



## Instructional Planning Council Hiring Sub-Committee

### MINUTES

<b>MEETING TYPE:</b>	<input type="checkbox"/>	<b>Staff</b>	<b>Date:</b>	October 24, 2018
	<input type="checkbox"/>	<b>Product/Project</b>	<b>Start Time:</b>	3:00 p.m.
	<input checked="" type="checkbox"/>	<b>Special</b>	<b>End Time:</b>	4:00 p.m.
			<b>Location:</b>	AA-140

**Chair:** Dr. Jack S. Kahn  
**Members Present:** Dr. Richard Albistegui-Dubois, Dr. Lesley Blankenship-Williams, Dr. Glyn Bongolan, José Briceño, Sarah DeSimone, Katy Farrell, Marlene Forney, Margie Fritch, Hector Garcia-Villa, Dr. Barb Kelber, Dr. Pearl Ly, Shayla Sivert, Justin Smiley, Susan Snow and Dr. Ellen Weller.  
**Members Absent:** Mark Bealo and Seth San Juan.  
**Guests:** Patti Dixon (designee for Seth San Juan) and Jenny Fererro.  
**Recorder:** Michelle LaVigueur

Vice President for Instruction Jack S. Kahn, Ph.D. called the meeting to order at 3:06 p.m.

- I. Approve Minutes – April 25, 2018  
 MSC – (Fritch/Bongolan): The minutes for April 25, 2018 were approved and accepted into the record with an abstention from Dean Albistegui-Dubois.
  
- II. Approve Minutes – September 26, 2018  
 MSC – (Bongolan/Farrell): The minutes for September 26, 2018 were approved and accepted into the record with abstentions from Dean Fritch and Dr. Barbara Kelber.
  
- III. Prioritize additional faculty positions for FY 2019-20 – VPI Kahn reported the great news that we will be hiring more faculty for the 2019-20 academic year. He reviewed the prioritization process and reported that each Dean will give an overview of their area to determine if the ranked lists align with their priorities and needs. He added that the lists were color-coded and put in order based on the frequency and rankings, which will be reviewed later. The Deans gave an overview of the positions that were ranked in their areas:

MSE – Dean Albistegui-Dubois reported that their highest priority is Physics and Engineering and this area is in a position to grow. He added that there is consistently a high demand in Biology, especially Anatomy and Physiology. The college is hiring a Chemistry faculty member for fall 2019, and they are looking into expanding that area out to the centers. Nursing would like to hire a simulation lab technician. Lastly, at least one more Mathematics hire would be helpful and Oceanography will be needing another hire in the near future.

SBS – Dean Ly reported that the History position is needed as it fulfills many GE and certificate requirements. For the Child Development position, she noted there will be legislative changes which will require more child care workers. She added that the Kinesiology/Health (75%) /Baseball (25%) is needed as we are down full-time coaches, there is a GE requirement for Heath and they are looking at adding Kinesiology classes in the north. She mentioned that state legislative changes are requiring all high schools in California to offer a course in American Indian Studies beginning in fall 2020 and this can be dual enrollment opportunity for us. She added that Philosophy includes one of the golden four and this area is growing.

L&L – Dean Sivert reported that English has two positions in the top ten. She noted that there will many underprepared students in English due to AB 705 and having more full-time faculty will be beneficial. She also stated that English is taught at the centers, has a critical thinking component and has not hired in three years. She mentioned that ESL will be have many retirees and another position would be beneficial. She reported that Spanish is a large area and would like to be considered for another hire. She mentioned that they would like to add another Speech Team position to rotate coaches on the speech team, add to the centers and to assist with the golden four. She added that ASL/Deaf Studies position would meet the same requirements as the position being hired in fall 2019 but would be for general and interpreting. Lastly, she noted that Reading would be a big support for AB 705.

AMBA – Dean Smiley reported that there were no positions in the AMBA division that were ranked in the top twenty. He noted that Art is in high demand and this position would be beneficial. He mentioned that Cinema is

also in high demand and could be combined with the current recruitment. Dr. Weller reported that the Music position is needed as piano is crucial for each music and theater major. She added that a faculty hire in Dance would strengthen efficiency of those classes.

CTEE – Dean Fritch reported that she was relieved to see HVAC as number one since we have a new program starting in the fall and there are over 200 interested students. She added that the WTW/WWT discipline has never had a full-time faculty member and enrollment has gone up. She advocated for the Industrial Technician position, as we are short machinists in San Diego. She added that one more full-time Fire position would be beneficial if there is a strike team out and the EME position would be helpful as this program runs all year long.

After much discussion, there was consensus among the IPC Hiring Sub-Committee to accept the following 32 positions ranked as indicated to be the final ranking for the Additional Faculty Prioritization for 2019-20:

<b>Final Rankings</b>	<b>Additional Faculty Prioritizations for 2019-20 IPC Hiring Sub-Committee on 10/24/18</b>
<b>Rank</b>	<b>Discipline</b>
1	HVAC
2	Physics 1
3	English 1
4	Engineering 1
5	WTE/WWT
6	Spanish
7	English 2
8	Biology 1
9	History (HIST)
10	ESL
11	IT
12	Chemistry 1
13	Child Development (CHDV)
14	Nursing
15	American Indian Studies/American Studies (AIS/AMS)
16	Mathematics 1
17	Kinesiology/Health (75%) Baseball (25%)
18	Philosophy (PHIL)
19	Economics (ECON)
20	FIRE
21	Oceanography
22	EME
23	Art (Drawing and Painting)
24	CINE
25	Speech/Team
26	Chicano Studies (CS)
27	Music (Piano/Vocal)
28	Alcohol and Other Drug Studies (AODS)
29	AJ
30	ASL
31	AT
32	NUTR

The meeting adjourned at 4:36 p.m.