ACADEMIC SENATE MEETING
UNAPPROVED MINUTES
DECEMBER 11, 2014

Members Present: James Todd (President), Curtis Martin (Vice President), Bill Anelli, Deborah Laffranchini, Rob Stevenson (sub for Chad Redwing), Barbara Jensen, Belen Robinson, Bob Droual, Ellen Dambrosio, Eva Mo, Gail Brumley, James Dorn, Jim Howen, Jim Stevens, Kevin Alavezos, Layla Spain, Luis Rebolledo (ASMJC President), Mike Adams, Nancy Wonder

Members Absent: Adrienne Peek, Allan McKissick, Allen Boyer, Brian Sinclair (Faculty Liaison to the Board, Christopher Briggs, David Chapman, Elizabeth David, Elizabeth McInnes, Paul Berger, Travis Silvers

Guests Present: Jill Stearns

I. APPROVAL OF ORDER OF AGENDA ITEMS

M/S/C (M. Adams, R. Stevenson) Move to approve the Order of Agenda Items.
17 Ayes, 0 Opposed, 0 Abstentions.

II. CONSENT AGENDA – Nothing on consent agenda

VI. ACTION/DISCUSSION ITEMS

A. Continuing Business

1. Faculty Hiring Prioritization

J. Todd mentioned what we do in our 10 + 1 is to approve the process of faculty hiring prioritization. Instruction Council reaffirmed the process, and then to College Council where the list was approved. He asked Jill Stearns to come to talk about the list and if there were any questions about Hiring Prioritization in general and what the college needs. Senate previously looked at the list that came from Instruction Council and discussed the process and he hoped J. Stearns could talk about the ranking that she had.

J. Stearns mentioned there was a change to the list. In College Council, a request was made to add to her ranking at #20, where there was a number of positions. AG Mechanics be added there.

J. Todd said the first six on the list are the categorically funded positions that were approved here at Senate, that we said would need to be ranked, that have a minimum of three years funding for and the rest are very much in line with the rankings of the Instruction Council.

J. Stearns wanted to say how much she appreciated the work of the divisions, the time and effort put in, and the difficult discussions that took place at that level, not only with the growth positions but with the replacement positions as well. Instruction Council was mindful that everyone was working hard to follow a process that was developed about 18 months ago. Every faculty hire is basically a million dollar or more decision. Looking at the list she found there seemed to be a sense of "fairness for divisions"—in terms of making sure every division was represented on that list. One question J. Stearns has discussed with J. Todd is whether or not that historical sense of "division fairness" might affect the ways hiring prioritization addresses college level needs. She could see that great care and consideration had been put in the list, and that we should continue to refine our processes to make sure we are considering the entire college when making hiring decisions.

One of the big challenges facing MJC is knowing that our FON increases by 12 for 2015-2016, assuming we have no growth. If we stay flat, which is our target for this year; we assume 12 faculty full time positions. Those positions come with zero dollars at the same budget to

make that happen. Currently we have unfilled positions, and have delayed some hires because we don't have a part time overload budget that is large enough for us to achieve the FTES that we need for this year. We have had to be creative to make sure we can get there.

J. Stearns mentioned that the first four positions on the list, the SSSP Counselors, will be paid out of the Student Success and Support Program. The Veterinary Tech and Logistics are on the Career Pathways Grant and will be funded 21% out of our Fund 11 because that is the threshold the District has established for us being able to count FTES generated by those faculty members on our proportionate report. From her perspective it is critical that we leverage the opportunity we have to use other funds to pay for some of these positions. There will then be six full positions and a portion of the Veterinary Tech and Logistics positions to pay out of our funding budget.

After a question about the four counseling positions being moved from temporary to tenure track J. Stearns said categorically funded positions count towards the FON, and one year temporaries count toward the FON. The concern is that everyone is receiving SEP money, which is new. Everyone now has their new SSSP allocation which is different from matriculation as some new opportunity. There is serious competition for highly qualified counselors, and to be able to get, to recruit the best, it is important that we have them as tenure track.

After the question was brought up about if the funding source goes away in three years, what would happen, J. Todd said the mandates we have to meet in Counseling are still there. SSSP is not new money. It is the way we are earning that money in student support at the moment. We have three years of funding, and we may have new retirements in Counseling in the next three years and have to evaluate to see how the workload is going. At this point we have to meet the demand.

J. Stearns said the faculty hiring process is intensive and is a significant workload for the faculty, staff and the administrators involved. Because we have been building this prioritization process we have done quite a few one-year positions and hires and then had to turn around and open it up. Everyone is aware of the work it entails, and there is always that question about getting the pool you might have if it was a tenure track position. The time to weigh all those things all together is complex because we are looking at 12 new faculty growth positions and replacement positions. The number of replacements that we know about currently is 14.

The question was asked would there be a cost savings with a replacement knowing the retirement is going out high and the new hire could come in lower? J. Stearns said it is not as significant as you would expect. She came from a district where they came in lower and could retire a little higher and there could be a savings of approximately $30,000. One of the things is our faculty is lumped in a tight range of salaries. We cannot count on that level of savings at MJC; it is closer to $10,000-$12,000.

B. Anelli asked where we were with hiring and our needs on our administrative and staff portion. J. Stearns reported there are a variety of unfilled positions that are staff positions and there have been some lateral moves approved at the district. All of the managers have been asked to be strategic, and to look critically, not at what is being vacated but what are the needs of the division. This is where the SSSP and the Student Equity Plan has opened the door for us to consider new types of support positions that would be transformational for students. The new title is Program Specialists and they would be help the non-student who wants to become a student, and then get them all the way through what used to be the Matriculation process—all the way until that student walks across the stage. The sole role would be the success of the student, and supporting the student through intrusive contact. It is an opportunity to change and that student becomes someone's responsibility. We can take ownership of their success in a new way. There is a lot of research that supports this type of approach; and we could not get there without these new resources coming in and the challenge of looking at what needs to be done to change the picture of student success.

J. Stearns mentioned that a permanent dean for BBSS needs to be hired and is an item that will be put forward right away so that person can be involved in the hiring of faculty in that area.

K. Alavezos wanted to clarify that the top six positions will be funded with soft money for three years, the top four are SSSP money funding for three years and the bottom two will be paid 21% out of the general fund. J. Stearns confirmed that we are choosing to pay the 21% out of the general fund and this is a four year grant. K. Alavezos asked after the three years what the plan was to institutionalize the top four positions and after four years to institutionalize the bottom two positions or will they be reevaluated at that point.

J. Stearns mentioned that they will continue to be evaluated. Part of the obligation in the Career Pathways grant is that we are assessing the effectiveness. We propose these saying that we have the intention and that we believe they are sustainable programs. If there were to be some drastic changes there would be an evaluative process and that is built into our obligation in reporting in the grant and we are committed to writing a policy that would be a life cycle policy for programs. How do you start a new program? How do you support a program that needs some changes to be sustainable that is in decline? How do you make the tough decision to close a program?

J. Dorn asked if the top four would be institutionalized by default. J. Stearns said they are by virtue of being a tenure track hire. We would assume the funding would continue but the state makes changes all the time. While the state is saying we have three years of funding this could become ongoing or in two years the state could decide to try something else.

K. Alavezos asked about the funding for positions 7 – 12. J. Stearns said that some would come from vacant positions, part would be from PTOL and there is no way around that, and ways to make changes administratively are also being looked into. Michelle Marquez from the Center for Excellence is the new VP of Administrative Services at Cañada College, so that grant is being assigned to Jenni Abbott, Director of Grants, to make some adjustments that will help with our fund 11 and attempt to find ways to free up dollars. It is unknown currently what percentage will come out of PTOL. Currently being discussed is a possible change in the base allocation between Columbia College and MJC.

After a comment about ESL being number 4 on the score sheet and not showing up on the President's ranking, J. Todd wanted to go over some of the positions that did not show up on the final list. J. Stearns said she looked at a variety of reports in and out of Datatel and she found that ESL had 44 sections this fall and 22 of them were filled and had a wait list and 22 were never filled and had the capacity that exceeds the number that hit our wait list. It appeared that we have an opportunity with our scheduling to make some changes that would better align what we are offering in ESL with student demand. She believes those corrections need to be made.

The next area discussed was the Emergency Medical Service/Fires Science area. J. Stearns said with what is happening with fire science and EMT the intent is they would like to bring in a Paramedic program, which would be a good fit but it has not gone through a program proposal process. She believes it needs to be different than a faculty hiring prioritization. It needs to be a program consideration process which is the role of the Senate to be part of those decisions about new programs at the college.

J. Stearns said Nursing is in considerable flux as the hospitals and other types of care facilities are adjusting to the Affordable Care Act and what that looks like. There is some shift who the hands-on care provider in the hospital would be and what level of certification that will be. A reality we are facing now is we have been supported by the local hospital consortium and it was over two and a half years ago when she began at MJC it was over $800,000 a year that they were paying to support our Nursing program and is now below $600,000 and are about $500,000 in arrears. We have to make sure we can cover the cost of our Nursing program and that we have the same level of demand, not from the student side but from the employer side.

J. Stearns said she has a big vision for the Music/Director of Choirs position. This is an area that continues to be of great interest at the State Chancellor's Office. There is continued scrutiny about what is and isn't going to be allowed, what the expectations are in our performing arts area and how they would like to not pay us or reduce our pay in that area. It is also an area in Modesto where there is strong community support. As we are planning our century campaign for the MJC Foundation, of which the My MJC Story is the first swell at starting that, we are going to have a three-legged campaign that will hopefully have an endowed faculty position. She thinks this might be the one that stands the best opportunity to have the community step up and say they believe in this and this is what they want to do. It would also have a facilities piece and a programmatic piece. The most contact she gets in terms of from the community is around the choir. She commented the choir sang at the holiday party and everyone there was impressed.

The next area discussed was Automotive. J. Stearns said although the Automotive Program does generate a large number of FTES because of the contact hours in the program it serves a small number of students.

K. Alavezos asked about the hiring order and if they were set. J. Stearns said she wanted to make sure we knew how solid the list of 42 recommendations was. What she foresees happening is the opportunity for 12 or an opportunity for 20. She is pushing for 20 because we have the structural deficit in our budget. We will see a big influx one way or the other and the 12 positions will be coming to MJC not Columbia. She is requesting that we be able to roll back from summer so there is an opportunity. The state said they would pay us for 3% growth, she didn't say we would accept that, and we needed to have a time out to catch our breath. We were then given the new FON and catching our breath was not an option. For us to get to a place to relieve the bottleneck for students and reach a more sustainable size both in terms of the number of faculty compared to the number of students we serve and our budget we need the opportunity that the 3% growth would bring.

R. Stevenson said from an Instruction Council point of view that this was not surprising. They took a pass as a Council as to what to do with the categorical positions. They knew they did not have knowledge of MJC or Districts financial situation so the list was put together the best they could with the growth and bottlenecks in mind and they had talked about how it would change as it moved up. It was good to hear the reasoning behind the additional changes that were made and was a good addition to the process. If there were additions or modifications to the list they could be discussed. Now the VP with Finances, the President and the District need to be involved with the rest of the process.

N. Wonder mentioned that she had not heard anything that RNs will be less needed. Some of the things she has read is by 2020 there will be a shortage of 500,000 – 1 million nurses and is curious what J. Stearns vision is. J. Stearns said she is relying on information from Daryn Kumar at Doctors. There is a new area VP at Kaiser, and the conversations that she has been around is the unknowns are still strong for them. It is reflected in the conversations with the hospital consortium and they are having difficulty fulfilling their obligation.

After the Paramedic Program was mentioned about being brought in, J. Stearns mentioned that the Paramedic Program will be started in Community Education.

D. Laffranchini had a question about Astronomy. She knows it in the approximate same place on the list but she wanted to hear the rationale why it was not bumped up. We have a world class building with an Observatory that has the best projection in the world and we don't have an astronomer. She remembered the presentation stating that it would be very successful in bringing in FTES. There is no full time person. J. Stearns said we have full time people that teach astronomy but they teach in other disciplines also. One of the things she wanted to point out on the list is that Chemistry and Math come out of the same division and the division ranked those positions higher than astronomy and so did the Instruction Council. She tried to not mess with the rankings on the list, and she looked at them in a group of 12, than a group of eight and she changed the order and that was unintentional. If you think of the first 12 as being group #1 and 13 – 20 as group #2, that is a better reflection.

K. Alavezos thanked J. Stearns for coming and sharing. He sees and understands her vision and hoped she would want to share at a campus wide meeting or at Institute Day to give everyone a vision where we are going. When a vision is shared, people understand more where we are going and why certain decisions are being made.

J. Stearns said she will follow up with J. Todd, but we have some solid documents that go around this and if we put them on a website and have the resources like the instructional outlook we can get more of those pieces and she can write a response that specifically speak to some of these positions and work with J. Todd on that and make it available.

J. Todd also thanked J. Stearns, and said the list made more sense after this conversation. This is a fiscal decision, trying to figure out how we take on a lot of positions, have the opportunity of having three years of categorical funding, and also knowing we need to meet our counseling deadlines. He is not sure that he has been in Senate when the college President came to talk about the hiring. He appreciated J. Stearns coming to discuss these items.

E. Mo wanted to echo want K. Alavezos was saying. The most common thing that our constituencies were commenting about is that they asked for a rationale about the hiring list, and if there was something that went with it that would have helped. She liked the conversation today at Senate, and the back and forth helped make a lot of sense, and it was good to hear the logic and reasoning behind it.

J. Stearns said she would prefer to have a conversation instead of writing a formal justification and have it feel like some sort of decree because it really is not. She wants to acknowledge again how difficult it is and her appreciation for how difficult the conversations have been at every level. She is thankful the conversation hasn't entirely been about what they used to have, and what they have now, and she believes it shows a tremendous amount of growth and a tremendous amount of vision as a college as we are looking forward.

C. Martin said in a way we have a written justification. The minutes of this meeting are a written justification. It is an official record.

E. Mo said earlier in regards to the Choir position, you imagine and plan a three legged campaign, an endowed faculty position, a facilities piece and a programmatic piece. She requested that J. Stearns speak in terms of a timeline and if we have already started.

J. Stearns said the first part of the challenge is our timing. This is going to be the MJC Foundation, and they are early in conceptualizing what this is going to be. She has shared with G. Boodrookas this is where the opportunity lies here for an endowed faculty position.

G. Brumley concurred with everyone else on the open discussion. She had a question about Ag Mechanics speaking for her Ag Mechanics colleague. How does a small program like Ag Mechanics grow when she believes he always has 150% and his numbers continue to climb and the need is there when the labor reports are looked at?

J. Stearns said this one is really complex. She would like to think of this as a deferral because we have a retirement. Mark Anglin is retiring, effective July 1, 2015. She was concerned about committing a division to a plus one faculty position that might not align with the new dean's vision. It is unknown what their thought might be but she would like us to have the opportunity to be ready to go whatever direction they see for Ag at MJC. We have opportunities through VATEA, through Career Pathways and through all the competitive CTE opportunities coming forward, and that is an area that she thought we need to wait since we will be having that change. It was not because it was a small program.

E. Dambrosio was seeking clarification of the 12 versus the 20. The 12 would be hired by Fall 2015 and the 20 would be hired by Fall 2015 if we obtain the green light. J. Stearns said we need FTES now. If we can roll summer and she thinks we may know by February, if it is looking like it may be a possibility we will open all positions, the growth positions, with a statement that says based on funding.

C. Martin thinks the process has been much less pretentious than other years. We approve the process done by the Instruction Council and the president has done her prerogative to look at the list and come up with suggestions. He is not happy with 12 positions.

M/S (C. Martin, B. Jensen) Move that the Academic Senate recommend to the district that we hire all 20+ positions filled in the next hiring round.

J. Howen said if you ask for all 20 positions to be funded and it is almost a demand to the Board, does that mean the Board could cut other areas, such as PTOL or secretarial support or other things.

C. Martin said he suspects those discussions are beyond his pay grade. As a faculty member position is faculty advocacy and faculty advocacy leading to serving more students and perhaps some of these are high FTES producing disciplines. Each group on campus has a role to play.

E. Mo supports what Curtis is trying to say, and understand part timers losing jobs, but some of the part timers can apply for a full time job. We as a faculty have been whittled down and are working so much, it would be nice to have some new faculty and share the burden. It has always been a dynamic that if we offer more full time jobs then there are fewer jobs for part timers. Hopefully the part timers will begin to move into a position that is sustainable. She understands the logic behind what is being said but the other side is we should try to minimize the number of adjuncts we use because they are not paid very well and it is a tough job for them. We should maximize full time jobs for teachers as we want them to be able to take care of their families, pay their mortgages and have a little bit of free time.

M/S/C (C. Martin, B. Jensen) Move that the Academic Senate recommend to the district that we hire all 20+ positions filled in the next hiring round.
17 Ayes, 0 Opposed, 0 Abstentions

A. **ITEMS FOR FUTURE AGENDAS** - none
B. **ANNOUNCEMENTS** – Our next meeting will be January 22, 2015.
C. **OPEN COMMENTS FROM THE PUBLIC** - None
D. **OPEN COMMENTS FROM SENATORS** - None
E. **ADJOURNMENT** Adjourned at 5:05 pm

In accordance with the Ralph M. Brown Act and SB 751, minutes of the MJC Academic Senate records the votes of all committee members as follows. (1) Members recorded as absent are presumed not to have voted; (2) the names of members voting in the minority or abstaining are recorded; (3) all other members are presumed to have voted in the majority."