



FACULTY HIRING PRIORITIZATION COMMITTEE MEETING MINUTES

Wednesday, April 29, 2020 | 4:00 p.m. | via Zoom

LPC Mission Statement

Las Positas College provides an inclusive, learning-centered, equity-focused environment that offers educational opportunities and support for completion of students' transfer, degree, and career-technical goals while promoting life-long learning.

LPC Planning Priorities

- ❖ Implement the integration of all ACCJC standards throughout campus structure and processes.
- ❖ Establish a knowledge base and an appreciation for equity; create a sense of urgency about moving toward equity; institutionalize equity in decision-making, assessment, and accountability; and build capacity to resolve inequities.
- ❖ Increase student success and completion through change in college practices and processes: coordinating needed academic support, removing barriers, and supporting focused professional development across the campus.

Faculty Hiring Prioritization Committee

Members Present:

Heike Gecox, Chair
Mike Ansell (voting)
Nan Ho (voting)
Amy Mattern (voting)
Stuart McElderry (voting)
Scott Miner (voting)
Jim Ott (voting)
Paul Sapsford (voting)
William Garcia, VP Student Services
Kristina Whalen, VP Academic Services

Support: Carolyn Scott

Members Absent:

Elizabeth David (voting)
Rajinder Samra, Institutional Research
Classified Senate Representative
LPCSG Representative

Guests:

Meeting Minutes

1. Call to Order

The meeting was called to order at 4:05 p.m.

2. Review and Approval of Agenda

Committee approved the agenda (MSC: Ott/McElderry)

3. Review and Approval of Minutes: October 16, 2019

Committee approved the minutes (MSC: McElderry/Sapsford)

4. Public Comments: This time is reserved for members of the public to address the FHPC. Please limit comments to 2 minutes per person (a total of 10 minutes will be permitted). In accordance with the Brown Act, the FHPC cannot act on these items.

None

5. Review and Approval of Updated Full Time Faculty Request Form to be submitted to Academic Senate on May 13, 2020.

Ms. Gecox added (under program review) a comment section where someone can acknowledge whether a position is categorically funded. (She also added a retirement/resignation statement of whether the position has been board approved). A comment was made that we don't hire off the tenure track as other Districts do, so for this process it doesn't matter how they get paid; just that we can pay them. Other statements were made to support knowing categorical information to assist with the ranking. Will this be provided as a means to rank or is it just informational? When these types of positions are put in the ranking, they almost always fall to the bottom. Also, with categorically funded positions, someone has already made a decision hire, so what is this committee's job relative to this? This is an issue that comes up every year. Are we saying that if a position is categorically funded, we don't get to decide; or do we want to decide? Another idea is that this committee should look at all the factors around these positions and validate whether a position should use categorical funds. But this is something this committee has never discussed. One thought is that once these faculty become tenure, the funding should move under the general fund since the grants that support the positions could go away. Certain State-funded programs (Counseling, DSPS) should have faculty hired under categorical funds. Maybe some of these positions should be part-time.

More discussion on ranking categorically funded positions and this committee's responsibility.

There were other comments made to correct the form. Also there were comments made to make edits to the charge regarding retirements to the Board. Ms. Gecox will make revisions per discussion and comments and forward to the committee for review and approval.

6. Updates

None

7. Adjournment

Committee adjourned at 4:55 p.m. (MSC: Ho/Ott)

8. Next Regular Meeting: TBD