

**Mission (I'm) Possible Council**  
**December 2, 2022**  
**President's Conference Room 1:15-3 PM**

**Attendees:**

Adiel Velasquez, Ram Subramaniam, Simon Pennington, Stephanie Chan, Jordan Fong, Bret Watson, Phuong Tran, Bernadine Chuck Fong, Skye Bridges, Saintra Thai, Michelle Nguyen, Filippi Montes, Bebel Yen (online: Fatima Jinnah, Josh Pelletier, John Fox, Voltaire Villanueva, Janie Garcia, Lisa Hills)

Introductions: The new student representatives were introduced to the rest of the committee.

**Review minutes from 11/18/22 Meeting**

Minutes approved

**Discussion Items:**

**Mission Statement:** (Josh Pelletier) An announcement went out in Parliament on 12/1 with video link and a short survey on the Mission Statement. Survey is open to the 16<sup>th</sup>. The group discussed the difference between the college Mission, Mission Statement, and Values.

**Bamboo Garden:** (Bernadine Chuck Fong) MIPC would discuss any proposals for naming buildings or spaces on campus. The MIPC members will take naming proposals back to their constituencies for comment and feedback. There is a proposal to name the Bamboo Garden after Professor Emeritus, Gordon Holler, who planted and propagated the garden and initiated the construction of the Azumaya. (As a side conversation, the group discussed free textbooks and whether or not College Promise could be expanded to support students taking fewer than 12 units. Some professors require students to buy their own self-published books. The bookstore and OEI resources will be agenized for the next MIPC meeting)

\*For the next MIPC, We will meet in the Japanese Cultural Center so the group can learn more about that building.

**Guiding Principles Subcommittee:** (Ram Subramaniam) We were charged with establishing guidelines for staffing, space, and purchasing. The team is made up of students, staff, and faculty. The group will have weekly meetings. Met last Monday and established where resources come from and made sure everyone understood funding sources and jargon (1320/Strong workforce, Fund 14, etc.). The goal is to develop guidelines by late winter/early spring. The group will use the faculty prioritization guidelines as a starting point. The Resource Allocation Group (RAG) will develop dynamic guidelines that can be modified as needed over time. MIPC student reps asked if more than one student rep could serve and the answer is yes.

**Faculty Prioritization:** (Ram Subramaniam) Provided an overview of the prioritization process for the 19 faculty position requests. The group divided into groups of four and worked to rank

the positions. There are three tiers based on need. Tier 1 - Health Center Director, Respiratory Therapy, Vet Tech (all are required for accreditation) Tier 2: Biology, Library, Accounting, Psychology, and Computer Science Tier 3: Math, English Tier 4: Photography, Counseling (12 positions total). Last year we had Music, Child Development, EMS, and Pharm Tech failed to hire, so these programs are already beginning the hiring process again. The criteria used were, demand (numbers of students), workload (PT to FT faculty ratio), degrees and certificates awarded, alignment with the Strategic Vision for Equity, looked at mandates (accrediting a program), and whether or not there is an expertise gap (i.e. if no instructor in a program can teach certain classes). The committee discussed whether retirements/resignations necessitated some of the decisions. The answer is yes. One example was the Math department which had four retirees. In English, two FT faculty retired and one faculty member moved into administration. Another factor is State legislation (AB 705) which has now added AB 1705, which requires more work for the MATH And ENG departments. One committee member noted that we have more positions that we can pay for, but we have had so many failed searches in the past, so we expect at least one this cycle as well.

It will be challenging to staff all these committees as this is a large number of hires and the campus will need to encourage folks to step up and serve. In addition, it was noted, that we also need to think more about hiring more student services positions (especially non-instructional faculty in counseling and the library) as they are vital to the operation of our campus. This discussion has taken place and there is a proposal to reserve a certain number of positions each year based on need in Student Services areas. What data can we identify to help the college better identify the number of students served in each of the student services areas. Students were involved in teaching demonstrations in 21/22 and could be involved again this year.

Motion to approve the hiring choices: The council agreed that the tiers and discipline hiring choices make sense. One member noted that there should not be departments with just one full time faculty member.

### **March 1 End of COVID Protocols**

President Fong reminded the group that on Feb 28, Governor Newsom will be lifting all COVID protocols. There was discussion on recent lawsuits against K-12 districts for their COVID vaccination policies. If we do lift vaccination mandates, this would not come into effect until Spring 2023. It was noted that this is a matter of personal choice, but also that mass vaccination is safer for everyone. We will wait to see if the lawsuit findings apply to community colleges in terms of loosening vaccination mandates.

### **Summary and Action Items:**

- 1. Council approved hiring choices as presented**

**Next Meeting: Friday, November 19, 2022**