

FACULTY HIRING PRIORITIES COMMITTEE MEETING

Date: 9/10/2020

Time: 12:00 to 1:00 pm

Location-Zoom

Members in attendance:

Matt Henes (Chair)

Thomas Berg

Michelle Ingram

Charlene Potter

Katie Rodriguez

Ken Simon

Christopher O'Leary

Kimberly Shediak

Marjorie Smith

Sharis Amirian

Ricardo Castillo

Brian Joseph Pangan

Terry Stoddard

Regrets:

Suzanne Anderson

1. Call to Order 12:03 pm

2. Public Comment: None

3. Fall 2020 hiring expectations—Expect very few hires this year and only in areas where programs are in danger, for instance an area that will lose their outside accreditation if they don't have a full-time faculty member. We are currently 17 faculty above FON, and our enrollment is down slightly from last year, thus there is not a need to hire from the state's perspective.

4. a. Review committee charge: The function of the Faculty Hiring Priorities Committee is to prioritize new faculty hires and forward its recommendation to the President of the College. Motion to approve as amended made by C. Potter, seconded by T. Stoddard. Unanimous approval.

b. Goal setting 2020-2021:

- Update AP 7210 Academic Employees, section 1 (timeline)
- Develop an understanding of the metrics used for prioritizing in order to offer the information to faculty authors to include the data in their proposals

Motion to approve made by C. Potter, seconded by S. Amirian. Unanimous approval.

Discussion points:

Not sure we want to look at the same data the deans look at. This committee has a faculty perspective that may get watered down or muddled.

Part of our job is to equip other faculty with the tools with which to do this. Provide some guidelines. Our goal is not to be punitive. We want to give authors all the advice they can get to help them.

Having the same metrics as the deans wouldn't be used to augment a proposal but to anticipate how the admin might complete their rankings so we are better prepared for joint discussions.

c. Committee members did not express an interest in a joint meeting with the deans to determine criteria by which applications will be ranked. M. Henes was tasked with continuing to act as the liaison between admin and committee members.

d. Review/Modify Scoring Rubric and e. Review/Modify AP 7210, Section 1 are postponed to the next meeting.

Note about (e): The purpose of revising this section of the AP is to define a timeline by which hiring requests will be prioritized in spring of each year rather than fall. The ultimate goal is twofold: To rank hiring requests before FON is announced and so the college can get job announcements out earlier each year than it currently does.

Next meeting: Thursday, 9/24 12-1pm

Adjourned at 1:03 pm