

Cerritos College

Hiring Standards Committee Minutes September 17, 2019 – 11:00am – BE 118

Committee Member	Division/Area	Present
Artiaga, Benny	HPEA	No
Budarin, Dmitri	SEM	Yes
Caminiti, Carol	Health Occupations	Yes
Casillas, Rocio	Counseling	Yes
Fernandez, Walter	HUM/SS/BE	Yes
Graziano, Audra	Fine Arts	Yes
Livingston, Bob	BE/HUM/SS	No
Micic, Mickey	Technology	Yes
Mixson, Frank	ACCME	No
Moore, Deb	Library	No
Page, Elizabeth	Student Services	Yes
Robbins-Smith, Patricia	ACCME	Yes
Rubio, Rosario	CSEA	Yes
Yorke, Carla	ACCME	No
Matthews, Nicholas	Liberal Arts (Chair)	Yes
Student representative	Vacant	N/A
Buvinger, Nancy	Human Resources (nonvoting)	Yes

1. Welcome and introductions

The committee welcomed new HSC members Audra and Rosario, and Frank.

2. Approval of 11/20/2018 meeting minutes and equivalency decisions summary

Date received	Position/Discipline	Disposition	Decision date
August 29, 2019	Athletics	Deny (3-10)	September 5, 2019
March 29, 2019	Physical Education	Approve (11-0)	April 1, 2019
February 28, 2019	Psychology	Deny (0-11)	March 3, 2019
February 14, 2019	Philosophy (six applicants)	Deny (0-11) six applicants	February 19, 2019
February 14, 2019	Philosophy	Approve (11-0)	February 19, 2019
February 14, 2019	Philosophy	Approve (9-3)	February 21, 2019
January 4, 2019	Film Studies	Deny (5-9)	January 7, 2019

Minutes and decision record were approved (3-0-5).

3. Local standards request: automotive mechanical repair (*EMP Goal B: Ensuring program alignment by strengthening partnerships*)

Joe Mulleary, department chair, presented the local standards request: “must maintain current ASE certifications in G1, A6, and specific areas taught.” The rationale is instructors must possess these certifications to fulfill a requirement of ASE accreditation. Three amendments were proposed:

- Patricia suggested removing “specific areas taught” as instructors do not know what areas they will be assigned to at the time of hire
- April Griffin suggested replacing the word “maintain” with “have” as MQs are assessed only at the time of hire, never afterwards
- Nicholas and Walter pointed out that the existing state MQs (bachelor’s + 2 years experience or associate’s + 6 years) could be added to the proposal to ensure the local standard is not less rigorous than the state MQs

The amendments were approved (9-0), resulting in the following language:

- Must have current ASE certifications in G1 and A6, AND
- Any bachelor’s degree and two years of professional experience, OR
- Any associate degree and six years of professional experience.

The amended proposal was approved 9-0 and will be sent to faculty senate.

4. CTE equivalency toolkit (*EMP Goals B and F: Ensuring program alignment by strengthening partnerships & enhancing organizational effectiveness*)

Nicholas presented the state CTE working group’s recommendations to develop more effective equivalency procedures for CTE disciplines and other non-master’s degree disciplines. CTE disciplines have difficulty hiring qualified faculty due to many applicants not possessing an A.A. despite having considerable industry expertise and experience. The state working group recommends developing procedures to allow applicants to better demonstrate equivalency to general education requirements. The HSC discussion included:

- Rosario asked if CTE departments can hire applicants who are shy of equivalency—this is not possible, but April mentioned Chad Green and CTX are working to increase faculty internship opportunities.
- Patricia encouraged the committee to proceed cautiously as disciplines are not “one size fits all”
- Walter asked if the CTE MQs could simply be changed at the state level. April explained the statewide process for discipline review—it is incumbent on faculty in the discipline to push for statewide changes.
- Mickey supported changes to boost CTE hiring and mentioned CLEP exams as a possible route to equivalency. April added that the state does not recommend allowing high school coursework to count towards GEs.

Liz moved to create a CTE subcommittee to develop new equivalency procedures. Mickey seconded. The creation of the subcommittee was approved (6-0-3). Liz, Mickey, Nancy, and April volunteered to serve on the subcommittee, along with Nicholas who provide guidance.

5. Items from the floor

None presented.