

Faculty (Contract) Hiring Committee

Co-Chairs: Paulette Hopkins and Mary Kjartanson

Thursday, April 18, 2019; 3:20 P.M. – 4:00 P.M.

Room: R1-101

MINUTES

Members Present: Paulette Hopkins, Adrian Gonzales, Jesse Lopez, Tonia Teresh, Cheryl Barnard, Kirk Webley, Kandice Brandt, Mary Hart, Dawn DiMarzo, Larry Pink, Duane Short (proxy for Alan Viersen and Mara Sanft), Dan Willkie, Carmen Jay, Lisa Brewster, Richard Halliday (proxy for Daniel Igou), Namphol Sinkaset, Nicolas Gehler, Francois Bereaud, Mary Kjartanson, David Mehlhoff, Scott Moller, Jordan Omens, Benjamin Gamboa (proxy for Linda Woods), Jessica McCambly, Julia McMenamin, Allen Andersen

Members Absent: Lou Ascione, Linda Woods, George Beitey, Daniel Miramontez, Mara Palma-Sanft, Monica Demcho, Naomi Grisham, Judy Patacsil, Mona Patel, Alan Viersen, Joe Young, Molly Fassler, Daniel Igou, Andrew Lowe, Gina Bochicchio, Darren Hall

Guests:

The Faculty (Contract) Hiring Committee was held on Thursday, April 18, 2019 at 3:20 P.M. in Miramar College, Room R1-101. The meeting was called to order at 3:34 P.M. by co-chair, M. Kjartanson, with a quorum being present.

- I. **Call to Order** – 3:34 P.M.
- II. **Approval of Agenda** - Motion to approve the agenda by L. Pink; seconded by B. Gamboa; motion to approve carried.
- III. **Approval of Minutes**
 - a. Motion to approve the minutes by C. Jay; seconded by R. Halliday; motion to approve carried.
- IV. **Old Business**
 - a. FCHC Taskforce Report: Qualitative and Quantitative Measures 1st Reading (Short/Pink)
 - i. L. Pink reviewed the points the committee had agreed upon in the past two meetings (March 7th and April 4th). He stated that the taskforce concluded that the quantitative component would be based upon FTEF since it would be the most equitable way of measuring need for both the instructional and non-instructional areas.

- ii. D. Short reiterated that relinquished positions would be automatically replaced in the discipline of which the person had occupied. The proposed process would address growth positions. He showed the Contract Faculty Growth Positions Proposal Form, which is composed of four questions (inclusive of the unusual circumstances/unique needs inquiry). After the form is filled out and submitted, the growth positions are ranked by the FCHC committee with 50% of the weight going towards the quantitative assessment and 50% of the weight going towards the qualitative assessment.
 - 1. N. Sinkaset noted that the inclusion of presentations as part of the proposal had been discussed previously. D. Short stated this point will be brought back to the taskforce.
- iii. The committee discussed the following points in regards to the 50% qualitative/50% quantitative approach:
 - 1. Certain program areas doing well on the quantitative/qualitative sides
 - 2. Implementing the proposed process and amending it as appropriate in the future
- iv. The committee voted and agreed to implement the 50% qualitative/50 % quantitative approach.
- v. D. Short requested the committee to vote on whether the quantitative data should be measured by department or discipline. D. Short showed two charts in order to show how the positions would be ranked based on department or discipline and also explained the advantages to measuring the workload by either category.
- vi. The committee discussed the following points:
 - 1. The advantages and disadvantages of new program areas under either method
 - 2. Multiple disciplines being concealed within departments
 - 3. The qualitative assessment offering extra information in the consideration of the position rankings
- vii. The committee voted and agreed to utilize discipline as a means of measurement.
- viii. L. Pink and D. Short stated the taskforce will incorporate any necessary minor changes, apply the discipline measurement to the quantitative data, and report the revised process at the next FCHC meeting for a second reading.

V. **Adjournment** – 4:00 P.M.