



FACULTY HIRING PRIORITIZATION COMMITTEE MEETING MINUTES

Monday, December 20, 2021 | 12:00 p.m. | *via Zoom*

LPC Mission Statement

Las Positas College is an inclusive, learning-centered, equity-focused environment that offers educational opportunities and support for completion of students' transfer, degree, and career-technical goals while promoting lifelong learning.

LPC Planning Priorities

- ❖ Establish a knowledge base and an appreciation for equity; create a sense of urgency about moving toward equity; institutionalize equity in decision-making, assessment, and accountability; and build capacity to resolve inequities.
- ❖ Increase student success and completion through change in college practices and processes: coordinating needed academic support, removing barriers, and supporting focused professional development across the campus.

Faculty Hiring Prioritization Committee

Members Present (voting):

Heike Gecox, Faculty Chair (voting)
Erick Bell, Dean (voting)
Eric Harpell, Faculty (voting)
Nan Ho, Dean (voting)
Joanna Jen, Faculty (voting)
Amy Mattern, Dean (voting)
Stuart McElderry, Dean (voting)
Scott Miner, Faculty (voting)
Cindy Rosefield, Faculty (voting)
Jeanne Wilson, VP Student Services (designee-voting)

Members Present (non-voting):

Carolyn Scott, Academic Services
Rajinder Samra, Institutional Research
Kristina Whalen, VP Academic Services

Members Absent:

Guests:

Gene Hern
Amelia

Meeting Minutes

1. Call to Order

The meeting was called to order at 12:01 p.m.

2. Review and Approval of Agenda

Committee approved the agenda (Jen/Harpell)

3. Review and Approval of Minutes of October 14, 2021

Committee approved to (Jen/Rosefield)

4. Public Comment: Gene Hern, Medical Director for Paramedic Program commenting regarding EMS position.

5. Discussion and approval of submitted emergency replacement full-time faculty requests for Physics and EMS.

Nan Ho and Eric Harpell presented information regarding the Physics position: Once the position is vacated there will only be one full-time faculty left in this area. They will not be able to staff more than 70% of courses if not staffed by a full-time instructor. They are having a hard time staffing with part-time faculty. Harpell retirement was just announced a month ago.

Ms. Gecox addressing a question: For emergency replacements we vote to move them forward or not. We don't rank them above, below, or in between others previously ranked positions.

VP Whalen presented information regarding the EMS position: The landscape of public safety has changed significantly the longer the pandemic has gone on. At a recent advisory board meeting, the board voted on three actions around personnel and this one is the highest area of need. We're up for accreditation right now, the report is due March 17. The emergency aspect is to show we've made progress and have responded to what our industry advisory has said is a serious situation. We're having enormous problems doing critical replacements due to COVID. We need this position

filled to get this done. Since it's not a big drain on the general fund it's something we can do now to make sure this program isn't in jeopardy.

Amelia, Interim Paramedic Program Director and Interim EMS Division Director supporting the EMS position: The program is lacking many things as far as support to remain sustainable. One of those areas is faculty; another is the fact that we lost a public safety manager. We have no clerical support. And this division is overseen and regulated by four main entities. At minimum we are required to have permanent placement for a program director, or interim program director no longer than one year.

The committee voted to recommend the Physics position be moved forward.
(Mattern/Harpell)

The committee voted to recommend the EMS position be moved forward, noting that it is paid 90% through Strong Workforce and 10% through the general fund. (Ho/Bell)

6. Good of the Order: none

7. Adjournment (MSC: Jen/Mattern) 12:35pm

8. Next Regular Meeting: TBD