



MODESTO JUNIOR COLLEGE
INSTRUCTION COUNCIL
 February 27, 2018

Members, Instruction Council	Representing	Present	Absent
Jennifer Zellet, Vice President of Instruction	Chair	X	
Robert Stevenson, Professor – Art	Co-Chair - Academic Senate	X	
Joseph Akpovi, Professor – Logistics	Academic Senate		X
Kathleen Ennis, Professor – Librarian	Academic Senate	X	
Nita Gopal, Professor – English	Academic Senate	X	
Deborah Laffranchini, Professor-Child Development/Family Life	Academic Senate		X
Ross McKenzie, Professor – Mathematics	Academic Senate	X	
Tonya Robinson, Professor – Nursing	Academic Senate	X	
Amanda Schnoor, Professor – Agriculture	Academic Senate	X	
Al Smith, Professor – History	YFA	X	
Don Borges, Dean, Agriculture & Environmental Sciences	Dean		X
Jillian Daly, Dean, LLA & LLC	Dean	X	
Martha Robles, Dean, Allied Health/Family & Consumer Sciences	Dean	X	
Michael Sundquist, Dean – Arts, Humanities & Communications	Dean	X	
Julie Trejo, Financial Aid Technician	CSEA		X
Santiago Uvina, Program Specialist	CSEA	X	
Janet Patino, Student	ASMJC		X
Octavio Hernandez, Student	ASMJC		X
Vacant, PRHE Representative	Academic Senate		
Vacant	CSAC		
GUESTS:			
None			
RECORDER			
Pat Wallace, Executive Secretary, Instruction Office	Recorder	X	

I. CALL TO ORDER

Rob Stevenson called the meeting to order at 3:11 p.m. Quorum was established.

Action Items

II. ACTION ITEMS

a. Approval of Agenda

Action Item:

R. McKenzie moved to approve the agenda as presented.

Seconded by K Ennis

Result: Approved unanimously

b. Approval of minutes from the meetings of 1/30/2018

Action Item:

R. McKenzie moved to approve the minutes of 1/30/2018 as written.

Seconded by K. Ennis

Result: Approved unanimously

Business

III. NEW BUSINESS - None

IV. OLD BUSINESS

- a. **Post-Mortem – Hiring Prioritization Process Re-Cap** – Comments included the following: In SME there will always be a need for math instructors, if you keep to one growth position in a division the sciences will never have an opportunity. Always have math/English as growth, data will always back it up. Does not guarantee that math/English will get a position. A safer idea is multiple presentations per area or a second presentation after a certain threshold in a division. Look into a formula that looks into the dynamics of the number of presentations a division can make. Interesting data points can be found for where we need hires. Look at courses/awards and how they are inter-related. Look at the course level and see where they impact the whole institution. There are some areas that all students need to have. Look at the institutional data to see if the institution offers the breadth of GenEd in enough quantity. IC needs to study institutional data to gain an institutional purview. Large bottleneck areas will always filter to the top. When we get to the level of strategic planning, we will know how many and where we will need faculty. Pathways will bring into play more points to consider. Perhaps having a temporary replacement for a year helps to strategically figure out where the hire needs to be. Transparency of the process is important. We always want to honor those that retire (and there are lots of ways to respect people), but need to put the position where it best meets the needs of the students. Honoring someone with a hire is not always best for the institution and is a tough decision. In all the hiring we have done, there are still shortages in areas. How the college looked then is not necessarily how the college should look now. Need to look at the process with an experimental mind with an eye to look outside the box. Data does not paint a full picture. By relying only on data you can lose out on student experiences that cannot be quantified but necessary to student success. Need to be in the council as whole to participate in the hiring process. If you submit scores, you need to be in

attendance for the conversation/discussion at the next meeting to vote on the recommendations. Council was reminded that this body does not make agreements, just recommendations.

Action Item:

R. McKenzie moved to approve the Hiring Prioritization Process Workgroup of J. Daly, M. Robles, R. McKenzie, T. Robinson, S. Uvina, M. Sundquist, and R. Stevenson.
Seconded by K. Ennis
Result: Approved unanimously

V. INFORMATION

- a. Guided Pathways Institute #3 – What’s next?** The MJC team of J. Stearns, J. Zellet, J. Todd, R. Stevenson, J. Akpovi, L. Senechal, and D. Shelton attended GP Institute #3 in San Diego on February 8-10, 2018. The focus was on CTE and transfer. As we start exploring how students learn about what they want to do in life, they start not know what occupations go with what general degrees. They can relate to training which has direct application which can be a stepping stone to a four-year degree. We have a lot of degrees that are CTE and transfer. Need to link and break down the barriers to help students see a progression in their learning. Students that are not confident find difficulty in seeing themselves with a degree in their hand. We need to support students to the end of their certificate/degree ladder. Training is for a job or a particular task. Education is for what you want to do with your life. Student and faculty sorting activities have been completed. They will come together once again on March 22nd. GP Institute #4 will be held in the fall.

VI. Other

Action Item:

R. McKenzie moved to adjourn the meeting.
Seconded by J. Daly
Result: Approved unanimously

The meeting adjourned at 4:50 pm.