

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

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

<b>ATTENDEES/ PROXIES</b>	<b>Committee Members/Guests</b>	
	Timothy Pawlak, Co-Chair	
	Michelle Fischthal, Co-Chair	Joan McKenna
		Sean Caruana- <i>Absent</i>
	Kathy Campbell- <i>Zoom</i>	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- <i>Zoom</i>	Richard Weinroth- <i>Guest</i>
	Leah Gualtieri- <i>Guest/Proxy for Sean Caruana</i>	

**Agenda Item A: Call to Order**

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

**Agenda Item B: Review and Approval of Minutes**

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

**Agenda Item C: New Business**

**DISCUSSION****Review Prioritization Lists- Carlos Turner Cortez****Recommended List from President**

- 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 9<sup>th</sup> 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:
  - 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.
- *Conversation with committee members commenced. Suggestions by committee members for Improvement:*
  - 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.

**Role of the FHP Committee/Meeting Schedule**

- Discussion around the role of the committee occurred.
  - 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

	<p>needed.</p> <ul style="list-style-type: none"> <li>▪ Helpful to know the benefits of our efforts as a committee and if our feedback will be considered.</li> <li>▪ 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.</li> <li>▪ 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.</li> <li>▪ If we don't have better data and contextualize this process, we will get the same results.</li> <li>▪ Need to review both qualitative and quantitative data.</li> <li>▪ Provide a pool of faculty requests rather than a prioritized list for recommendation to the President.</li> <li>▪ 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.</li> <li>▪ The committee knew the process was not perfect but decided to move forward to see what would happen.</li> </ul> <p><b>May 22, 2019 Meeting</b></p> <ul style="list-style-type: none"> <li>○ Keep scheduled meeting. Continue discussion on the role of the FHP Committee at the May meeting.</li> </ul>
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ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
○ None	• N/A	• N/A

**Agenda Item D: Continuing Business**

<b>DISCUSSION</b>	• None
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ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
• None	• N/A	• N/A

**Agenda Item E: Roundtable**

<b>DISCUSSION</b>	• No comments.
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ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
• None	• N/A	• N/A

**Agenda Item F: Next Meeting**

<b>DISCUSSION</b>	• May 22, 2019, 1pm, PDC 106
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ACTION ITEMS	PERSON RESPONSIBLE	DEADLINE
• None	• N/A	• N/A

**Agenda Item G:      Adjournment**

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

Approved on: 5/22/19