



San Diego Continuing Education
Faculty Hiring Priorities Committee
Minutes

Monday, October 25, 2021
3 p.m. – 4 p.m., Zoom

ATTENDEES/ PROXIES/ GUESTS	<i>Committee Members/Guests</i>	
	Michelle Fischthal, Co-Chair	Andrei Lucas
	Rachel Rose, Co-Chair	Steve Major
		Jacqueline Hester
	John Bromma	Edith Quintero
	Lisa Cork	Timothy Pawlak- Absent
	Lorie Crosby Howell	Sam Phu
	Brad Dorschel- Absent	Shirley Pierson
	Marquest Glover- Absent	Cat Prindle - Absent
	Michelle Gray	Bob Pyle- Absent
	Veleka Iwuaba/Sean Caruana	Zac Ruvalcaba- Absent
	Jan Jarrell	Cassandra Storey
	Neill Kovrig	Claudia Tornsaufer
	Carolyn McGavock	
	Megan Leppert	

Agenda Item A: Call to Order/Approval of Meeting

DISCUSSION	<p>The meeting was called to order by M. Fischthal at 3:03 pm.</p> <p>Approval of Agenda was M/S/C by Shirley and Rachel as is.</p> <p style="padding-left: 40px;">No Discussion</p> <p style="padding-left: 40px;">Opposed: None</p> <p style="padding-left: 40px;">Abstentions: None</p>
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ACTION ITEMS	PERSONS RESPONSIBLE	DEADLINE
• None	• N/A	• N/A

Agenda Item B: Approval of Minutes

DISCUSSION	<p>The April 26, 2021 Approval of Minutes was M/S/C</p> <p style="padding-left: 40px;">Discussion: None</p> <p style="padding-left: 40px;">Opposed: None</p> <p style="padding-left: 40px;">Abstentions: None</p>
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ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
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• None	• N/A	• N/A
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Agenda Item C: Old Business

DISCUSSION	Voting Models Discussion has been postponed.
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Agenda Item D: New Business

DISCUSSION	<p>1. President Presents Priorities – Kay Faulconer Boger</p> <ul style="list-style-type: none"> a. Part of this decision will look at faculty about where we want this organization to go – need to look forward and ahead otherwise we won’t get there. What opportunities will we offer our students when they get here? b. Focus on the future and see what kinds of positions could be utilized to move us into the next decade. c. Some we need to service, but others should be about new opportunities and new programs. d. Look at information from the workforce partnerships and the priority sectors in San Diego – leading to living wage (or higher wage) jobs: https://workforce.org/my-next-move/prioritysectors/?utm_content=buffer9989a&utm_medium=social&utm_source=linkedin.com&utm_campaign=buffer <ul style="list-style-type: none"> i. Look down the road of parts that can add to the 35 million renovation, such as Clothing & Textiles. ii. Sustainability is a factor in many of our programs. iii. Biotechnology is one of the largest careers in San Diego – BIO-com. Students can get a start and then continue their education. iv. In addition to partnerships with credit colleges, ? v. Make one of them new and exciting – take advantage while we have the opportunity! <p>2. Four Positions</p> <ul style="list-style-type: none"> a. There are currently four positions out for hire due to retirements: ESL, Emeritus (on priority list from last year), HVAC and DSPS. b. We have four positions from the state. <ul style="list-style-type: none"> i. HSD/HSEP: The Spanish-speaking community has a huge need for HSD/HSEP courses in Spanish. Currently, seven adjuncts teach in the program, with no contracts. There is a frozen replacement position for HSD/HSEP, and the thought is to use one of the four positions for Spanish HSD/HSEP. If there are two outstanding candidates for the ESL currently in hire, then likely two will be hired. <ul style="list-style-type: none"> 1. The thought is to hold the remaining two for a few months to have a better understanding of where the demand is. The reality is that we have lost over 50% of our students and are not offering as many sections in our programs. This fall, every program is below 2019 enrollment levels. The only programs ticking significantly upward are ESL (with an increase of 400 students) and HSD/HSEP. This uptick may be due to Hyflex. i. There are new programs being developed through SWP RFA’s, including sales and advanced manufacturing. c. Emeritus: Only 13% of Emeritus faculty is contract. Thirty instructors total
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	<p>(including contracts and adjunct) have been lost. Despite the loss of instructors and the lack of in-person classes, fill rates continue to rise, and course offerings have been increased. Tornsauffer stated that due to Pat's retirement, brain fitness students are being pushed onto a long waitlist.</p> <p>i. Emeritus is hoping to have a role in the re-opening at ECC because they are offering valuable, popular courses. Seniors are living longer and need workforce development specifically designed for the younger senior population, aged 55 and up.</p> <p>d. ESL – An influx in refugee/migrant populations in San Diego shows the need for ESL courses. ESL has lost four full-time contracts and many adjuncts.</p> <p>e. Counseling: Quintero stated the need to look into counseling.</p>
	<p>3. FPHC Committee Function</p> <p>a. Review additional criteria (seeking feedback)</p> <p>i. Add: more student demand than faculty for course/program</p> <p>ii. Add: Industry advisory committees/local employers are indicating need and demand</p> <p>iii. Add: does Federal and state policy support growth</p> <p>iv. Add: % faculty attrition in prior year</p> <p>v. Add: % student attrition</p> <p>vi. Add: % student growth</p> <p>vii. Add: population growth in your student population</p> <p>viii. Add: planned program growth in pathway</p> <p>ix. Add: plan program growth in new communities</p> <p>x. Add: productivity and enrollment</p> <p>xi. Add: Consideration of interdisciplinary programming for innovation readiness</p> <p>b. Reference Consultation in Hiring Process</p> <p>c. 2021-2022 Meeting Schedule (Bi-Annually: December and May)</p> <p>1. Review Resource allocation list in December and discuss further.</p> <p>2. Hold a January meeting for further discussion on changing process.</p>

ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
• None	• N/A	• N/A

Agenda Item E: Roundtable

DISCUSSION	None
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ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
• None	• N/A	• N/A

Agenda Item F: Next Meeting

DISCUSSION	Dec 13, 2021, 3:00 pm, Zoom
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ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
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Agenda Item G: Adjournment

DISCUSSION	The meeting was adjourned by R. Rose at 4:02 p.m.
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Submitted by River Shaw, Administrative Secretary, VP Instructional Services

Approved on: 12/13/21