Full Time Faculty Hiring Committee
10:00 – 11:00 am
CAB 112-Board Room
October 6, 2011

MINUTES

CHAIR/CO-CHAIRS
ATTENDEES
Alma Arriaga, David Beymer, Leti Contreras, Suzanne Flannigan, Carol Kimbrough, Peggy Mayfield, Terri Pyer, Pam Wiese, Nora Torres-Zuniga

GUEST(S)
Carole Bogue-Feinour, Kelly Locke, Stephanie Low, Brian Lofman, Kathy Mendelsohn

SUPPORT PERSON
Monica Massimo

CALL TO ORDER
10:00 a.m.

APPROVAL OF AGENDA
Approved

APPROVAL OF MINUTES
Approval of the minutes from the September 22 meeting was tabled until the next meeting.

Agenda Items

DISCUSSION
FIGURE OUT CRUCIAL AREAS FOR HIRING

CONCLUSIONS
David briefly explained that the purpose of the meeting was for the Deans to present information on their areas of need. Also described what was done last year: The list of potential new hires was broken in three tiers: a. immediate need; b. potential growth, c. counseling and library – more student services based.

Recommendation might be to hire 11, we hired seven – goal is 21 in three years, but we had four people who left.

DISCUSSION
REPORT FROM DEANS

CONCLUSIONS
Carole Bogue-Feinour
- Passed a list of duties that librarian Jennifer Fellguth currently performs and explained that, due to her specialized work, there will be a need for two more full-time positions after she retires.
- Addressed that Hartnell hasn’t had a full-time woman coach since 1991. Title IX issues.
- On the Math side there are a lot of grants but not easy to find adjuncts.
- Chemistry and Biology also in need of hiring.

Kathy Mendelsohn
- Music: Stated that Hartnell had been very lucky to have really qualified adjuncts for the department, but that is mostly because of the wonderful support given by Carl Christensen who is planning to retire. If a full-time music instructor is not hired that can represent the end of the program. Considering all the investment made during the years on musical instruments/equipment and the good results obtained this would be a big loss.
  Also, the hiring of this new instructor could be on step A of the salary range which would bring significant savings for the college.
- Theater – No full-time at all. It represents a problem for Fine Arts but it doesn’t jeopardize The Western Stage, since there is no direct connection between the areas.
- Art and Photography – one art instructor, but nothing in general art.
- The English department should have 18 instructors and there are only 9. For the hiring of this new instructor a strong background in reading is highly recommended. There are no reading classes.
- Spanish – keep an eye on this.

**Brian Lofman**

- Social and Behavioral Science - Stated that we have a critical need to have a full-time in Psychology, with emphasis in Alcohol and Drug Abuse.
- Should consider on-line counseling.
- Suggested, for the future, an attempt to explore “combos” and see what kind of response we get.
- Sociology, Philosophy – no full-time.

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Pam Wiese made a presentation about CSS as super important in today’s world. Stated that CSS has two areas – CIS and C5 and only Joe Welch and she work on the higher end. It takes most of the students 4 years to complete the program due to the deficiency in math (need of growing in that area).

There are many grants for the area but each requires more time from FT faculty. Both Joe and Pam are working about 50 to 60 hours per week. The suggestion for next year is the hiring of one full-time for networking and security and for the following year one full-time on programming.

Terri clarified that we are hiring a Respiratory Therapy coordinator for a 10-year grant-funded program but the grant is awarded in 2 year increments. Next year the position will include teaching and coordinating.

Next meeting: October 20. Time has been changed to 9:30 to 10:30 a.m. so the Counseling department can be represented.

| ADJOURNMENT | The meeting adjourned at 11:00 am |