

LPC Mission Statement

Las Positas College is an inclusive learning-centered institution providing educational opportunities and support for completion of students' transfer, degree, basic skills, career-technical, and retraining goals.

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)
Elizabeth David (voting)
Nan Ho (voting)
Amy Mattern (voting)
Stuart McElderry (voting)
Scott Miner (voting)
Jim Ott (voting)
Paul Sapsford (voting)
Kristina Whalen, VP Academic Services

Support: Carolyn Scott

Members Absent:

Amir Law (voting)
William Garcia, VP Student Services
Rajinder Samra, Institutional Research
Classified Senate Representative
LPCSG Representative

Meeting Minutes

1. Call to Order

The meeting was called to order at 4:33pm

2. Review and Approval of Agenda

The committee approved the agenda (Ho/McElderry)

3. Review and Approval of Minutes – October 2, 2019

The committee approved the minutes (Ho/McElderry)

4. Public Comments: None

5. Review and Ranking of Faculty Position Requests submitted to the committee

Dean McElderry

Automotive: This area has been filled for many years with two full-time faculty members (one member teaches 100% General Motors and works as the program coordinator). The position we are replacing teaches 100% auto classes and there are no part-time instructors available during the day as they work in the industry. We're building a facility for this program and this position is vital for our CTE program. If it's not filled it could lead to a default on our agreement with General Motors.

History 1 and 2: Both are replacement positions. History was a three full-time faculty member department in the early 2000s, then there was a retirement and it went down to a two full-time faculty member department and stayed that way for a while due to budgetary issues. Then it moved back to a three full-time faculty member department in fall 2016. Enrollment had gone up as well as the number of courses, and we had a lot of good part-time faculty to help. It grew to four full-time faculty members but one actually became an Interim Dean. When that person became a permanent dean, the vacant position was classified as an emergency hire but it didn't get approved. Then another full-time faculty member resigned, so we are now back down to a two full-time faculty member department. History fills general education requirements and is required for graduation. In the past five years or so, the pool of history part-time faculty has diminished.

Dean Ho

BIO 1 (Anatomy/Physiology): Enrollments are high; hundreds of students are on the wait lists. It is very difficult to hire someone who is an Anatomist or Physiologist. Everyone around us in this area are hiring full-time Anatomy faculty so our part-time pool disappears. All nursing and kinesiology students must take this class.

BIO 2 (Majors): For 25 years we have had the same number of people teaching this course. It feeds into physics, chemistry, and the math series.

BIO 3 (General): This is a feeder course for both BIO sequences. It also includes and the general education life sciences.

CHEM: Required for majors but we can't get anyone to teach. It is a pre-requisite course for sciences.

CS: This course is growing rapidly. We hired a replacement last year. We can continue to add CS1 and CS2 courses and they will all fill up. We can't be a strong STEM campus without CS.

MATH 1:

Replacement position for Kutil. It's upper math and the primary sections were increased 25% in three years including non-credit.

MATH 2:

To help with growth in math. Every student has to take math.

Dean David

Counselor (DSPS):

Currently there is no dedicated DSPS Counselor. This position is categorically funded (college must do a match), and it is required that we have accommodations for our students. In order to do so we must have a counselor for this area. We currently have someone reassigned to this role just to provide the bare minimum to keep our services available but this is taking away from our general counselling area. This position is very crucial in that it contributes to our new funding formula and keeps us in compliance. These students need more follow-up and help with retention; there's more paperwork and intake for accommodations. We often work with the community and parents. Due to the on-going training for counselors it is very difficult to hire part-time faculty.

Counselor/Instructor-Retention:

With the new funding formula there is a need for more counselor participation, and we are a small division having only 4.4 full-time faculty. Several counselors are on reassign time, and serving on many committees. There is one counselor to about 1250 students. And there are also other requests for counselors to help support student athletes, ESL, Honors, Middle College, etc. This position would be a general counselor that focuses on retention.

Counselor (Career Transfer)

Currently we only have a coordinator in the Transfer Center – no counselor. Currently a part-time counselor comes in once a week. We want to expand our career services and work very closely with CTE (connect students directly with CTE programs), and conduct research within the community. We have on average 1000 students at any given time in a semester that are undecided.

End of presentations-----

Based on the process regarding categorically-funded positions a motion was made and seconded (Miner/Ho) to remove the categorically-funded counseling position. Votes: Yes: none; No: all; The motion was opposed. After discussion it was decided that the categorically-funded position will remain within the ranking.

The committee casted votes to rank all positions. Result are noted below:

POSITION	TOTAL
Automotive	17
Counselor 1	26
History 1	27
Math 1	40
Counselor 2	50
Biology 1	56
History 2	65
Chemistry	75
Computer Science	81
Biology 2	91
Counselor 3	91
Math 2	93
Biology 3	107
Tie Breaker	
Biology 2	10
Counseling 3	14

6. Updates

Process change: Ms. Gecox will update the position form and clean-up the process per discussion (if a position is categorical, board approved). She will send revisions to the committee.

We will discuss and solidify this information at the spring meeting.

7. Adjournment

Meeting adjourned at 5:52pm
 MSC: Miner/David

8. Next Regular Meeting: TBD