

Hiring Prioritization Proposal Formerly under the Instruction Council

Suggested Committee Name: Faculty Hiring Priority Committee

The Instruction Counsel: Recommended that the new group referenced on page 6 of The Roles and Responsibilities of College-Wide Participatory Governance at Modesto Junior College use the documents and procedures that the Instruction Counsel developed, and keep the same format that has existed at MJC for nearly a decade.

Suggested Committee Size: Include details about suggested committee membership, included recommended co(chairs) and potential ex-officio members, as well as a breakdown of constituency group representation.

The committee that wrote The Roles and Responsibilities of College-Wide Participatory Governance at Modesto Junior College: Envisioned a smaller, nimbler group similar to the Super Instructional Administrator's Council (IAC), jointly run but Instruction and the Academic Senate.

Suggested Committee Membership (Constituent Group Representation):

Co-Chair – Vice President of Instruction or designee (non-voting)

Co-Chair – Academic Senate Appointee (non-voting, except for tie-breaking rankings)

(5) Faculty (voting)

(5) Deans (voting)

Suggested Committee Charges and Duties:

- Oversee college faculty hiring prioritization processes.
- Rank faculty positions according to college need and the priorities outlined in the Instructional Outlook Report and forward the prioritized list to the College Council and Academic Senate.
- Conduct annual analysis and self-evaluation of the faculty hiring prioritization processes and update all forms.

Suggested Committee Member Responsibilities and Term Lengths:

2-year term lengths

Responsibilities:

- Communication with the instructional units regarding dates and process updates, provide opportunity for instructional units to present on proposed positions, report rankings to the College Council and Academic Senate for ratification.

Suggested Academic Year Meeting Schedule:

As needed, 1st and 3rd Tuesdays 3:00 am – 5:00 pm, and one Friday presentation session in the Fall semester.

During the committee sessions of the Engaging All Voices (EAV) Workgroup that wrote The Roles and Responsibilities of College-Wide Participatory Governance at Modesto Junior College it was decided that the Instruction council (IC) should be dissolved. Though the IC had been able to prioritize faculty hiring, it had accomplished few of the other charges outlined in EAV. The history of how hiring prioritization came to be part of the IC was explored, and there was a desire to move away both from the council approach and from having a group that would built around roles at the division level. The EAV Workgroup envisioned a smaller, nimbler group similar to the Super Instructional Administrator's Council (IAC) that conducted hiring prior to the IC, jointly run but the Office of Instruction and the Academic Senate. Administrative support will be provided by the Office of Instruction, and the committee will be under the Senate. The committee will be comprised of an equal number of faculty and administrators chosen for their depth of knowledge on instructional issues pertaining to hiring, rather than division affiliation. Meeting will be scheduled to review materials, review application and presentation, rank positions, conducted self-evaluations, and for hiring prioritization issues out of cycle identified by the President of the college and academic senate. Though the group agreed that the new hiring prioritization committee would organizationally under the senate, it would also report to the college council. It was specified that though hiring prioritization under the senate, that the committee should be an independent workgroup, and that hiring prioritization should not part of normal senate business.

Respectfully,
Chad Redwing and Rob Stevenson