

Cuyamaca College
 Staffing Prioritization Task Force
 Faculty Position Requests Submitted in 2017/18 - Recommended Hiring Priorities

Request Ranking	Program/Department and Faculty Position	Rationale
1	Engineering 1	Data demonstrated significant need for this position (productivity, success, degrees awarded). Engineering is persistently one of the College's top majors, and this program feeds into other programs and vice versa. Currently this program is managed by one full-time faculty member who is about to retire, and finding adjunct faculty to teach engineering courses has proven particularly difficult.
2	DSPS Counselor	DSPS services relate to every instructional program in serving a large population of students across the College. Currently, the program serves a very high number of students with just one full-time counselor. Data show a significant and growing demand for services and need for another full-time counselor. Compared to other colleges in the region, the Cuyamaca DSPS program is relatively large, given the size of the college (student headcount). In addition, the current DSPS counselor-to-student ratio leaves the College vulnerable to not fully addressing federal mandates and there are concerns regarding a possible state audit, which may require certain levels of service that the program is currently unable to provide given its full-time counselor staffing.
3	Child Development	The current Child Development coordinator is close to retirement and is the only full-time faculty member in this relatively large career education program. While the program does not necessarily prepare students for high-wage jobs, it has demonstrated that it meets needs of the local community and demonstrates sustained demand from the College's student population and the regional workforce. In addition, the program connects to two bachelor degree programs and boasts a higher-than-average fill rate and productivity.
4	Economics	This position was ranked highly as a need among career education programs. Economics courses show extremely high productivity and high fill rate, which in turn show a solid demand for the program. With the new associate degree in economics, these data demonstrate a high potential for program growth.
5	Physics	The Physics program boasts a particularly high fill rate, high productivity, and the program's courses are essential for other programs, such as engineering.

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6	Political Science	The Political Science program serves an important role in general education, yet it has not had a full-time faculty member to grow the program in recent years. The program includes an ADT in Political Science, and with that, there is potential for growth. Given these factors, this position may have been ranked more highly; however, there was some concern over the low load cushion for program FTEF. That said, perhaps there would be an opportunity to bring in a faculty member that could teach Political Science and History and serve both programs.
7	Kumeyaay Studies	The Kumeyaay Studies program recently launched an associate degree program; however, the program currently has no full-time faculty oversight and no dedicated full-time faculty. As an interdisciplinary program, it brings together a collection of courses that reflects both regional history and a collaboration between the College and local nations/tribal councils. The program includes a significant validation and engagement component, as well as community outreach. This is currently a very small program, but it has demonstrated growth and there is potential for community/external funding and there is significant cultural/historical significance for this program in the region.
8	Psychology	The Psychology program has demonstrated the need for and success for co-curricular experiences (research) and need for faculty content expertise in areas other than that of the only full-time faculty member in the program. The program shows high productivity and high fill rate, and the addition of another full-time faculty member could help expand the program.
9	Math 1	The Math program has consistently high productivity and high fill rates. The program is innovative and is recognized as being a leader in the state, and Math program curricular innovation is ongoing. That said, the math department recently hired two full-time positions; thus the program needs, while high, may not be quite as critical as other areas of the College at this time.
10	ESL	The ESL program's potential for growth with accelerated model is shown, even as the program remains flexible and continues its curricular innovation. The program boasts high fill rates but low productivity due to curricular caps. The ESL program is very large and feeds into many other programs. The program also has a sizable load cushion, which could allow it to bring in additional full-time faculty.
11	Engineering 2	As with the first Engineering position request, this request is backed by substantial data on demand and productivity. That said, if the program receives the other position, this second position, while still critical, may not be as critical as some of the other positions requested across the College.

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12	Biology	As with the first Engineering position request, this request was backed by substantial data (e.g., number of degrees awarded) on success, demand, and productivity. In addition, there are discipline-specific challenges, such as the difficulty in finding and retaining part-time faculty in this department. That said, if the program receives the other position, this second position, while still critical, may not be as critical as some of the other positions requested across the College.
13	English	The program demonstrates significant potential growth with its high fill rates (in the 90% range) and high productivity, even with an increasing number of sections; it also has a high value for load cushion and directly relates its activities to the college strategic priorities. While other programs within the division demonstrate slightly greater critical need, this program placed itself high on the list primarily with its data.
14	Art	The program data are very compelling, with significant growth in enrollment and students served. The program fill rate is also above the college-wide percentage, while though the productivity figures are in the moderate range. The program has an extremely low FT/Total FTE ratio (8%), which is far below the college-wide figure. That said, the program is requesting the position to grow the program and/or merge with Graphic Design, and more information on this is needed (potential impact).
15	Automotive Technology	The program mentions several areas in which it would like to grow. Program fill rates have fluctuated significantly and the moderate productivity has also varied somewhat from year to year; at the same time, section offerings have increased. While there are some great innovations taking place in the program, there appear to be 3 full-time faculty currently teaching in the program (based on internal data), and other programs within the division have demonstrated greater demand and potential growth or greater need for a full-time instructor (e.g., they do not have one).
16	Water/Wastewater	The Water/Wastewater program is in a position to grow within and beyond region. With the new facilities under construction, the Center for Water Studies is getting national attention due to its innovative approach. One of the faculty who is central to the program and facilities development is retiring, so the program's importance to the state and the region is well documented and ranked as a high need within the career education division. That said, the program shows low load cushion and productivity. Depending on the program's current year, it will be important to see how this request falls next year, and it may warrant higher ranking next year.

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17	Career Services Counselor	The career services position directly relates to the strategic goal of guided pathways, and the request makes a case for connection to other strategic priorities as well. There is a discussion of critical need but no data on appointments, visits, or number of students served.
18	Graphic Design	The Graphic Design program currently has no full-time faculty and demonstrates some potential for growth. However, the program has relatively low productivity and only moderate fill rates, and the relationship with the Art department remains to be seen.
19	Chemistry	While the case for an additional chemistry faculty member is strong, and the data for the program demonstrate high fill rates (even with increased sections) and increasing FTES, this program is currently in the process of hiring a position.
20	Accounting	The program has a high WSCH/FTEF relative to the college overall, and labor market information demonstrate regional need for graduates. From the data, it does not appear that the program has grown, although the request states this is due to the limited number of FT faculty. The program has demonstrated great increases in success rates across many of its courses; however, when other program data and needs are taken into account, it does not appear to be as critical a need as that of some other programs. In addition, the load cushion is not particularly high (1.6) and the fill rate recently declined.
21	Exercise Science	The Exercise Science program discusses the need for the position and its importance to the athletics program, which is a program the College must be fully committed to. On one hand, the data for the program show that there are needs in this area to improve and build capacity; however, on the other hand, the program has a fill rate of less than 50%, WSCH/FTEF of less than 400, and a declining student athlete population. There are many critical needs across the campus, and even the division, and this one must be placed in that larger context.
22	Library	The library demonstrates need for additional faculty to work with increasing use of electronic resources; however, there are not a lot of other data provided. Library services are critical to college operations and student learning, and the need for another librarian given an upcoming retirement is clear. That said, the library just hired a librarian this year. Given the critical needs across the College, this may not be quite as critical as some of the other faculty position requests this year.

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23	Math 2	The math department is at the forefront of the acceleration movement and has demonstrated great success. The program has seen increases in FTES and productivity as of fall 2017. In addition, the fill rate is a healthy 80%, and the importance of the math department's staffing levels to the College's strategic priority of acceleration (and for that matter, guided student pathways) is clear. That said, the math department recently hired two positions, and although the need is indeed critical, other departments on campus appear to share this level of critical need, and some departments require a position to continue their existence.
24	Business	The Business program data cited in the request are moderate (productivity, load cushion, FTES) in comparison to the rest of the College; the data in the request form reference fall 2016, but since that time, there have been significant drops in fill rate and productivity. In addition, FTES appeared to peak in 2016/17 and declined in fall 2017. Furthermore, there was not much information provided on the critical need or direct relationship to strategic goals. In addition, when accounting data are pulled out from the business program data, the program data do not show as clear of a need.
25	CIS	The CIS program did not complete a program review annual update as of the review of this faculty position request. Thus, the request could not be linked back to program goals and other program review information. In addition, the productivity for the program consistently falls below the college-wide figure, and fill rates are also below average, with a significant drop in fall 2017. Given that the program received a faculty position in 2016/17 and given the above information, this was not deemed one of the most critical requests in 2017/18/