

**Mission College Academic Senate  
Ext. 5413**

**Unapproved Minutes**

**Thursday, December 15, 2011**

**Copies of the MCAS minutes & agendas can be found online at:**

[http://www.missioncollege.org/senate/agendas\\_minutes.html](http://www.missioncollege.org/senate/agendas_minutes.html)

**I. Call to Order/Roll Call**

The meeting was called to order by President Dianne Dorian at 2:15 pm.

Senators	A	P	Senators	A	P
Abdeljabbar (Ext. 5250) B&T		X	Morgan (Ext. 5397) AS		X
Brown (Ext. 5315) LA		X	Oliver (Ext.5427) AS/Beggs		X
Dorian (Ext. 5312) President		X	O'Neill (Ext 5082) LA		X
Glaser (Ext. 5093) LA		X	Student Senator Nguyen/Peters	X	
Guardino (Ext. 5398) SS/Tran		X	Retterath (Ext. 5328) M&S		X
Harrison (Ext.5340) AS	X		Sun (Ext.5570) B&T		X
Johnston (Ext. 5305) LS		X	Thickpenny (Ext. 5287) LS		X
Jones AF/B&T	X		Winsome (Ext.5217) M&S		X
Lai (Ext.5081) SS		X	Zilg (Ext. 5835) AF/B&T		X
Guests: C. Pembrook, K. Johnson, T. Karas, C. Perlas, M. Myint, C. Kuri, T. Nguyen, C. Toppel, L. Harris, P. Johnson		X	Guests: S. Kashima, A. Martin, A. Cowels, M. Juncker, H. Dennis, N. Ambriz-Galaviz, D. Peck, P. Hudak, C. Cox		X

**II. Order of the Agenda**

A motion was made to accept the order of the agenda with the approval of an emergency action item to be heard after Item IV. (M/S/U –Trang/Retterath)

**III. Approval of the Minutes for 12/1/11 & 12/8/11.**

The meeting minutes dated 12/1/11 were approved as presented. (M/S/P - Trang/Johnston)

The meeting minutes dated 12/8/11 will be reagendaized for approval.

**IV. Oral Communication from the Public**

Tim Karas reported that the AANAPISI Grant is funding guest speaker Dr. Vincent Tinto to speak at the spring 2012 Flex Day. Dr. Tinto is a nationally known author and educator. A flier with the details on Flex Day was distributed.

MC Student Mimi Nguyen announced that the Spring Welcome Event is coming up and all faculty and staff are invited to participate in fireside chat interviews. An email was recently sent out containing pertinent details.

At this time, the following resolution for Classified member John Leon was read aloud and approved by acclamation of the Academic Senate.

“Whereas, John Leon has been a most dedicated and reliable staff member of Mission College for the past 32 years;

Whereas, John has been a well-loved, respected member of the Grounds team with a constant inspiring and positive attitude;

Whereas, John has an amazingly perfect attendance record and has not missed a day of work (other than vacation time) since 1980;

Whereas, John has deservedly earned the name “The Rose Man” here at Mission College, tending to our rose garden with the most beautiful results;

Whereas, the Rose Man has, with his skills, experience, knowledge and natural gifts turned a blank and brown landscape into a garden of lovely smells and magnificent colors, giving great pleasure to passers-by;

Whereas, John has touched our senses with the myriad of fragrances, the visuals of soft and vivid colors, and with the touch of a petal or leaf as we pass by his gems;

Whereas, John has spoken these words to his co-workers every single morning for 31 years: “It’s going to be just another beautiful day here at Mission College”; and

Whereas, John has greeted students and faculty with these same words and has always been there to help them when needed;

Therefore, be it resolved that our Mission College community will miss John and the extra special care he took with the gardens and surroundings over these many years;

Be it resolved that each and every one of us at Mission College thanks John and recognizes the beauty that he gave us on a daily basis; and

Be it resolved that we, friends, fellow classified staff and faculty congratulate the Rose Man on his retirement and wish him and his family a future with good health, good fortune and much happiness.”

### **VIII. New Business**

#### **A. New Faculty Hiring Prioritization**

President Dorian began by providing background information. The Chancellor recently rejected the college’s Budget Reduction Plan (BRP) due to the need to meet the Faculty Obligation Number (FON). Therefore, at this time, MC is being held to replacing any vacant positions. This could change but currently there are nine vacant faculty positions; possibly as many as 14 (including potential retirements and leave that will result in vacancies).

College President Laurel Jones has requested from the Senate a prioritized list of at least 12 positions. President Dorian read aloud the following correspondence on the topic from President Jones:

“Worku has sent me word that the district insists we fill all vacant fulltime faculty positions. As you know, in order for us to go to Plan B of budget reductions this means that all disciplines must understand whatever comes forward must be able to allow the college to decrease the discipline’s associate faculty line by five classes for two semesters. This is a one year associate faculty replacement as an example. This is a permanent reduction until we have growth money coming into the district. Also, the discipline must understand that the faculty fill must have a full load when the position begins. There cannot be any position that would not have enough classes to teach. I have asked Penny to go to the counseling department to see if they can put together a position that would have at least a .5 instructional component for consideration. Should the senate consider this request feasible, please remind the department of the above information. With 12 positions to be prioritized I can see one of those being a .5 counseling, but the discipline needs to understand that it will mean the budget reduction of associate faculty necessary for us to meet our budget reduction. I am not sure how many faculty we will need to replace – could be nine or eleven – but we will have continued retirements so please give me 12 positions. Finally, remind the Senate that all of the above is what I MUST consider as the president and If the numbers don’t support the 10 sections of associate faculty budget reduction or the ability to have a full instructional schedule, I can’t approve them for our budget reduction needs. I can have one position on the end of the list that can fill any upcoming fulltime faculty position that comes open beyond the budget reduction process. Again, please be sure the faculty know all of the above so that there will not be any hurt feelings or miscommunication. I am glad we get to have new faculty coming our way and I thank the Senate for its consideration of this next step.”

President Dorian reinforced President Jones’ message noting that this will not be the only opportunity to hire new faculty. The Senate will likely conduct another prioritization process in the Fall 2012. For this reason and that of the time restraints, the Senate will be allowing the Vice President’s to make recommendations on positions rather than follow the approved faculty hiring prioritization process, which includes an open application process. The Senate will follow the process as it relates to the co-ranking of positions by the Division Chairs and their respective Senators; the resulting lists will be tabulated in order to form a master list which will then be sent to the Vice President of Instruction and then to the College President.

President Dorian explained that the following must drive the decisions made today:

- The College priorities: FTES generation potential, efficiency, Full-Time/Part Time ratios, and the emphasis on GE/Transfer; the State Chancellor's Office has stated GE/Transfer as one of the three major foci of the CCC system at this time, along with Basic Skills and Career Technical Education (CTE).
- The new Resource Allocation Model (RAM): Mission College is now in competition for resource allocation with WVC so we must maximize our FTES generation.
- The College's BRP: MC will be allowed to take, as reductions, the difference between the cost of the outgoing faculty member and the (generally) lower cost of the incoming faculty. Plus, the College will be able to claim the delta of the cost of the associate faculty funding used to teach the sections that will now be taught by the full time hire. For that reason, President Jones is requiring that whomever we hire yield a 1.0 load of equivalent Associate Faculty funding. This would allow the College to impact the \$1.3M reduction without laying off classified employees while still hiring FT faculty.

At this time, the following took place:

- Vice President of Instruction Norma Ambriz-Galaviz presented the 2010-11 Faculty Hire Prioritized list. There were no hires from this list last year and the MCAS had agreed that they would reconsider this list for viability given President Jones' parameters. In addition, Vice President Ambriz-Galaviz presented the group with the list of additional recommended hires and the data associated with them.
- Vice President of Student Services Penny Johnson spoke on the Student Services requests and the data associated with them.

The rest of the meeting consisted of the Senate making multiple attempts to rank the positions in tiers and approve them by motions. However, that soon proved unworkable and the Senators agreed to work with their respective Division Chairs to produce a united ranking. They further agreed that the results would be sent to President Jones for her consideration. Each Division's Chair and Senators submitted their rankings to Director of Institutional Research Daniel Peck for tabulation. The resulting ranking follows:

1. English 1
2. Political Science
3. Economics
4. Math 1
5. Biology
6. Psychology
7. Sociology/Anthropology
8. Learning Services (DISC)
9. History/Geography
10. Math 2
11. Counselor (Puente)
12. Counselor (Veterans)
13. English 2
14. History/Political Science

For informational purposes, a list of the motions made and their outcomes is listed below:

“that the Mission College Academic Senate moves to rank the positions of Political Science, English 1, Math 1 and Economics as the first level of hiring priority.” (M/S/U - Sun/Johnston)

“that the Mission College Academic Senate moves to rank the positions of History/Geography, Biology, Psychology and Sociology/Anthropology as the second level of hiring priority.” (M/S/F – Thickpenny/Sun)

“that the Mission College Academic Senate moves to rank the positions of History/Geography, Biology, Psychology and Sociology/Anthropology and Biology as the second level of hiring priority.” (M/S/U - Retterath/Johnston)

**X. Adjournment**

The meeting adjourned at 4: pm. These minutes are respectfully submitted by Academic Senate Secretary Lauren Milbourne.