

## Meeting of the FPIP Committee

Minutes of Wednesday of

April 23, 2014

Prepared by Lisa Kamibayashi

Present: Lisa Kamibayashi, Norma Jacinto, Mefsin Alemayehu, Phyllis Braxton, Michael Arata

Noticed Absence: Bob Sprague, Celena Alcalá (Off Campus Assignment)

Guests: None

1. **Call to Order:** The meeting was initiated at 3:50 pm in the President's Conference Room.
2. **Approval of Minutes:** from 3/26/14. The minute was approved.
3. **Suggestions from the Academic Senate Executives Meetings on 4/15/14**

**The FPIP Committee should collect, early in the process, a data-driven "hiring vision" from senior staff for the Committee's consideration. The Committee would decide based on data and the approved rubric what weight this hiring vision will carry.**

- *The committee response is that the ranking process is a data-driven process, but the policy was not clear about it. The policy will be updated with more descriptions. The rubric will be shared as early as possible before the application. The selection criteria are displayed in the policy and nothing is added or deleted from the rubric. The committee agreed that hiring vision should be shared before the process, yet the College vision should be already incorporated in the Ed Master Plan.*

**The FPIP Committee should maintain the authority to reject inadequate applications.**

- *Yes. The policy will be updated. No late submission or incomplete submission are allowed.*

**The FPIP Committee should require that any discipline submitting an application attend at least one FPIP application training in order for the application to be accepted.**

- *Yes. The policy will be updated. The training/workshop session will be offered before the application deadline.*

**The FPIP rubric should be shared with and approved by the full Academic Senate.**

- *Yes we want to, but not much time allowed to create the rubrics. The policy must be approved first, then the rubrics. Not at the same time.*

**The FPIP rubric should include a requirement for a powerful, data-driven rationale for the use of the FPIP process to hire a faculty member to develop a program new to the college.**

- *Yes. The policy will be updated with more descriptions.*

**Completed FPIP applications, meeting minutes, and rationales for prioritization should be made public (posted on the FPIP web page).**

- *Yes. The policy will be updated for the FPIP chair duties. Need release time for up keeping of the webpage.*

**Negotiation of the FPIP list should happen between the college president and the Academic Senate Executive Committee (rather than the Senate president)**

- *Not agree. The list is final and should not be negotiated without the FPIP committee. The chair of FPIP should be at least informed of any changes occur with the list and the president responses must be in writing. The policy will be updated.*

**4. Report from Academic Senate Meetings on 4/22/14 :**

The committee discussed the following questions and concerns from the Academic Senate.

- *Needs how to process a position for a new program.*
- *The position can be selected not only existing program needs, it can be initiation of new certificates and transfer degrees.*
- *The FPIP policy is too vague and need more detailed information.*

The committee discussed how FPIP process can be integrated into the program review to streamline the process.

The committee had a concern that integrating into the program review will restrict the access to application for other faculty members who are not the division chair.

The committee was concerned about how the process was rushed and not enough time to integrate the program review. The committee suggested to integrate current and past two years of the program review to be incorporated in the ranking criteria.

The committee requested to invite the college researcher, Rebecca Tilburg for the next meeting for what is the approval process of new program, degree and certificates.

**5. Adjournment.** The meeting was adjourned at 5:27 p.m.

**6. Next Meeting** Will be Wednesday May 14, 2014 at 3:30 p.m. in PCR