

Faculty Hiring Priorities Committee (FHPC) Spring 2022 Faculty Ranked List

	Department	Request	Rationale
1	Engineering	Engineering	Efficient program with enrollment growth that has many downstream effects on other departments. High specialization makes PT hiring difficult. Strong job market with living wage jobs for transfers who earn a bachelor's degree. Few competing programs means good enrollment numbers if the program can stay healthy. Commitment to and progress on equity gaps. Need staffing to best utilize department resources (makerspace, outreach, etc.). Position identified as a division priority.
2	History	Ethnic Studies and History	CSU has established an area F graduation lower division Ethnic Studies requirement that all graduating seniors must complete in their lower division beginning fall 2022. Community Colleges across the state are hiring Ethnic Studies subject matter experts to help them meet student demand. Cuyamaca College is the only college in the district that has CSU approved Area F courses.
3	WL	WL-Arabic	In-demand program and good efficiency given contractually-negotiated lower class caps, including fill rates of 95% in Fall 2020 and 101% in Spring 2021. Only 13% of total FTEF is covered by FT load. High load cushion (6.53). Intentionally planning to validate incoming refugees from Syria and Afghanistan through new curriculum.
4	Bus & Prof Studies	BOT	Position identified as a division priority. The only full-time BOT instructor is retiring in December 2022, all BOT classes have been taught by 6 adjunct faculty members since 2021. BOT load cushion is 2.06 and FTEF - 28%. CE BOT has retention and success rates higher than the college average and closed equity gaps for Black and Latinx students in Spring 2021. BOT offers 3 degrees, 11 stackable certificates (awarded 28 degrees and 7 certificates in 2020-21). High industry demand for BOT grads to close the middle skills gap.
5	Auto	Automotive & Electronic Technology	Replacement for current retirement; Position ranked 2nd most critical in division; Discipline only has 2 FT Automotive instructors and the department needs a total of 3 FT faculty to coordinate all program offerings. This position would focus on the local degree and ASCCA, as well as developing/maintaining partnerships with local employers/industry members (e.g., SDG&E, Port of SD).
6	Counseling	Umoja	No full time counselor in this area. Load cushion of 1.57, and 28% of total FTEF is covered by FT load. This position would help serve ~800 Black students.
7	Child Development	CD	Child Development has 1 FT faculty member. Only 15% of total FTEF is covered by FT load. Load cushion of 3.40. CD has experienced increases in FTES, increased fill rates (above institution-set standard), and increased efficiency (above institution-set standard). AB130 will lead to increased program demand.
8	Chemistry	Chemistry	Replacement for retirement from March 2020; position ranked 2nd most critical in division; currently has 2 FT faculty and load cushion of 3.19; enrollment has been trending upward; many courses have waitlists; fill rates are very high.
9	Counseling- General	General	General Counselor-to-student ratio is low (about 1:1,600 or 5 counselors who are supposed to serve about 7,800 students in the current semester); students often have to wait 2-3 weeks to meet with a counselor. Load cushion of 1.57, and 28% of total FTEF is covered by FT load.
10	Art	Digital Arts	Art and Graphic Design (GD) currently have no FT faculty; Art and GD have a load cushion to support several faculty (7.35); this department has had high fill rates and WSCH/FTEF over the past 5 years; this program has job market demand.

	Department	Request	Rationale
11	Biology	Biology	Position would be the lead to redesign and teach BIO-130, develop culturally relevant content, and create an inclusive classroom climate. This course has high enrollment but low success rates and large equity gaps; this course is an obstacle to Allied Health majors and students taking this course for General Ed. Load cushion is 6.64.
12	Physical Sciences	Earth Science	No full-time faculty in this area; load cushion is 1.15; this position could help grow GEOG, GEOL, and OCEA to provide more robust GE offerings for students; program lacks leadership and enrollments have been down over the past five years; efficiency and fill rates were low but rebounded more recently; this program could grow if this position has a GIS emphasis; GEOG and GEOL are relatively small programs/do not serve many students; many equity gaps in course success rate for OCEA in 2020-2021.
13	Bus & Prof Studies	Business	Replacement for retirement from 2018; load cushion of 2.38, FT load/FTEF is 30% (similar to college-wide percentage); BUS has experienced growth and relatively high fill rates in Spring terms; WSCH/FTEF is consistently above institution-set standard; BUS program awards many degrees and certificates each year; position would oversee and develop the following: Entrepreneurship curriculum, Craft Industries certificate, personal financial planning course, and a Gig Economy Self-Employed pathway/cert.
14	OH	OH	The OH discipline is varied, with a huge range of career options contained within it. The department needs 2 full time faculty with different areas of expertise to cover all of the aspects included in OH's core curriculum. More data is needed to show demand for the program and critical need.
15	History, Hum & Phil	Religious Studies	No full-time faculty member in Humanities or Religious Studies; load cushion is 1.15; HUM is interdisciplinary and provides support to Kumeyaay Studies and Ethnic Studies areas.
16	Math	Math	For fall 2020, Math's load cushion is 6.48, productivity is 515.70, and fill rate is 80%. The department currently has 9 FT faculty members, more than any other department. There is greater need elsewhere on campus.
17	Bus & Prof Studies	Accounting	Department currently only has 1 FT Accounting instructor, and 36% of courses taught by this instructor (load cushion of 1.93). Financial and managerial accounting classes have waitlists. Increased demand for accountants/auditors/tax preparers with a projected average annual growth rate of 11%.
18	ESL	ESL	The department has low efficiency due to contractual class caps; enrollment has declined over the past five years; fill rates similar to college-wide (~75%) in recent terms.
19	Library	Library-Student Engagement Outreach	Cuyamaca is currently hiring 2 Librarians; this position is a replacement due to retirements and a resignation.