculty positions. C. Jay seconded the motion. Faculty discussion ensued regarding the merits of the motion. Clarification of the dynamic nature of the list was requested. Short explained that the intention of the spreadsheet was to be used as a dynamic tool to objectively project discipline need. Kjartanson reminded faculty that, if we do not adopt a new process for generating a list, the current list will remain in effect. Motion to suspend the rules to have an automatic replacement of retirements (L. Pink/C. Jay) motion carried. Motion to change the current process to automatically replace retirements (L. Pink/C. Jay). M. Kjartanson clarified that the fall 2017 list will remain in effect until a new list is generated. L. Woods said that the automatic replacement of retirement's process change and retaining the 2017 FCH Prioritized List should be shared with the AS.

b. Institutional Effectiveness Partnership Initiative Building Diversity Summit on February 8th & 9th (Teresh)

- i. Tabled

VIII. Adjournment – 4:09 P.M.