

**SAN DIEGO CONTINUING EDUCATION
EXECUTIVE GOVERNANCE COUNCIL
Special Meeting
September 11, 2013**

Members Present:

1. Anthony E. Beebe, Ed.D., President, Continuing Education
2. Brian E. Ellison, Ed.D., Vice President, Instruction and Student Services
3. Bob Parker, Vice President, Administrative Services
4. Timothy Pawlak, President, Academic Senate
5. Ingrid Greenberg, Past President, Academic Senate
6. Marie Doerner, Chair of Program Chairs, Academic Senate
7. Neill Kovrig, President, Classified Senate
8. Mary LeDuc, Vice President, Classified Senate
9. Rita Avila, Past President, Classified Senate

Members Absent: None

Guests: None.

Recommendations for Hiring Priorities

President Beebe reiterated what the Chancellor shared in August at Convocation, that with the state's budget improving, the District is ready to begin building back full-time faculty positions lost to attrition over the last five years. This rebuilding will help stabilize our programs and support the District in meeting the 50% calculation. The 50% calculation, however, only recognizes classroom faculty positions. Counseling and other non-classroom positions are not considered. Continuing Education has been allotted seven new faculty positions. President Beebe emphasized that for the new faculty positions to count in this fiscal year toward the 50% calculation, the positions need to be in place at the beginning of spring semester.

In order to determine which programs will acquire the new faculty positions, President Beebe requested a hiring priority list from the Vice President of Instruction (in collaboration with the Deans), and the Academic Senate. This special Executive Governance Council has been convened to review the lists and determine what the reasoning is behind each recommendation, and move forward with sending a list to Human Resources.

Academic Senate President Timothy Pawlak reported he, Academic Senate Chair of Chairs, Marie Doerner, and Ingrid Greenberg, Past Academic Senate President, facilitated a special meeting of the Academic Senate to prepare a Recommended Hiring Priority List. Earlier in the year the Program Chairs had conducted research and gathered information for a priority hiring list reflecting the needs over the past couple of years. This information was reported at the Academic Senate meeting the previous day. A chart was distributed to EGC members reflecting the results of the research: contract needs, current contracts, percentage of SDCE FTES by department, the need to choose additional positions, and positions already determined earlier in the year. Marie Doerner explained the reasoning behind each position listed on the chart. It was noted that the list was in no particular order, with the exception of the first position listed. Also noted was that the Academic Senate did not have a specific algorithm or process to determine what the priority would be.

The recommendations presented by the Academic Senate:

Allied Health, ESL, ABE, BIT, Hospitality & Consumer Sciences, Emeritus and Parenting

The list put forth by Vice President Brian Ellison:

Allied Health, ESL (2), ABE (2), BIT, DSPS

President Beebe reported that a priority list in one form or another has existed for several years and changed over time depending upon circumstances Dr. Ellison shared the reasoning behind each position selected which included criteria the Academic Senate shared: program stability, leadership of the programs, equity, and operational items, such as articulation agreements, accreditation, program review, and curriculum development. Additionally, strategic growth, at the campus and program levels was looked at. The last consideration which pertains to the Older Adult programs relates to the present and ongoing political and legislative environment connected to the programs.

President Beebe also shared that there is a moral and ethical duty regarding the hiring of Emeritus and Parenting contract faculty and questioned if it would be ethical to hire faculty into positions or programs that could be eliminated in the near future. In the past several years, these programs have been under legislative attack to have their state funding eliminated. Even though SB 173 was prevented from moving forward earlier this year, it will be heard again this January.

After a brief discussion, consensus on recommending the following five (5) positions was reached:

Allied Health
ESL
ABE
BIT
Hospitality & Consumer Sciences

The Academic Senate representatives made an agreement with the Senate that they would not to deviate from the recommended list brought to the meeting. Since there is a disparity of two (2) positions being considered for recommendation, this information will be taken back to the Program Chairs and Academic Senate tomorrow for further discussion.

It was noted that these seven (7) positions are not the end of hiring faculty for Continuing Education. Other positions will be filled in the future, for example retirements (separate from these new positions), and other key positions will be filled as necessary. It is expected more new positions may be available in Spring for Fall hiring.

Academic Senate President Pawlak requested current information, data (FTES Report), and processes the Office of Instruction may have for determining priority lists for positions are made available to everyone so that the Academic Senate can begin preparations in advance to identify priorities so they will be available when needed.

ACTION ITEM: Vice President Parker and Vice President Ellison will forward the process, data and information they used to determine priority hiring lists to the Academic Senate.

ACTION ITEM: Academic Senate President Timothy Pawlak will send the Academic Senate's final recommendations to President Beebe by Friday, September 13.