



FACULTY HIRING PRIORITIES COMMITTEE (FHPC)

Spring 2024

Faculty Ranked List w/rationale

Department	Rationale
CS	A program that offers broad impact across the campus (e.g. STEM). Growing field from an academic and career perspective. Selected to be a verified program through San Diego Economic Development.
Biology	A need for an instructor to lead these critical-class areas gateway for general biology lecture/lab. Some of the highest enrolled classes and also GE with existing equity gaps.
CIS - Cyber	No Full-Time faculty. This department has existing equity gaps; many opportunities for transfer & high paying careers; growing field with interest at universities. The department supports transfer pathways, and without a full-time faculty the courses do not fill and the program continues to recede.
CIS - Cloud	No Full-Time faculty. This department has existing equity gaps; many opportunities for transfer & high paying careers; growing field with interest at universities. The department supports transfer pathways, and without a full-time faculty the courses do not fill and the program continues to recede.
Ethnic Studies - Chicano Studies	The faculty position is part of CalGETC GE pattern. Latinx is the largest student demographic group at Cuyamaca and a Hispanic Serving Institution (HSI). This position will intersect with Puente program. We are the only community college in the Region X area without Chicano/Studies program.
EOPS - NextUP	Categorical Funding. The college has been without this position for seven years. This position works with marginalized populations, and will increase retention, persistence and completion rates. Funding exists and will be returned to the State.
ASL	No Full-Time Faculty. The department has a great need for an interpreter certificate program on campus and in the region. High paying job opportunity. Part of equity gap statistics. Without full-time faculty the courses do not fill and the program continues to recede.
Counseling - General	The current counselor student ratio at the College is 1:2156. Although there are full-time counselors assigned to other areas, they are unavailable for general counseling. The state recommended ratio is 1:370. This position will help support guided pathways work.
Physics/ Astronomy	The enrollment has doubled while drastically reduced equity gaps exist with no additional resources.
Humanities - Religious Studies	No Full-Time Faculty. Both Humanities and Religious Studies do not have full-time faculty and the existing equity gaps need attention. Without full-time faculty the courses do not fill and the program continues to recede.
Library - Electronic	This position is essential as a librarian liaison for advancing Zero-Textbook Costs (ZTC) and Distance Education (DE) at the college. There is no faculty currently dedicated to access for electronic resources, eBooks and online course materials which has affected the library's ability to maintain, evaluate, and expand online resource offerings to support student research needs and course needs.
History	This is a large department with a 2.0 load cushion, two full-time faculty members currently, but one near retirement and the other heavily involved serving the broader college. Many courses in this area support transfer requirements to the CSU and UC. In order to continue initiatives such as efforts to close equity gaps, develop more ZTC resources, launch the Oral History Archive project, and improve success rates more full-time support is needed.
Child Development	The department has a load cushion of 3.0. In an ongoing effort to eliminate equity gaps in this department, the need is for faculty who are willing to work towards technological advancements. The need for online course work due to partnership with local school districts and County Office of Education has shown an increase in online offerings. An additional faculty member will allow augmented participation in local council and community events.
Graphic Design	No Full-Time Faculty. The department has a load cushion of 2.0. With a full-time faculty the department can develop interventions and improvements to close equity gaps and enhance overall student achievement. Currently for Graphic Design there are opportunities for students to enter high-demand high-wage careers and potential transfer. Without full-time faculty the courses do not fill and the program continues to recede.
Communication	Due to predicted growth from the CalGETC changes and upcoming retirements of both full-time faculty and department load cushion of 2.20, the department needs a full-time member to support

Department	Rationale
	increased understanding of diversity and equity to be current on curriculum updates and technology, revive the Forensics Program, and significantly revise our two basic courses to meet the CALGETC oral communication requirement
World Languages-Spanish	This department has a great need for a full-time instructor with a Latinx background in order to advance culturally relevant, equitable, and diverse curriculum for Spanish. Being an HSI, hiring a full-time Spanish speaking faculty will not only support the Spanish program, but will also support the efforts to grow the Puente project to help our largest student group, the Latinx students. The department has a load cushion of 3.87. This role is also critical for managing enrollment growth, advancing the Zero-Textbook Cost (ZTC) initiative for the Spanish AA Degree, and supporting the department's aim to secure the state-funded Accelerated Grant.
Math	The department has a load cushion of 5.33, productivity is 570, and fill rate is 81% (note, this fill rate is the highest from the past five years). In fall 2023, 45% of the MATH units were taught by full-time faculty, which is down from 53% in fall 2022 due to reassigned time for ZTC work and filling the interim MSE dean position. Both the productivity and fill rate are well above the college-wide data. Math engages with a large proportion of students coming through the college.
Library - Emerging	The Library aims to become a hub for AI and VR/AR exploration, requiring a Collection Development and Emerging Technologies Librarian to lead its tech and print resources. This role is crucial for maintaining cutting-edge tools and updating the print collection to meet diverse student needs. Without this position, the library's capacity to support advanced learning and inclusivity would falter, affecting both students and faculty.
OH	This position will allow the department to modify curriculum and incorporate concepts taught in the Kumeyaay Studies program. The department plans to work with Kumeyaay Studies as it builds a four-year degree program and an additional faculty person will help to coordinate information sharing between the programs. With a second full-time faculty person, we can better offer classes to ensure students achieve their goals in this program. The program is currently working to move our Landscape Architecture degree/certificate to OER and has received a \$200,000 grant to do so. An additional faculty member would allow the department to begin moving the certificate and degree programs to OER.
Surveying	No Full-Time Faculty. Existing equity gaps needs attention. Very difficult to staff classes but program has fast access to living wage jobs.
Real Estate	No Full-Time Faculty. Existing equity gaps needs attention. Huge enrollment growth, but barely 1.0 FTE. Unclear if enrollment depends on job/housing market.
BOT	The department has a load cushion of 1.6. An additional full-time faculty member would be better able to accommodate the 12% increase in degrees granted.