I. Call to Order
R. Stevenson called the meeting to order at 3:40 p.m.
II. Action Items
   a. Approval of Agenda
      M. Adams moved and M. Morales seconded the motion to move Item b.-Hiring Prioritization under New Business to the beginning of the agenda in deference to the guests in attendance. The agenda was unanimously accepted with the noted change.

   b. Approval of Minutes
      P. Wallace asked to change the word selected to nominated in the CSEA Report. P. Wallace moved and J. Beebe seconded the motion to accept the minutes of March 26 with the noted change. The motion passed unanimously.

III. Continuing Business
   a. Introduction to Guiding Principles – 2nd Reading
      Tabled to April 23 meeting.

IV. New Business
   a. Instruction Council Charge
      Tabled to April 23 meeting.

   b. Hiring Prioritization
      The guests were welcomed and thanked for their attendance. R. Stevenson gave some history of how hiring prioritization had been determined in the past and explained that we currently do not have a working hiring procedure process. With the passage of Prop 30, we now have to borrow from 2013-14 year and even need to grow by 2%. It is an enviable situation, but causes a dire need for MJC to hire faculty to be able to meet those numbers. President Stearns, Susan Kincade, VP1 and Brenda Thames, VPSS met with the Academic Senate to try to develop a process for hiring in quick order.

      The three different types of hires under consideration were described:

      1. Library full-time tenure track which is outside of this conversation due to commitment from MJC through Mary Retterer, former Interim President, to the ACCJC
      2. Three restoration (growth) positions selected by the deans chosen to produce FTES and alleviate student bottlenecks, minimize costs and generate FTES.
      3. The president had a concern about the number of retirements. The deans will be able to fill their retirements within their own areas. At the Academic Senate, James Todd, Academic Senate President, got two motions passed:
         1. Maintain FL 11C that was written in the wake of RIFs and programmatic cuts. It recommends that programs be reinstated with Program Viability or Program Review. The three areas affected were Art, Library and Intec. Art and Library have been
alleviated, but Intec is in the courts, and there is no longer an Intec program at MJC.

2. In order to integrate hiring with student demographics, participatory governance, etc. that the deans and the IC meet to discuss One-Year Temporary hires so that we can thoroughly plan for permanent full-time positions.

The deans were in attendance to be a part of the conversation. M. Sundquist reported that the deans had met previously and recommended that the One-Year Temporary hires would be in Math, Business Administration and Speech Communications/Forensics, with a further recommendation that if funding is available, a Medical Assisting faculty be hired. There was further discussion between the deans and the Instruction Council members.

R. Stevenson asked if it was felt there was consensus for approving the recommendation to submit the three/four positions as presented. If so, a motion would need to be made. S. Circle expressed a concern from the Lit & Lang division that in addition to retirements, they have experienced deaths of faculty members and resignations and retirements from past years. It was explained that all divisions have suffered attrition in their ranks and that as a way to begin to fill the gaps they had to look at the dollars available. It was decided to begin with the retirees from this year as a jumping off point because their salaries have already been included in next year’s budget.

There is a possibility that we can capture funding from other schools that cannot meet their FTES targets. There was discussion of why MJC’s FTE numbers are down. It was explained that Financial Aid rules changed, we instated the Pay 2 Stay program and the number of times a student can take a class for improvement of grade. Beginning in the fall, repeatability changes will also kick in.

D. Laffranchini moved and S. Kincade seconded a motion to approve the three restoration positions as a group unranked: Math, Business Administration and Speech Communications/Forensics and that a fourth be considered if funding becomes available (Medical Assisting). L. Dorn expressed concern that by including the fourth position, if funding became available, that other college positions might not be given the opportunity to be considered or that other college processes might be overstepped. Pedro talked about industry needs for Medical Assisting which was the driver for including it. There was discussion about whether or not to rank the “top” three.

M. Adams moved and M. Morales seconded an amendment to the motion to add after medical assisting: if funding becomes available after the three other positions are filled. There was discussion of the amendment. M. Anglin further stated that the change to the verbiage better describes the conversations and intent of the deans during their discussions. L. Dorn expressed concern that Counseling faculty are ranked outside of the process of developing new faculty hires. She would like to point out that the lens she is speaking from is that Counseling faculty are considered outside of the process for hiring classroom faculty. M. Anglin expressed agreement and an understanding of her position.
The full motion now read: **Approval to move forward with the three restoration positions as a group unranked: Math, Business Administration and Speech Communications and that Medical Assisting be filled if money is available after filling the first three. The amended motion passed unanimously.**

M. Morales asked for a point of clarification that if after the May revise, we have less money, would we be able to meet our FTE obligation? The answer is yes, and as the positions are temporary, we could easily adjust if necessary.

The conversation continued with discussion of replacement for retirements: B. Sanders moved and P. Wallace seconded the following motion: **This body recommends that if a retirement happens within the 2012-13 academic year that the division meet to prioritize the one-year temporary full-time hire of a replacement for 2013-14. Replacement positions must be looked at for assisting student achievement, FTES generation and minimized cost.**

There was further discussion of how the decisions would be made for rehires. P. Bettencourt asked what would be the last date the faculty could retire to still be able to rehire. S. Kincade added that S. Circle made a good point by mentioning that there are other losses of faculty throughout the year that have not yet been addressed. Following discussion, **the motion passed unanimously.**

There was discussion as to how the three criteria might affect the decision of which position to rehire. C. Hudelson asked about permanent replacement v. the one-year temporary replacement. R. Stevenson reminded the group that what the Academic Senate agreed to was the one-year temporary position. C. Hudelson expressed concern that by doing the one-year temporary position, that there was the possibility that she could (or any other division) could lose their position. Rob explained that this could be a possibility, but in the absence of a hiring policy, that this is the best solution that could be arrived at in the short term.

C. Hudelson noted that at College Council it was agreed to work over the summer to research some possibilities to bring information back to the councils

B. Sanders moved and E. Kerr seconded the following motion: **This body would strongly urge that all councils and constituent groups meet to create the faculty hiring prioritization procedures expeditiously in order for us to advertise our full-time tenure track positions by the end of the fall semester.** There was no discussion. **The motion passed unanimously.**

c. **Educational Master Plan – Discussion/Report**
   Tabled to April 23 meeting.

V. **Informational Items**
   None
VI. REPRESENTATIVE REPORTS  
Tabled to April 23 meeting.
   a. College Council  
   b. Accreditation Council  
   c. Student Services Council  
   d. Resource Allocation Council  
   e. Facilities Council  
   f. Academic Senate Report  
   g. Student Report  
   h. Classified Staff Report  
   i. Other College Business

VII. OPEN COMMENTS FROM THE PUBLIC  
None

Due to the length of discussion of Hiring Priorities, S. Kincade moved to table all other agenda items. S. Circle seconded the motion. Motion passed unanimously.

VIII. ADJOURNMENT  
The meeting was adjourned at 4:57 p.m.

Next meeting:  Tuesday, April 23, 2013, Yosemite 213, 3:30 – 5 p.m.