



Faculty Hiring Priorities Committee Minutes

Monday, November 28, 2022

2:30 p.m. – 3 p.m., ECC 106

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

Agenda Item A: Call to Order

DISCUSSION	The meeting was called to order by Rachel Rose at 2:33 pm.
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ACTION ITEMS	PERSONS RESPONSIBLE	DEADLINE
• None	• N/A	• N/A

Agenda Item B: New Business

DISCUSSION	1. President Outline Priorities- Opportunity for Dr. King to discuss factors related to SDCCE, District, State, local industry, etc. that are integral to the 2022-23 faculty hires and will influence the President’s decision for faculty hiring priority.
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- Discussed former President's role of attending the first FHPC meeting of each year with the purpose of providing the priorities that align with the President's vision. The President will make the final decision.
- Reviewed and briefly discussed the President's Vision for 2022-23. Highlighted the Strategic 6 Point Plan.
 1. Grow enrollment to support our community and meet district targets.
 2. Enhance the student experience and clarify student pathways.
 3. Cultivate a culture of diversity, equity, inclusion, anti-racism and accessibility (DEIA²).
 4. Strengthen our commitment to students and employees by promoting internal communication and using data to inform decisions and professional development opportunities.
 5. Enhance internal and external partnerships.
 6. Develop sustainable, efficient, and transparent organizational and fiscal practices.
- Some general mentions supporting the President's priorities were shared:
 - o #1 Priority is to grow our enrollment. We will continue to work with our sister colleges with NCAL with specific programs (i.e. Child Development, CNA). We are also in conversation to expand on the Pathways.
 - o ESL has a massive waitlist due to non-contract faculty.
 - o Counselors at the forefront of the onboarding process.
 - o Would like to grow our Allied Health Programs and move into the direction of having an LVN program.
 - o 117 Offsite locations were closed due to COVID. We have since been given the green light to re-open these areas. Emeritus was the most impacted by the closures.
- Committee Discussion Highlights:
 - o What about departments that fall out of these categories? How will criteria be weighed (i.e. HS Diploma Program)? *The 10 criteria are not changing. The intention for this committee is to take all of the "green" for our President to see what's there. The top priorities will be summarized and all requests will be provided for review and consideration by the President. There is an area in Program Review that allows for additional comments to be included in the submissions.*
 - o The Student Services Department has grown and Counselors are a huge part of the onboarding process. There are currently 15 full-time Counselors. Conversations have come up about Counseling and how to create equity and fairness while including them in the current process. Important to include Deans from Student Services; would also like to add selected

	<p>faculty to the committee (i.e. Karl Cameron). <i>Committee membership and history of the committee's representation will be an agenda item at our February meeting; will also discuss adding representation from the Student Services Division. Please forward any thoughts, ideas, concerns, to Rachel Rose.</i></p> <ul style="list-style-type: none"> ○ The President is pending clarification on the number of positions that will be allocated this year. This will be shared at the May meeting.
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ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
<ul style="list-style-type: none"> • A follow up communication with the President's Vision for 2022-2023 and the Strategic 6 Point Plan will be emailed to the Committee. 	<ul style="list-style-type: none"> • Dr. King 	<ul style="list-style-type: none"> • After meeting.

Agenda Item C: Next Meeting(s)

DISCUSSION	<ol style="list-style-type: none"> 1. December 8, 2022, 1pm-2pm 2. February 2023, Date and Time TBD
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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 D: Adjournment

DISCUSSION	Meeting adjourned by VPI Fischthal at 3:00 pm.
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Submitted by Ginger Davis, Administrative Assistant, VP of Instructional Services
 Approved on: 12/8/22