



IPC Hiring Subcommittee Minutes

MEETING TYPE:	<input checked="" type="checkbox"/>	Staff	Date: September 9, 2015
	<input type="checkbox"/>	Product/Project	Start Time: 2:00 p.m.
	<input type="checkbox"/>	Special	End Time: 3:00 p.m.
			Location: AA-140

Chair: Dan Sourbeer

Members Present: Mark Bealo, Katy French, Joel Glassman, Jack Kahn, Paul Kelly, Michael Lockett, Chantal Maher, Jackie Martin, Pam McDonough, Michael Mufson, Wendy Nelson, Pete Ordille, Kathleen Sheahan, Shayla Sivert, Susan Snow

Members Absent: Mollie Smith

Open Positions: Dean of MNHS, Dean of AMBCS

Recorder: Suzanne Sebring

Interim Vice President for Instruction Dan Sourbeer called the meeting to order at 2:02 p.m.

- I. Interim VP Sourbeer gave a brief overview of the state of the college, including FTES calculations, Enrollment Management, Budget, and the FON. This began with a presentation to update the council on the enrollment status of the college. He began by demonstrating how the college is funded. Palomar has been designated as a large college and has, therefore, received an additional annual allocation of \$1M in funding. However, the college has been continuously borrowing from summer session to reach the enrollment (FTES) necessary for large college status. The borrowing has increased over the years and can no longer be sustained. As such, Palomar will be entering “Stability” which is a three-year process. In the first year, Palomar will be funded at the 2015-16 projection of 19,320 FTES, including the \$1M large college allocation. In years 2 and 3, the college will receive funding based on actual FTES plus the \$1M large college allocation. After the third year, the size of the school will be re-benched and we will be designated as a medium sized college, funded on actual FTES, with no \$1M large college allocation. The drawback of entering the “Stability” plan is that the college is ineligible for growth until after the completion of the process. In year 4 the college is, once again, eligible for growth. The significance to this subcommittee is how this affects the Faculty Obligation Number (FON). Currently, the FON is based on 2014-15 enrollment of 19,320 FTES. We will not reach that number. Therefore, executive administration would like to be conservative and seek a FON adjusted to the expected 2015-16 enrollment. This will, hopefully, prevent a drought in hiring while in stability and ensure that we are hiring faculty positions that match our needs. They propose hiring the first 20 positions on the Priority Faculty Hiring List, which was created by this committee last year.

- II. Interim VP Sourbeer reviewed the Priority Faculty Hiring List with the committee and discussed the option of hiring the first 20 positions, then waiting until spring to have the FON recalculated on actual enrollment. Pam McDonough commented that the English #1 position has already been hired. Interim VP Sourbeer confirmed this and that the Math #1 position was also hired in the spring. Discussion ensued. Following discussion, Michael Mufson moved to approve the hiring of priorities 1-22, with the omission of priority 1 (English #1) and 6 (Math #1). Jackie Martin

seconded the motion and it was approved with two members opposed. If additional positions are needed after FON recalculation, hiring will continue through priority 27. Before proceeding beyond priority 27, VP Sourbeer will return to the subcommittee for re-evaluation.

III. Announcements/Other

None.

The meeting adjourned at 3:00 p.m.

Next Meeting
TBA