



Faculty Hiring Priorities Committee Minutes

Wednesday, October 26, 2022

1 p.m. – 2 p.m., ECC 106

ATTENDEES/ PROXIES/ GUESTS	Committee Members/Guests	
	Michelle Fischthal, Co-Chair	Megan Leppert
	Rachel Rose, Co-Chair	Carrie Lewis
		Andrei Lucas- Absent
	Maria Allan- Absent	Steve Major- Absent
	John Bromma- Absent	Carolyn McGavock
	Mary Burns- Absent	Eric Miller- Absent
	Sean Caruana	Timothy Pawlak
	Patricia Comey- Absent	Sam Phu- Absent
	Lorie Crosby Howell	Shirley Pierson- Absent
	Sheila Davis	Cat Prindle
	Brad Dorschel- Absent	Bob Pyle- Absent
	Marquest T. Glover	Zac Ruvalcaba- Absent
	Michelle Gray	Char Schade
	Jacqueline Hester	Cassandra Storey
	Veleka Iwuaba	Jeff Strack- Absent
	Jan Jarrell	Claudia Tornsauer
	Neill Kovrig- Absent	Helena Wei- Absent
	Roberta Krauss	

Agenda Item A: Call to Order/Approval of Meeting

DISCUSSION	<p>The meeting was called to order by Rachel Rose at 1:10 pm.</p> <p>Approval of Agenda was M/S/C by Michelle Fischthal and Sean Caruana as is.</p> <p>Discussion: None Opposed: None Abstentions: None Action: Approved</p>
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ACTION ITEMS	PERSONS RESPONSIBLE	DEADLINE
• None	• N/A	• N/A

Agenda Item B: Approval of Minutes

DISCUSSION	<p>The May 9, 2022, Approval of Minutes was M/S/C by Rachel Rose and Cat Prindle as is.</p> <p>Discussion: None Opposed: None Abstentions: Claudia Action: Approved</p>
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ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
• None	• N/A	• N/A

Agenda Item C: Old Business

DISCUSSION	<p>1. Prioritization Criteria 1-10 (google document) Approved- May 9th: <i>Motioned to approve the 10 criteria and 3 conditions met as indicated for the 2022-2023 year, with the possibility of modifying criteria in the coming years. M/S/C by Michelle Fischthal and Sean Caruana.</i> <i>Ayes: (11)- Rachel, Cat, Sean, Jackie (2), Helena, Lorie (2), Char, Megan, Michelle F.</i> <i>Nays: None</i> <i>Abstentions: None</i></p> <ul style="list-style-type: none"> - Updates provided since prioritization criteria was approved. <ul style="list-style-type: none"> o Criteria were sent to the PRIE Office and VPA to include in this year’s resource allocation process. o Criteria 10 Edit- added “aligns with the strategic plan and aligns with the strategic plan priorities 2022-2023”. - Committee discussion continued on existing criteria. <ul style="list-style-type: none"> o Criteria 2- Waitlists <ul style="list-style-type: none"> ▪ Discussed how to address if data is unavailable. ▪ Methods to address the criteria: 1) no one answers to equalize everything; 2) Take it out; if removed, how will programs that have a waitlist be able to address or justify. ▪ If there aren’t enough faculty to meet student demands, this could support why a program would have a higher need. ▪ This is an opportunity to write to the need of having all programs have a waitlist. ▪ Other data/evidence to support a request without a waitlist. <ul style="list-style-type: none"> • Emails • FTES - indirect indicator showing how programs are not meeting the demands of the community.
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	<ul style="list-style-type: none"> ○ Criteria 3- Community Demand <ul style="list-style-type: none"> ▪ Waitlist can be connected to criteria 3 which is specific to Labor Market Information (LMI). ▪ Bakeshop example shared where community demand is robust but waitlist may not reflect the same demand. ▪ Fill rates can support criteria 3. ▪ When we meet in December, we will review and analyze the weight of this criteria. - May want to review how the approved criteria impacts this year’s resource allocation process and add additional text to address anything learned.
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ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
• None	• N/A	• N/A

Agenda Item D: New Business

DISCUSSION	<ol style="list-style-type: none"> 1. Review Committee Mission and Objectives for revision in the SDCCE Committee Handbook <ul style="list-style-type: none"> - Discussion occurred on the current goals of the committee. - Committee reviewed current tasks and responsibilities: <ul style="list-style-type: none"> ○ The Committee provides a list of programs noting the level of conditions met. The list to assist the President in making the final decision on hiring faculty. - Committee addressed purpose and role moving forward. <ul style="list-style-type: none"> ○ Discussed how the Committee could contribute to the overall betterment of the institution. ○ Discussed the history of how we moved from the rubric structured review to sets of categories where the programs are rated. As a committee, we developed these criteria as a tool that would tell us where program requests fall. The criteria align with the questions in the resource requests. ○ May want to identify voting members. ○ May want to review how the process holistically worked. ○ Will benefit from reviewing other program’s faculty requests to learn how needs for positions were addressed. ○ It would be helpful to understand the “why” which can inform us on how we are doing as an institution. ○ The current President might view things differently than our previous. Will likely need to review the Committee’s current approach. ○ If we decide to change how prioritizations occur, we can use the remaining meetings to discuss that. - Handbook will go into effect in 2023 and is valid for 3 years.
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ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
<ul style="list-style-type: none"> Add "Review Handbook" to December agenda. Invite President King to the next meeting. 	<ul style="list-style-type: none"> Ginger Ginger 	<ul style="list-style-type: none"> Before meeting. ASAP

Agenda Item E: Roundtable

DISCUSSION	None
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ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
<ul style="list-style-type: none"> None 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> N/A

Agenda Item F: Next Meeting(s)

DISCUSSION	<ol style="list-style-type: none"> December 6, 2022, 1pm-2pm February 2023, Date and Time TBD May 9, 2023, 3pm-4pm (Cancel)
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ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
<ul style="list-style-type: none"> Cancel May meeting. Identify a February meeting date to include the CE President. 	<ul style="list-style-type: none"> Ginger 	<ul style="list-style-type: none"> ASAP

Agenda Item G: Adjournment

DISCUSSION	<p>Adjournment of meeting was M/S/C by Michelle Fischthal and Sean Caruana.</p> <p>Discussion: None Opposed: None Abstentions: None Action: Approved</p> <p>Meeting adjourned at 2:12pm.</p>
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Submitted by Ginger Davis, Administrative Assistant, VP of Instructional Services
Approved on: 12/8/22