

**San Diego Continuing Education
Faculty Hiring Priorities Committee
Minutes**

Monday, April 29, 2019
1 p.m. – 2 p.m., ECC, PDC 106

ATTENDEES/ PROXIES	Committee Members/Guests	
	Timothy Pawlak, Co-Chair	
	Michelle Fischthal, Co-Chair	Joan McKenna
		Sean Caruana- <i>Absent</i>
	Kathy Campbell- Zoom	John Bromma
	Michelle Gray	Sam Phu- <i>Absent</i>
	Corinne Layton- <i>Absent</i>	Cassandra Storey
	Andrei Lucas	Stephanie Crosby
	Neill Kovrig- <i>Absent</i>	Marquest Glover- <i>Absent</i>
	Pat Mosteller	Henry Merritt- <i>Absent</i>
	Barbara Pongsrikul	Laurie Mikolaycik
	Esther Matthew- <i>Absent</i>	
	Linda Osborn	Carlos Turner Cortez- <i>Guest</i>
	Lorie Crosby Howell- Zoom	Richard Weinroth- <i>Guest</i>
		Leah Gualtieri- <i>Guest/Proxy for Sean Caruana</i>

Agenda Item A: Call to Order

DISCUSSION	<ul style="list-style-type: none"> The meeting was called to order by M. Fischthal at 1 pm.
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ACTION ITEMS	PERSONS RESPONSIBLE	DEADLINE
• None	• N/A	• N/A

Agenda Item B: Review and Approval of Minutes

DISCUSSION	<ul style="list-style-type: none"> April 8, 2019 Minutes <ul style="list-style-type: none"> M/S/C by John Bromma and Pat Mosteller as is. Abstentions- Richard Weinroth
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ACTION ITEMS	PERSONS RESPONSIBLE	DEADLINE
• Finalize minutes and post them on master calendar.	• Ginger Davis	• Before the next meeting.

Agenda Item C: New Business

DISCUSSION	<p>Review Prioritization Lists- Carlos Turner Cortez</p> <p>Recommended List from President</p> <ul style="list-style-type: none"> ○ President Turner Cortez joined the meeting to respond to committee concerns regarding the final Faculty Hiring Prioritization (FHP) List presented at the last meeting on April 9, 2019. ○ A draft of the minutes from the April 9th meeting summarizing the committee's feedback was given to the President. The main concern of the committee was to understand how faculty positions, not originally on the prioritization list were added. ○ President spoke to what was in his initial letter and how and why the decision was brought forward. ○ Structural challenges mentioned: <ul style="list-style-type: none"> ▪ Child Development needs to address the workforce placement mandate coming from the state. ▪ Culinary Arts needs to address the length of the program and/or consider offering multiple points of entry into the program so the ACS can be increased. ▪ Scheduling issues that lead to high outcomes vs. low outcomes. ○ <i>Conversation with committee members commenced. Suggestions by committee members for Improvement:</i> <ul style="list-style-type: none"> ▪ Have the president attend future meetings where his presence will be useful. Program Chairs and Deans should be conversing on an ongoing basis about institutional plans, guided pathways, etc. ▪ Assure representation from all areas come to the meetings to advocate for their programs. ▪ Use data to make decisions on how we deliver programming to students vs. using data to benefit the program or the individuals in a program. ▪ Have better communication. The committee should also have better knowledge of the three funding sources so better decisions can be made in prioritizing the list. ▪ Need to find a method that is fair for everybody. ▪ Helpful to know the areas to keep in mind when prioritizing a list. Need to focus on high paying jobs and college. ▪ The Office of Planning, Research and Institutional Effectiveness could come to share data (quantitative, qualitative) and provide data coaching to support the committee in making decisions. <p>Role of the FHP Committee/Meeting Schedule</p> <ul style="list-style-type: none"> ○ Discussion around the role of the committee occurred. <ul style="list-style-type: none"> ▪ Continue a similar process next year. ▪ Take the list as it comes showing the program's needs. ▪ Decide if we should add additional information. ▪ Decide if we want a conversation about what the priorities are. ▪ Decide if this committee is needed. ▪ If we move forward next year with the same process, we need to redevelop the rubric. Support and buy-in from the President is
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	<p>needed.</p> <ul style="list-style-type: none"> ▪ Helpful to know the benefits of our efforts as a committee and if our feedback will be considered. ▪ The deans have information (i.e. LMI Data, trend report) faculty do not have. Decide if faculty should be on the committee or if the deans prioritize the list. ▪ Is there a need to look at the entire program review? Additional data is presented in the report that is not in the faculty request. ▪ If we don't have better data and contextualize this process, we will get the same results. ▪ Need to review both qualitative and quantitative data. ▪ Provide a pool of faculty requests rather than a prioritized list for recommendation to the President. ▪ If a program did not submit a faculty request, as a committee, we should at least question why a request was not submitted or confirm that was the program's decision. ▪ The committee knew the process was not perfect but decided to move forward to see what would happen. <p>May 22, 2019 Meeting</p> <ul style="list-style-type: none"> ○ Keep scheduled meeting. Continue discussion on the role of the FHP Committee at the May meeting.
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ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
○ None	• N/A	• N/A

Agenda Item D: Continuing Business

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

Agenda Item E: Roundtable

DISCUSSION	<ul style="list-style-type: none"> • No comments.
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ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
• None	• N/A	• N/A

Agenda Item F: Next Meeting

DISCUSSION	<ul style="list-style-type: none"> • May 22, 2019, 1pm, PDC 106
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ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
• None	• N/A	• N/A

Agenda Item G: Adjournment

DISCUSSION	<ul style="list-style-type: none">• The meeting was adjourned by T. Pawlak at 2:22 p.m.
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Submitted by Ginger Davis, Administrative Secretary, VP Instructional Services

Approved on: 5/22/19