



Thursday, December 20, 2012
Griffin Gate
2 – 3 p.m.
Special Meeting, Faculty Staffing

MEETING SUMMARY

<i>Chair</i>	<i>Sunita Cooke</i>	√	<i>AFT Rep</i>	<i>Michael Golden</i> √ <i>Jim Mahler</i>	
<i>Co-Chair, Faculty Rep</i>	<i>Michael Barendse</i>		<i>Chairs & Coordinators Rep</i>	<i>Joel Castellaw</i>	√
			<i>Library Rep</i>	<i>Pat Morrison</i>	
<i>VPAS – Dir. of Facilities & Operations</i>	<i>Tim Flood</i>	√	<i>Academic Senate Reps</i>	<i>Adelle Schmitt</i> √ <i>Jim Wilsterman</i> <i>Jane Nolan</i> √ <i>Craig Milgrim</i> √	
<i>VPSS</i>	<i>Jeff Baker</i>	√	<i>Supervisory Rep</i>	<i>Alba Orr, TBD</i>	
<i>Arts, Humanities, Lang/Comm</i>	<i>Steve Baker</i>	√	<i>Classified Senate Rep</i>	<i>Janet Carter</i> √ <i>Irene Bauza</i>	
<i>CTE/Workforce</i>	<i>Sheridan DeWolf, Int.</i>	√	<i>CSEA Rep</i>	<i>Will Pines</i>	
<i>Counseling and Enrollment Services</i>	<i>Howard Irvin, Int.</i>		<i>ASGC President or Designee</i>	<i>Vacant</i> <i>Esau Cortez</i>	
<i>English, Social and Behavioral Sciences</i>	<i>Agustin Albarran, Int.</i>	√	<i>TTLC Committee Chair or Designee</i>	<i>Angela Feres</i>	
<i>MNSESW</i>	<i>Mike Reese</i>	√	<i>Guests:</i>	<i>Christina Tofoya</i>	
<i>LTR</i>	<i>Kerry Kilber</i>	√			
<i>Allied Health</i>	<i>Debbie Yaddow</i>	√			
<i>Assoc. Dean, Athletics</i>	<i>Jim Spillers</i>				
<i>Academic Senate President</i>	<i>Sue Gonda</i>	√	<i>Recorder</i>	<i>Patty Sparks</i>	√

Faculty Staffing

Sunny reminded the Council that this meeting was scheduled as a follow up meeting to last week’s conversation to accommodate the Faculty Staffing Committee to report out.

Jim Spillers reported that 24 positions were submitted for review and ranking. He provided a handout that details the final overall ranking of those positions. As the handout reflects, the scores in the two columns are similar as to the overall rankings. One column reflects the highest and lowest scores taken out.

Jim stated that the process the Faculty Staffing Committee utilized is an amazing process. He is however concerned that there are three positions that have accreditation requirements or staffing requirements relative to keeping programs functional and accredited. These positions although necessary to keep a program on-going ranked 4, 5, and 6th. The rubric utilized did not recognize/score the accreditation and staffing requirements as high as maybe it should have.

The Council discussed the following issues at length:

- Should the Faculty Staffing Committee meet and modify the rubric
- Should the Faculty Staffing Committee determine whether positions that threaten program closure be considered through other processes, such as the critical hire process
- Keep the current process and let the President of the college pull positions to the top that he/she determines to be critical to programs or the college
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The Council agreed that the process is a good process with multiple points of checks and balances. The committee did a great job in identifying three positions that may be categorized as “critical.” After a lengthy discussion, the Council agreed to move three positions, OTA and the two nursing positions up to the first three priority levels. The initial first three positions will move to the four, five and six levels.

The Council agreed to move with the positions re-prioritized as follows:

1. OTA
2. Nursing
3. Nursing
4. ESL
5. English Composition
6. AOJ

Sunny reported that we lost 25 faculty positions with the ERI. We are able to plan for five new faculty positions. The nursing position ranked number 6 is a retirement position and already in the budget. With some confidence we are recommending to move six positions forward. Further she will have to advocate for these positions at the district level as well as address the district wide FON and the difference in percentages between the two colleges. Tim stated that FON numbers can be located on the District’s website, under DSP&BC. At Grossmont our FON is 55.49% and Cuyamaca is at 49.7% and the target is 55.97%. This means we are asking for six full-time faculty positions and as you can see Cuyamaca is significantly lower in meeting their full-time faculty obligations.

Action Taken: The full-time faculty positions, OTA and the two Nursing positions will move up to the 1, 2, and 3, priority position and the original first three will move to 4, 5, and 6. Sunny will advocate for the six positions at the district level.

Meeting Convened: 2:00 p.m.

Next P&RC meeting is scheduled for January 24, 2013, 3 – 5 p.m., Griffin Gate.