



Faculty Hiring Priorities Committee Minutes

Monday, March 21, 2022

1 p.m. – 2 p.m., Zoom

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

Agenda Item A: Call to Order/Approval of Meeting

DISCUSSION	<p>The meeting was called to order by Michelle Fischthal at 1:02 pm.</p> <p>Approval of Agenda was M/S/C by Sean Caruana and Cassandra Storey 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 February 9, 2022, Approval of Minutes was M/S/C by Lorie Crosby Howell and Sean Caruana.</p> <p>Discussion: None Opposed: None Abstentions: None Action: Approved</p>
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ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
• None	• N/A	• N/A

Agenda Item C: Old Business

DISCUSSION	<ol style="list-style-type: none"> 1. Voting Models Discussion has been postponed. 2. Anthology Criteria Updates <ol style="list-style-type: none"> a. Requests for resources regarding hiring faculty will not come out of Anthology for 2022-23. b. FHPC meeting will be used (instead of creating a small group to clarify existing criteria and create new ones)
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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 draft process for resource requests related to FHPC purview- Jackie Sabanos, VPA <ul style="list-style-type: none"> • Resource Requests will be submitted to the Administrative Services Office for the 2022-2023 Program Review Year. • Resources requests will be submitted through an excel spreadsheet. Spreadsheet is still being developed; will be ready in the fall. • Program Review calendar for resource requests will remain the same. • Criteria for requests will be the same. Requests will continue to go to the committees for evaluation of readiness and funding sources will need to be identified. • Submissions will include: <ul style="list-style-type: none"> ○ anthology for the program review ○ resource requests with a short justification ○ link to the strategic plan • Requests for Faculty and Classified positions have gone through a separate process from resource requests (i.e. computers, chairs). It will be important to clarify how to determine what criteria is being looked at. • Once the FHP Committee clarifies the existing criteria for readiness and develops any new criteria, it will be sent to Business Services to be part of the new resource request form. • As to not duplicate any efforts, it will be helpful to have a form that
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	<p>includes multiple reasons for justification of positions and/or resource requests.</p> <ul style="list-style-type: none"> The separation of the processes was a decision made by the former President. Resource requests will be handled by Administrative Services. Program Review and Strategic Planning aspects will be handled by the PRIE Office. <p>2. Criteria for Readiness Discussion</p> <p>Continued discussion around the factors that influence the priority hiring process regarding readiness for Unit Contract Faculty and Counselor Request for resources. Feedback captured on the following google document: https://docs.google.com/document/d/1ekoV2ePZLq2gcoiutJ0u0vhadFAXAHO D439HiHJ4cZA</p> <p>a. Clarify existing criteria</p> <ul style="list-style-type: none"> Reviewed existing criteria we have been using for the last few years. <p>b. Develop new criteria</p> <ul style="list-style-type: none"> Reviewed criteria identified at the last meeting as key in influencing the President’s decision (i.e. Student demand for a course, industry advisory committees/local employers indicating a need, faculty attrition, % of student attrition, % of student growth, population growth within a student population, planned program growth in pathway, planned program growth in new communities). Discussed new criteria and method to identify the top criteria to add. Will create a survey. Each criteria was discussed; group provided feedback and identified factors to consider when determining if a criteria was met.
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ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
<ul style="list-style-type: none"> Draft new criteria for the group to survey for final approval. 	<ul style="list-style-type: none"> Rachel Rose 	<ul style="list-style-type: none"> Before or at the next meeting.

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	May 9, 2022, 3pm
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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 G: Adjournment

<p>DISCUSSION</p>	<p>M/S/C to close meeting by Rachel Rose and Steve Major. The meeting was adjourned by Michelle Fischthal at 2 p.m.</p>
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Submitted by Ginger Davis, Administrative Assistant, VP of Instructional Services
Approved on: 5/9/22