

SPRING 2024 FACULTY REQUESTS

FEEDBACK REPORTS BY DEPARTMENT

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FACULTY HIRING PRIORITIES COMMITTEE

SPRING 2024

FEEDBACK REPORT

Department:

Author:

Criteria	Average	Committee Input
Data Evidence in Support of Need What are the racial and gender demographics of the faculty within your program? What steps will your program take to ensure that the recruitment for this position will encourage/promote faculty diversity? (Question #2) Describe why this position is essential to your program and/or service area. How has the lack of this position impacted your program and/or service area? What will be the impact to the program and/or service area if this position is not filled? (Question #1, 3)		
Program Student Achievement and Potential Growth How will this position improve student learning and achievement, and close equity gaps in access and outcomes in your program? (Question #3) Has there been or is there evidence to demonstrate that there will be an increase in student demand for your programs and/or services? How are students being adversely impacted without this position? Please discuss supporting data from recent semesters. For example, enrollment trends, waitlist pressures, or wait time for appointments and support services, students served, etc. as they apply to this position. (Question #4)		
Critical Need (Critical to the Program) Which program review goal(s) is this request supporting? Please state how the position will help advance the specific goal(s), and how this position would support historically marginalized groups. (Question #5) Describe why this position is essential to your program and/or service area. How has the lack of this position impacted your program and/or service area? What will be the impact to the program and/or service area if this position is not filled? (Question #1) Is this a new position, replacement for a retirement/upcoming retirement or replacement for internal promotion (faculty to administrator), or replacement for other circumstances? Please explain. (Question #6)		
Support of Strategic Plan Which strategic priority/priorities is this request supporting? Please state how the position will help advance the specific priority/priorities and the College's mission. (Question #7)		

General Comments:

FACULTY HIRING PRIORITIES COMMITTEE

SPRING 2024

FEEDBACK REPORT

Department:

American Sign Language

Author:

Jennifer Smith

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Criteria	Average	Committee Input
Data Evidence in Support of Need What are the racial and gender demographics of the faculty within your program? What steps will your program take to ensure that the recruitment for this position will encourage/promote faculty diversity? (Question #2) Describe why this position is essential to your program and/or service area. How has the lack of this position impacted your program and/or service area? What will be the impact to the program and/or service area if this position is not filled? (Question #1,3)	4.3	Request should include a more robust plan for ensuring equitable recruitment strategies. Currently the department is neurologically diverse but not racially or ethnically diverse. In future, the request should focus more on the impact that a lack of full-time faculty is having on the department as well as data in support of this, rather than focusing on past leadership.
Program Student Achievement and Potential Growth How will this position improve student learning and achievement, and close equity gaps in access and outcomes in your program? (Question #3) Has there been or is there evidence to demonstrate that there will be an increase in student demand for your programs and/or services? How are students being adversely impacted without this position? Please discuss supporting data from recent semesters. For example, enrollment trends, waitlist pressures, or wait time for appointments and support services, students served, etc. as they apply to this position. (Question #4)	3.8	In future, please provide data to support your request as it relates to improving student outcomes and closing equity gaps. In future include additional data to support the following: the argument related to an increase in student demand, job market data related to interpreting position demand/need, and how the department plans to meet this demand with the creation of a interpreting certificate.
Critical Need (Critical to the Program) Which program review goal(s) is this request supporting? Please state how the position will help advance the specific goal(s), and how this position would support historically marginalized groups. (Question #5)		In future, please provide more information and data in support of how a full time faculty member will help the department realize their department goals, specifically what curriculum or certificate/degree plans the department has. In future, the request should focus more on the impact that a lack of full-time faculty is having on the department

Describe why this position is essential to your program and/or service area. How has the lack of this position impacted your program and/or service area? What will be the impact to the program and/or service area if this position is not filled? (Question #1)	4.6	as well as data in support of this, rather than focusing on past leadership.
Is this a new position, replacement for a retirement/upcoming retirement or replacement for internal promotion (faculty to administrator), or replacement for other circumstances? Please explain. (Question #6)		
Which strategic priority/priorities is this request supporting? Please state how the position will help advance the specific priority/priorities and the College's mission. (Question #7)	4.0	In future, please provide more information and data in support of how a full time faculty member will help the department realize their efforts in support of the College's strategic goals.
General Comments: Overall it is clear that a full-time faculty member would help the department meet student needs, however more data and specific plans for how the department will improve student outcomes, close equity gaps, and recruiter racially and ethnically diverse faculty, would help make this request stronger.		

FACULTY HIRING PRIORITIES COMMITTEE

SPRING 2024

FEEDBACK REPORT

Department:

Biology

Author:

Michelle Garcia

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Criteria	Average	Committee Input
Data Evidence in Support of Need What are the racial and gender demographics of the faculty within your program? What steps will your program take to ensure that the recruitment for this position will encourage/promote faculty diversity? (Question #2) Describe why this position is essential to your program and/or service area. How has the lack of this position impacted your program and/or service area? What will be the impact to the program and/or service area if this position is not filled? (Question #1,3)	4.4	Q6 - This score additionally reflects how the department will be better able to enhance student engagement and retention through a full-time dedicated instructor for Bio 130/131 which will help/meet escalating workforce demands within the San Diego and Imperial counties.
Program Student Achievement and Potential Growth How will this position improve student learning and achievement, and close equity gaps in access and outcomes in your program? (Question #3) Has there been or is there evidence to demonstrate that there will be an increase in student demand for your programs and/or services? How are students being adversely impacted without this position? Please discuss supporting data from recent semesters. For example, enrollment trends, waitlist pressures, or wait time for appointments and support services, students served, etc. as they apply to this position. (Question #4)	4.8	Q3 - Author has connected new position with proposed paradigm shift in Bio 130/131 that are traditionally considered "Gateway" courses, from being historically exclusionary, to nurturing, additionally embracing culturally relevant material to better serve our diverse student Q4 - Author reports this hire proposes to serve as the paradigm shifting bridge that enable students to matriculate upward through the biology course pathway.
Critical Need (Critical to the Program) Which program review goal(s) is this request supporting? Please state how the position will help advance the specific goal(s), and how this position would support historically marginalized groups. (Question #5)		Q1 - Author provides clear connection between addressing program review goal of increasing access and success with the planned utilization of full-time staff member. Q6 - Author reports without a dedicated individuals to reconfigure this department, the gateway courses will continue to act as a 'stopping-out' barrier for advancement in the field of

Describe why this position is essential to your program and/or service area. How has the lack of this position impacted your program and/or service area? What will be the impact to the program and/or service area if this position is not filled? (Question #1)	4.2	study. Q7 -This is a request for a new position.
Is this a new position, replacement for a retirement/upcoming retirement or replacement for internal promotion (faculty to administrator), or replacement for other circumstances? Please explain. (Question #6)		
Support of Strategic Plan Which strategic priority/priorities is this request supporting? Please state how the position will help advance the specific priority/priorities and the College's mission. (Question #7)	4.6	Author clearly articulates the importance of this hire in advancing all strategic goals of the college. It specifically addresses a course with substantial enrollments of 'non-white' students that currently face significantly encounter equity gaps in retention and success rates.
General Comments:		

FACULTY HIRING PRIORITIES COMMITTEE

SPRING 2024

FEEDBACK REPORT

Department:

BOT

Author:

Joan Rettinger/Angham Yousif

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Criteria	Average	Committee Input
Data Evidence in Support of Need What are the racial and gender demographics of the faculty within your program? What steps will your program take to ensure that the recruitment for this position will encourage/promote faculty diversity? (Question #2) Describe why this position is essential to your program and/or service area. How has the lack of this position impacted your program and/or service area? What will be the impact to the program and/or service area if this position is not filled? (Question #1, 3)	2.6	While there is a load a cushion of 1.59 and 2.07, enrollments are increasing slightly however fill rates are low at 25% for fall 2022. Faculty demographics reflect student demographics.
Program Student Achievement and Potential Growth How will this position improve student learning and achievement, and close equity gaps in access and outcomes in your program? (Question #3) Has there been or is there evidence to demonstrate that there will be an increase in student demand for your programs and/or services? How are students being adversely impacted without this position? Please discuss supporting data from recent semesters. For example, enrollment trends, waitlist pressures, or wait time for appointments and support services, students served, etc. as they apply to this position. (Question #4)	3.2	Unclear how specifically a new position will reduce equity gaps for African American students. Labor market data suggest opportunities for expansion, but fill rates remain low and as such there are no waitlist pressures.
Critical Need (Critical to the Program) Which program review goal(s) is this request supporting? Please state how the position will help advance the specific goal(s), and how this position would support historically marginalized groups. (Question #5) Describe why this position is essential to your program and/or service area. How has the lack of this position impacted your program and/or service area? What will be the impact to the program and/or service area if this position is not filled?	2.8	It is not clear how the lack of this position would impact the program's ability to support student success. Specifics of planning for improved 18-24 year old recruitment, are lacking. This is a new position.

Is this a new position, replacement for a retirement/upcoming retirement or replacement for internal promotion (faculty to administrator), or replacement for other circumstances? Please explain. **(Question #6)**

Support of Strategic Plan
Which strategic priority/priorities is this request supporting? Please state how the position will help advance the specific priority/priorities and the College's mission. **(Question #7)**

3.1

It is clear the program supports the college's strategic priorities and that they are working to advance equity. It is not clear how the lack of the position would impact the college's capacity to achieve its strategic goals.

General Comments:

FACULTY HIRING PRIORITIES COMMITTEE

SPRING 2024

FEEDBACK REPORT

Department:

Child Development

Author:

Nicole Hernandez

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Criteria	Average	Committee Input
Data Evidence in Support of Need What are the racial and gender demographics of the faculty within your program? What steps will your program take to ensure that the recruitment for this position will encourage/promote faculty diversity? (Question #2) Describe why this position is essential to your program and/or service area. How has the lack of this position impacted your program and/or service area? What will be the impact to the program and/or service area if this position is not filled? (Question #1,3)	4.0	The data related to the load and fill rates were apparent and reference to waitlists. It was stated that the department was largely white and all female. Are current faculty not willing to improve technological abilities? There is reference to the impact on achieving department goals, but further emphasizing the direct impact to students.
Program Student Achievement and Potential Growth How will this position improve student learning and achievement, and close equity gaps in access and outcomes in your program? (Question #3) Has there been or is there evidence to demonstrate that there will be an increase in student demand for your programs and/or services? How are students being adversely impacted without this position? Please discuss supporting data from recent semesters. For example, enrollment trends, waitlist pressures, or wait time for appointments and support services, students served, etc. as they apply to this position. (Question #4)	4.2	Question #3 included specific concrete steps. Labor market data provided and Q4 information on the grant is supportive. Waitlist information helped understand current enrollment demands. This section of the request provided the most direct data.
Critical Need (Critical to the Program) Which program review goal(s) is this request supporting? Please state how the position will help advance the specific goal(s), and how this position would support historically marginalized groups. (Question #5) Describe why this position is essential to your program and/or service area. How has the lack of this position impacted your program and/or service area? What will be the impact to the program and/or service area if this position is not filled? (Question #1)	3.5	Question #5 describe each of the program review goals, however the goals themselves come across more as specific action steps and less of overarching goals. The other piece that may have ranked this section lower is that Q5 did not further address historically marginalized groups (the 2nd part of Q5). In Q8 - the answer was "No." and appeared implied throughout the request that this is for a new position. This is where the writer can emphasize

Is this a new position, replacement for a retirement/upcoming retirement or replacement for internal promotion (faculty to administrator), or replacement for other circumstances? Please explain. **(Question #6)**

position. This is where the writer can emphasize what makes their position a critical need vs high need vs need.

Support of Strategic Plan
Which strategic priority/priorities is this request supporting? Please state how the position will help advance the specific priority/priorities and the College's mission. **(Question #7)**

4.0

This question was addressed thoroughly and specific to multiple strategic priorities. This made it clear the direct relationship of how this position would support each one.

General Comments: This request written well and provided support and data for all of the questions. There was just one question, Q5 that was not as thoroughly addressed and it's difficult to score higher when a question that has 2 parts, is missing one part because we can't score for something that is not included.

FACULTY HIRING PRIORITIES COMMITTEE

SPRING 2024

FEEDBACK REPORT

Department:

Communication

Author:

Nancy Jennings

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Criteria	Average	Committee Input
Data Evidence in Support of Need What are the racial and gender demographics of the faculty within your program? What steps will your program take to ensure that the recruitment for this position will encourage/promote faculty diversity? (Question #2) Describe why this position is essential to your program and/or service area. How has the lack of this position impacted your program and/or service area? What will be the impact to the program and/or service area if this position is not filled? (Question #1,3)	3.7	Planning on how to increase hiring diversity could be more robust. Consider listing the places you might advertise. EMTLI is a great start on addressing equity gaps but a solid departmental plan would raise the score here. OER is great and helped!
Program Student Achievement and Potential Growth How will this position improve student learning and achievement, and close equity gaps in access and outcomes in your program? (Question #3) Has there been or is there evidence to demonstrate that there will be an increase in student demand for your programs and/or services? How are students being adversely impacted without this position? Please discuss supporting data from recent semesters. For example, enrollment trends, waitlist pressures, or wait time for appointments and support services, students served, etc. as they apply to this position. (Question #4)	3.9	Solid demonstration of growth and demand, also the CalGETC guarantees continued growth in addition to the current growth. Good use of data here.
Critical Need (Critical to the Program) Which program review goal(s) is this request supporting? Please state how the position will help advance the specific goal(s), and how this position would support historically marginalized groups. (Question #5) Describe why this position is essential to your program and/or service area. How has the lack of this position impacted your program and/or service area? What will be the impact to the program and/or service area if this position is not filled? (Question #1) Is this a new position, replacement for a retirement/upcoming retirement or replacement for internal promotion (faculty to administrator), or replacement for other circumstances? Please explain. (Question #6)	3.4	Although pending retirements are considered, as we have many unstaffed FT faculty positions, officially submitted retirement paperwork will drastically improve the rank.

Support of Strategic Plan

Which strategic priority/priorities is this request supporting? Please state how the position will help advance the specific priority/priorities and the College's mission. **(Question #7)**

3.8

Diverse faculty are part of a good equity plan but consider having a plan to support said faculty feel supported within our structure as well as exploring new pedagogical practices that support student equity.

General Comments: A well-written proposal with data! Unfortunately we still have a lot of programs with no FT faculty. Consider supporting change statements on student and faculty diversity with additional planning for a higher score.

FACULTY HIRING PRIORITIES COMMITTEE

SPRING 2024

FEEDBACK REPORT

Department:

CIS

Author:

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Criteria	Average	Committee Input
Data Evidence in Support of Need What are the racial and gender demographics of the faculty within your program? What steps will your program take to ensure that the recruitment for this position will encourage/promote faculty diversity? (Question #2) Describe why this position is essential to your program and/or service area. How has the lack of this position impacted your program and/or service area? What will be the impact to the program and/or service area if this position is not filled? (Question #1,3)	4.8	Q4 - Author outlines a concrete strategic plan for addressing the lack of diversity in the program's department. Response states broad strategies and specific entities to target to full-fill the college's goals for diverse applicant pools. The request should speak to equity training currently participating in by the department. Q3 - Author gives rationale to the position need in order to keep pace with the growing need in the current workforce and the San Diego/Imperial counties.
Program Student Achievement and Potential Growth How will this position improve student learning and achievement, and close equity gaps in access and outcomes in your program? (Question #3) Has there been or is there evidence to demonstrate that there will be an increase in student demand for your programs and/or services? How are students being adversely impacted without this position? Please discuss supporting data from recent semesters. For example, enrollment trends, waitlist pressures, or wait time for appointments and support services, students served, etc. as they apply to this position. (Question #4)	4.0	Author gives broad strategic view on how the position could be tasked to update curriculum that addresses equity gaps. Additional consideration to specific goals and strategic plans could strengthen this section. Author clearly communicated the growth in the industry and the potential growth interest in the program. Author supported viewpoint with data relevant to California labor market. Additional information citing enrollment, and waitlist trends, would further strengthen this section.
Critical Need (Critical to the Program) Which program review goal(s) is this request supporting? Please state how the position will help advance the specific goal(s), and how this position would support historically marginalized groups. (Question #5)		Author speaks to how the position would 'transform' how faculty would engage with students, especially in online environments. However, there lacks discussion as to how both online and in-person strategies would work in concert to reduce specific goals per the department's program review. While the author speaks to the question of 'what benefits this position may bring', the author falls short in

Describe why this position is essential to your program and/or service area. How has the lack of this position impacted your program and/or service area? What will be the impact to the program and/or service area if this position is not filled? (Question #1)	4.7	explaining the harm to the program, service area and or students if the position is 'NOT' filled. The scoring in this area, while strong, could further be strengthened in this section. Q8 - The author clearly communicates that this is a replacement position, in addition to the program's staffing future makeup.
Is this a new position, replacement for a retirement/upcoming retirement or replacement for internal promotion (faculty to administrator), or replacement for other circumstances? Please explain. (Question #6)		

Support of Strategic Plan		
Which strategic priority/priorities is this request supporting? Please state how the position will help advance the specific priority/priorities and the College's mission. (Question #7)	4.3	This author clearly explained how this position will support all of the strategic priorities.

General Comments:

FACULTY HIRING PRIORITIES COMMITTEE

SPRING 2024

FEEDBACK REPORT

Department:

CIS

Author:

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Criteria	Average	Committee Input
Data Evidence in Support of Need What are the racial and gender demographics of the faculty within your program? What steps will your program take to ensure that the recruitment for this position will encourage/promote faculty diversity? (Question #2) Describe why this position is essential to your program and/or service area. How has the lack of this position impacted your program and/or service area? What will be the impact to the program and/or service area if this position is not filled? (Question #1,3)	4.5	There was a good explanation the representation issues in this area and a plan to attempt to fix this situation. Good arguments about available living wage jobs and potential for social mobility. The lack of full time faculty in this area is a big reason for a high ranking.
Program Student Achievement and Potential Growth How will this position improve student learning and achievement, and close equity gaps in access and outcomes in your program? (Question #3) Has there been or is there evidence to demonstrate that there will be an increase in student demand for your programs and/or services? How are students being adversely impacted without this position? Please discuss supporting data from recent semesters. For example, enrollment trends, waitlist pressures, or wait time for appointments and support services, students served, etc. as they apply to this position. (Question #4)	4.2	Slightly lower than other categories due to enrollment decreases and equity gaps. This was somewhat mediated by a solid plan for fixing this and data demonstrating demand.
Critical Need (Critical to the Program) Which program review goal(s) is this request supporting? Please state how the position will help advance the specific goal(s), and how this position would support historically marginalized groups. (Question #5) Describe why this position is essential to your program and/or service area. How has the lack of this position impacted your program and/or service area? What will be the impact to the program and/or service area if this position is not filled? (Question #1) Is this a new position, replacement for a retirement/upcoming retirement or replacement for internal promotion (faculty to administrator), or replacement for other circumstances? Please explain. (Question #6)	4.7	The retirements were a big factor here as well as the impact on students, adjacent programs.

Support of Strategic Plan
Which strategic priority/priorities is this request supporting? Please state how the position will help advance the specific priority/priorities and the College's mission. <i>(Question #7)</i>

4.3

This request addressed multiple strategic priorities.

General Comments:

FACULTY HIRING PRIORITIES COMMITTEE

SPRING 2024

FEEDBACK REPORT

Department:

CS

Author:

Miriam Simpson

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Criteria	Average	Committee Input
Data Evidence in Support of Need What are the racial and gender demographics of the faculty within your program? What steps will your program take to ensure that the recruitment for this position will encourage/promote faculty diversity? (Question #2) Describe why this position is essential to your program and/or service area. How has the lack of this position impacted your program and/or service area? What will be the impact to the program and/or service area if this position is not filled? (Question #1,3)	4.8	Clear plan for hiring faculty. Included job posting strategies to include professional organizations and groups that focus on underrepresented groups. Detailed information was included on the program's impact on various campus programs, as well as how it decreases the program's ability to collaborate with local agencies.
Program Student Achievement and Potential Growth How will this position improve student learning and achievement, and close equity gaps in access and outcomes in your program? (Question #5) Has there been or is there evidence to demonstrate that there will be an increase in student demand for your programs and/or services? How are students being adversely impacted without this position? Please discuss supporting data from recent semesters. For example, enrollment trends, waitlist pressures, or wait time for appointments and support services, students served, etc. as they apply to this position. (Question #6)	4.7	Clearly articulated the program's ability to close equity gaps. Recommendation to add more campus wide and program data to show equity gaps in the program. Graph was provided to show self-reported interests in the field. Identified the impact on student's ability to acquire skills needed for the field and degree. Identified regional trends.
Critical Need (Critical to the Program) Which program review goal(s) is this request supporting? Please state how the position will help advance the specific goal(s), and how this position would support historically marginalized groups. (Question #5) Describe why this position is essential to your program and/or service area. How has the lack of this position impacted your program and/or service area? What will be the impact to the program and/or service area if this position is not filled? (Question #1)	4.7	Clearly articulated program's goals for the upcoming year and how the addition of a faculty member would lead the work. Identified that this position is to replace 2 retirements and a faculty member withdrawing from the tenure process.

Is this a new position, replacement for a retirement/upcoming retirement or replacement for internal promotion (faculty to administrator), or replacement for other circumstances? Please explain. **(Question #6)**

Support of Strategic Plan
Which strategic priority/priorities is this request supporting? Please state how the position will help advance the specific priority/priorities and the College's mission. **(Question #7)**

4.8

Clearly explained the way the position will support the college mission and priorities.

General Comments:

FACULTY HIRING PRIORITIES COMMITTEE

SPRING 2024

FEEDBACK REPORT

Department:

Counseling

Author:

My-Linh Nguyen

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Criteria	Average	Committee Input
Data Evidence in Support of Need What are the racial and gender demographics of the faculty within your program? What steps will your program take to ensure that the recruitment for this position will encourage/promote faculty diversity? (Question #2) Describe why this position is essential to your program and/or service area. How has the lack of this position impacted your program and/or service area? What will be the impact to the program and/or service area if this position is not filled? (Question #1, 3)	4.2	The faculty demographics are given and there are clear areas of improvement for better representation. The counselor to student ratio needs improving and there is a clear goal to have one counselor for each ACP and Pre-ACP.
Program Student Achievement and Potential Growth How will this position improve student learning and achievement, and close equity gaps in access and outcomes in your program? (Question #3) Has there been or is there evidence to demonstrate that there will be an increase in student demand for your programs and/or services? How are students being adversely impacted without this position? Please discuss supporting data from recent semesters. For example, enrollment trends, waitlist pressures, or wait time for appointments and support services, students served, etc. as they apply to this position. (Question #4)	3.8	The counselor to student ratio makes it difficult for students to see a counselor at peak times. Their goal is to close equity gaps, but it is unclear how specifically this position will do that.
Critical Need (Critical to the Program) Which program review goal(s) is this request supporting? Please state how the position will help advance the specific goal(s), and how this position would support historically marginalized groups. (Question #5) Describe why this position is essential to your program and/or service area. How has the lack of this position impacted your program and/or service area? What will be the impact to the program and/or service area if this position is not filled? (Question #1) Is this a new position, replacement for a retirement/upcoming retirement or replacement for internal promotion (faculty to administrator), or replacement for other circumstances? Please explain. (Question #6)	4.1	This request clearly supports their goals. The data shows how the lack of the position impacts counseling. This is a replacement position for someone who retired in 2022.

Support of Strategic Plan

Which strategic priority/priorities is this request supporting? Please state how the position will help advance the specific priority/priorities and the College's mission. ***(Question #7)***

4.4

The request clearly shows how the lack of this position would impact the college's capacity to achieve its strategic goals.

General Comments:

FACULTY HIRING PRIORITIES COMMITTEE

SPRING 2024

FEEDBACK REPORT

Department:

EOPS

Author:

Liza Kakos

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Criteria	Average	Committee Input
Data Evidence in Support of Need What are the racial and gender demographics of the faculty within your program? What steps will your program take to ensure that the recruitment for this position will encourage/promote faculty diversity? (Question #4) Describe why this position is essential to your program and/or service area. How has the lack of this position impacted your program and/or service area? What will be the impact to the program and/or service area if this position is not filled? (Question #1,3)	4.3	Shows that department will work with EEO and HR to ensure a wide applicant pool. Recommend including where job will be posted. Clearly stated the need for the program and how the program became vacant.
Program Student Achievement and Potential Growth How will this position improve student learning and achievement, and close equity gaps in access and outcomes in your program? (Question #3) Has there been or is there evidence to demonstrate that there will be an increase in student demand for your programs and/or services? How are students being adversely impacted without this position? Please discuss supporting data from recent semesters. For example, enrollment trends, waitlist pressures, or wait time for appointments and support services, students served, etc. as they apply to this position. (Question #4)	3.8	Well written explanation of impact to students. Graph clearly showed that number of students accessing the program is continually increasing. Great use of data to support the need for the position to be filled.
Critical Need (Critical to the Program) Which program review goal(s) is this request supporting? Please state how the position will help advance the specific goal(s), and how this position would support historically marginalized groups. (Question #5) Describe why this position is essential to your program and/or service area. How has the lack of this position impacted your program and/or service area? What will be the impact to the program and/or service area if this position is not filled? (Question #1) Is this a new position, replacement for a retirement/upcoming retirement or replacement for internal promotion (faculty to administrator), or replacement for other circumstances? Please explain. (Question #6)	4.3	Clear explanation that this position is a replacement, and shows that there is a significant need to support our foster youth students. Line graph shows that some demographics have decreased in their success rates while increasing in enrollment. Request clearly outlines the role of the position and its potential impact on students.

Support of Strategic Plan

Which strategic priority/priorities is this request supporting? Please state how the position will help advance the specific priority/priorities and the College's mission. ***(Question #7)***

4.4

Clear explanation. Describes how the position meets all priorities and college mission.

General Comments: Request was well-written and clearly outlined how this position became vacant. The explanation supported a higher ranking.

FACULTY HIRING PRIORITIES COMMITTEE

SPRING 2024

FEEDBACK REPORT

Department: **Ethnic Studies**
 Author: **Teresa Hodges**

[TOC](#)

Criteria	Average	Committee Input
Data Evidence in Support of Need What are the racial and gender demographics of the faculty within your program? What steps will your program take to ensure that the recruitment for this position will encourage/promote faculty diversity? (Question #2) Describe why this position is essential to your program and/or service area. How has the lack of this position impacted your program and/or service area? What will be the impact to the program and/or service area if this position is not filled? (Question #1,3)	3.8	Q4 - The Author was very candid of the current racial and gender demographics of the staff in the department making the request. They adequately communicated the rationale for a FT faculty member that would be versed in studies concerning the Chicana/x/o studies. Q3 - Author presented compelling data to support request in regard to the campus's largest population group and the associated success rates within the ethnic studies courses. Additionally, the Author illuminated IGETC requirement that include ethnic studies for matriculation at the CCC cohort and the expected increase in enrollments associated with this shift.
Program Student Achievement and Potential Growth How will this position improve student learning and achievement, and close equity gaps in access and outcomes in your program? (Question #3) Has there been or is there evidence to demonstrate that there will be an increase in student demand for your programs and/or services? How are students being adversely impacted without this position? Please discuss supporting data from recent semesters. For example, enrollment trends, waitlist pressures, or wait time for appointments and support services, students served, etc. as they apply to this position. (Question #4)	4.3	Q5 - Author conveyed a strategic plan for continued Career Education and development of faculty to stay current with curriculum and areas of development within the discipline of study. Author speaks to the advancement within the department for strategies to assist in retention by offering ZTC or Low TC to aid Q7 - Author communicates the new Title 5 mandates shall increase enrollment within the area of study and strategic planning to staff and prepare for the foreseen increase should be considered.
Critical Need (Critical to the Program) Which program review goal(s) is this request supporting? Please state how the position will help advance the specific goal(s), and how this position would support historically marginalized groups. (Question #5) Describe why this position is essential to your program and/or service area. How has the lack of this position impacted your program and/or service area? What will be the impact to the program and/or service area if this position is not filled? (Question #1)	4.3	Q9 - Author adequately addresses how this request speaks to several strategic goals of the college and the president's vision. Q8 - This is a new position that responds to state and federal mandates requiring CCCC students to include ethnic studies as requirement for matriculation.

Is this a new position, replacement for a retirement/upcoming retirement or replacement for internal promotion (faculty to administrator), or replacement for other circumstances? Please explain. **(Question #6)**

Support of Strategic Plan

Which strategic priority/priorities is this request supporting? Please state how the position will help advance the specific priority/priorities and the College's mission. **(Question #7)**

4.8

The Author clearly conveys how this position will address the current and future need for the department and the strategic goals of diversity, equity and inclusion of faculty with the discipline of study.

General Comments:

FACULTY HIRING PRIORITIES COMMITTEE

SPRING 2024

FEEDBACK REPORT

Department:

Graphic Design

Author:

Tom Bugsavich

[TOC](#)

Criteria	Average	Committee Input
Data Evidence in Support of Need What are the racial and gender demographics of the faculty within your program? What steps will your program take to ensure that the recruitment for this position will encourage/promote faculty diversity? (Question #2) Describe why this position is essential to your program and/or service area. How has the lack of this position impacted your program and/or service area? What will be the impact to the program and/or service area if this position is not filled? (Question #1,3)	4.1	Request should include a discussion of gender and a plan for ensuring equitable recruitment strategies. Currently the department is racially and ethnically diverse. In future, the request should focus on specific challenges resulting from a lack of full-time faculty and include data in support of this.
Program Student Achievement and Potential Growth How will this position improve student learning and achievement, and close equity gaps in access and outcomes in your program? (Question #3) Has there been or is there evidence to demonstrate that there will be an increase in student demand for your programs and/or services? How are students being adversely impacted without this position? Please discuss supporting data from recent semesters. For example, enrollment trends, waitlist pressures, or wait time for appointments and support services, students served, etc. as they apply to this position. (Question #4)	3.6	In future, please discuss the department's equity data and provide more specific examples of the work the department will engage in related to curriculum, OER, etc. that will be done to close these gaps. Utilize data to support your request as it relates to improving student outcomes and closing equity gaps. In future, include a discussion of discipline enrollment data, course offerings, fill rates, waitlists, etc. to demonstrate an increased student demand for GD courses. The labor market data was useful but could be better used to support an argument related to critical need.
Critical Need (Critical to the Program) Which program review goal(s) is this request supporting? Please state how the position will help advance the specific goal(s), and how this position would support historically marginalized groups. (Question #5) Describe why this position is essential to your program and/or service area. How has the lack of this position impacted your program and/or service area? What will be the impact to the program and/or service area if this position is not filled? (Question #1)	3.9	In future, include a discussion of discipline goals and how this position will work to support said goals. The reviewers did not see a discussion of goals in the annual update. The discussion of the college's vision was thorough but did not specifically address how the position will support historically marginalized groups. Please provide data to support the argument related to the position's impact.

Is this a new position, replacement for a retirement/upcoming retirement or replacement for internal promotion (faculty to administrator), or replacement for other circumstances? Please explain. **(Question #6)**

Support of Strategic Plan

Which strategic priority/priorities is this request supporting? Please state how the position will help advance the specific priority/priorities and the College's mission. **(Question #7)**

3.8

In future, include a discussion of how the position will specifically advance one or more of the college's strategic priorities and use data to support these arguments.

General Comments: In future, please discuss specifics related to demand for position (enrollment, efficiency, degrees awarded, etc.), and how it will support the discipline and college-wide goals. Please provide data to support all responses.

FACULTY HIRING PRIORITIES COMMITTEE

SPRING 2024

FEEDBACK REPORT

Department:

History

Author:

Moriah Gonzalez Meeks

[TOC](#)

Criteria	Average	Committee Input
Data Evidence in Support of Need What are the racial and gender demographics of the faculty within your program? What steps will your program take to ensure that the recruitment for this position will encourage/promote faculty diversity? (Question #2) Describe why this position is essential to your program and/or service area. How has the lack of this position impacted your program and/or service area? What will be the impact to the program and/or service area if this position is not filled? (Question #1,3)	3.9	The contributions of this position were clearly described and how the department is impacted by the reassignment of current FT faculty. Steps to ensure diverse recruitment were very clearly addressed.
Program Student Achievement and Potential Growth How will this position improve student learning and achievement, and close equity gaps in access and outcomes in your program? (Question #3) Has there been or is there evidence to demonstrate that there will be an increase in student demand for your programs and/or services? How are students being adversely impacted without this position? Please discuss supporting data from recent semesters. For example, enrollment trends, waitlist pressures, or wait time for appointments and support services, students served, etc. as they apply to this position. (Question #4)	3.8	Information on the great strides the History department has made with regards to existing and new curriculum thoroughly address this section. Clear reference to data points such as load cushion, fill rates and WSCH/FTEF were addressed, however hard to predict/understand how that all changes due to the de-cross-listing with Ethnic Studies.
Critical Need (Critical to the Program) Which program review goal(s) is this request supporting? Please state how the position will help advance the specific goal(s), and how this position would support historically marginalized groups. (Question #5) Describe why this position is essential to your program and/or service area. How has the lack of this position impacted your program and/or service area? What will be the impact to the program and/or service area if this position is not filled? (Question #1)	3.5	Program review goals are clearly stated and how this position will advance those goals. It was hard to understand how the un-cross listing with Ethnic Studies would impact the History department and this position. New position - and written with specific of what they would support.

Is this a new position, replacement for a retirement/upcoming retirement or replacement for internal promotion (faculty to administrator), or replacement for other circumstances? Please explain. **(Question #6)**

Support of Strategic Plan
Which strategic priority/priorities is this request supporting? Please state how the position will help advance the specific priority/priorities and the College's mission. **(Question #7)**

4.6

This section was well written and clearly states direct relation/support to multiple strategic goals. Providing specific concrete statements greatly shows how this position plays a role.

General Comments: Overall this request was well written and provided specific examples tied to each of the questions asked, clearly reflecting how this department supports the college strategic goals (where the average score was highest). Additional context regarding the un-cross listing with Ethnic Studies and the impact of that on the History department would have helped clarify the understanding of the need.

FACULTY HIRING PRIORITIES COMMITTEE

SPRING 2024

FEEDBACK REPORT

Department:

Humanities

Author:

Moriah Gonzalez Meeks

[TOC](#)

Criteria	Average	Committee Input
Data Evidence in Support of Need What are the racial and gender demographics of the faculty within your program? What steps will your program take to ensure that the recruitment for this position will encourage/promote faculty diversity? (Question #2) Describe why this position is essential to your program and/or service area. How has the lack of this position impacted your program and/or service area? What will be the impact to the program and/or service area if this position is not filled? (Question #1,3)	3.9	The load cushion and FTEF are low but the request clearly indicates how the position would help achieve growth. The low retention and success along with the equity gaps are further indication of why this position is important. The request does a great job of showing how they will recruit diverse candidates.
Program Student Achievement and Potential Growth How will this position improve student learning and achievement, and close equity gaps in access and outcomes in your program? (Question #3) Has there been or is there evidence to demonstrate that there will be an increase in student demand for your programs and/or services? How are students being adversely impacted without this position? Please discuss supporting data from recent semesters. For example, enrollment trends, waitlist pressures, or wait time for appointments and support services, students served, etc. as they apply to this position. (Question #4)	3.8	The request clearly indicates that a full-time instructor in this position would be able to update curriculum and how an equity-minded person would help with equity-minded and culturally relevant teaching. The fill rates are above the college's overall rates and the request shows that a position would help grow the program.
Critical Need (Critical to the Program) Which program review goal(s) is this request supporting? Please state how the position will help advance the specific goal(s), and how this position would support historically marginalized groups. (Question #5) Describe why this position is essential to your program and/or service area. How has the lack of this position impacted your program and/or service area? What will be the impact to the program and/or service area if this position is not filled? (Question #1) Is this a new position, replacement for a retirement/upcoming retirement or replacement for internal promotion (faculty to administrator), or replacement for other circumstances? Please explain. (Question #6)	4.3	The request is clearly tied to the program goals and how the lack of this position is negatively impacting the program and would support student success. This is a replacement position for a retirement from 6 years ago.
Support of Strategic Plan		The request makes a strong case for how this

Which strategic priority/priorities is this request supporting? Please state how the position will help advance the specific priority/priorities and the College’s mission. *(Question #7)*

4.3

position will help the college achieve the strategic goals.

General Comments:

FACULTY HIRING PRIORITIES COMMITTEE

SPRING 2024

FEEDBACK REPORT

Department:

Library -Emerging

Author:

Matthew Chase

[TOC](#)

Criteria	Average	Committee Input
Data Evidence in Support of Need What are the racial and gender demographics of the faculty within your program? What steps will your program take to ensure that the recruitment for this position will encourage/promote faculty diversity? (Question #2) Describe why this position is essential to your program and/or service area. How has the lack of this position impacted your program and/or service area? What will be the impact to the program and/or service area if this position is not filled? (Question #1,3)	3.3	In future, please discuss data in support of student interest or need in providing AI/VR technologies and provide more information on the benefits for students, as well as how the lack of this position will impact students. The position sounds interesting but it combines two seemingly different primary functions, managing the print collection and developing emerging technologies resources/spaces. It is also unclear from this request if the print collection is not currently being managed. Request should include a more robust plan for ensuring equitable recruitment strategies. Currently the department is predominately white.
Program Student Achievement and Potential Growth How will this position improve student learning and achievement, and close equity gaps in access and outcomes in your program? (Question #3) Has there been or is there evidence to demonstrate that there will be an increase in student demand for your programs and/or services? How are students being adversely impacted without this position? Please discuss supporting data from recent semesters. For example, enrollment trends, waitlist pressures, or wait time for appointments and support services, students served, etc. as they apply to this position. (Question #4)	3.3	In future, please discuss the department's data (surveys, discipline courses being supported by the library, etc.) and provide more specific examples of the work the department is currently doing to close equity gaps. In future, please discuss the department's data (student and instructor use surveys) that demonstrate an increased demand for library services and faculty in this area and how students are adversely impacted.
Critical Need (Critical to the Program) Which program review goal(s) is this request supporting? Please state how the position will help advance the specific goal(s), and how this position would support historically marginalized groups. (Question #5) Describe why this position is essential to your program and/or service area. How has the lack of this position impacted your program and/or service area? What will be the impact to the program and/or service area if this position is not filled? (Question #1)	3.5	The correlation of the position to the goal of technology innovation and equity is clear; it is not as clear with the hiring and training of library employees. The discussion of this position and their work with distance education, ZTC, and technology efforts on campus should be expanded on and could also be discussed in other sections. It is important to distinguish between the hiring of a position to support emerging technologies or to update collections and the ability of the college to provide technologies and updated collections to students for free.

Is this a new position, replacement for a retirement/upcoming retirement or replacement for internal promotion (faculty to administrator), or replacement for other circumstances? Please explain. **(Question #6)**

Support of Strategic Plan

Which strategic priority/priorities is this request supporting? Please state how the position will help advance the specific priority/priorities and the College's mission. **(Question #7)**

3.6

In future, please discuss the department's data (surveys, discipline courses being supported by the library, etc.) and provide more specific examples of the work the department is currently doing to support the college's strategic priorities and mission.

General Comments: In future, please discuss specifics related to demand for position (surveys, current student use, etc.), and how it will support the discipline and college-wide goals. Please provide data to support all responses.

FACULTY HIRING PRIORITIES COMMITTEE

SPRING 2024

FEEDBACK REPORT

Department:

Library - Electronic

Author:

Matthew Chase

[TOC](#)

Criteria	Average	Committee Input
Data Evidence in Support of Need What are the racial and gender demographics of the faculty within your program? What steps will your program take to ensure that the recruitment for this position will encourage/promote faculty diversity? (Question #2) Describe why this position is essential to your program and/or service area. How has the lack of this position impacted your program and/or service area? What will be the impact to the program and/or service area if this position is not filled? (Question #1,3)	4.2	There is one full-time librarian that identifies as white cisgender male and a Middle Eastern female librarian. The adjunct library faculty consist of a white male librarian, an Asian male librarian, and a white female librarian."
Program Student Achievement and Potential Growth How will this position improve student learning and achievement, and close equity gaps in access and outcomes in your program? (Question #3) Has there been or is there evidence to demonstrate that there will be an increase in student demand for your programs and/or services? How are students being adversely impacted without this position? Please discuss supporting data from recent semesters. For example, enrollment trends, waitlist pressures, or wait time for appointments and support services, students served, etc. as they apply to this position. (Question #4)	3.7	The department recognizes the need to close equity gaps by relevant assessment of technology and services.
Critical Need (Critical to the Program) Which program review goal(s) is this request supporting? Please state how the position will help advance the specific goal(s), and how this position would support historically marginalized groups. (Question #5) Describe why this position is essential to your program and/or service area. How has the lack of this position impacted your program and/or service area? What will be the impact to the program and/or service area if this position is not filled? (Question #1) Is this a new position, replacement for a retirement/upcoming retirement or replacement for internal promotion (faculty to administrator), or replacement for other circumstances? Please explain. (Question #6)	4.0	The author does an excellent job of identifying the two program review goals this request would address. This would be a replacement position. The librarian that did the work retired in 2017. There is an identified need to maintain electronic databases.
Support of Strategic Plan		The request addresses eliminating equity gaps and hiring

Which strategic priority/priorities is this request supporting? Please state how the position will help advance the specific priority/priorities and the College's mission. **(Question #7)**

4.1

diverse faculty.

General Comments:

FACULTY HIRING PRIORITIES COMMITTEE

SPRING 2024

FEEDBACK REPORT

Department:

Math

Author:

Lamia Raffo

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Criteria	Average	Committee Input
Data Evidence in Support of Need What are the racial and gender demographics of the faculty within your program? What steps will your program take to ensure that the recruitment for this position will encourage/promote faculty diversity? (Question #2) Describe why this position is essential to your program and/or service area. How has the lack of this position impacted your program and/or service area? What will be the impact to the program and/or service area if this position is not filled? (Question #1,3)	3.6	Q2 - Current faulty racial demographics does not represent student population. The author presented a plan for recruiting diverse faculty and included a list online platforms where diverse faculty are more represented.
Program Student Achievement and Potential Growth How will this position improve student learning and achievement, and close equity gaps in access and outcomes in your program? (Question #3) Has there been or is there evidence to demonstrate that there will be an increase in student demand for your programs and/or services? How are students being adversely impacted without this position? Please discuss supporting data from recent semesters. For example, enrollment trends, waitlist pressures, or wait time for appointments and support services, students served, etc. as they apply to this position. (Question #4)	3.5	Q3 - The Author discusses the need for diverse faculty to help close equity gaps. The request demonstrated commitment to student success. Department has a load cushion of 6.19. WSCH and fill rates have remained consistent.
Critical Need (Critical to the Program) Which program review goal(s) is this request supporting? Please state how the position will help advance the specific goal(s), and how this position would support historically marginalized groups. (Question #5) Describe why this position is essential to your program and/or service area. How has the lack of this position impacted your program and/or service area? What will be the impact to the program and/or service area if this position is not filled? (Question #1)	3.3	Q1 - The department is operating at a limited capacity due to faculty reassignment. The request mentioned the possibility of a retirement but no official announcement of a retirement.

Is this a new position, replacement for a retirement/upcoming retirement or replacement for internal promotion (faculty to administrator), or replacement for other circumstances? Please explain. **(Question #6)**

Support of Strategic Plan

Which strategic priority/priorities is this request supporting? Please state how the position will help advance the specific priority/priorities and the College's mission. **(Question #7)**

3.9

This author explained how this position will support all of the strategic priorities.

General Comments:

FACULTY HIRING PRIORITIES COMMITTEE

SPRING 2024

FEEDBACK REPORT

Department:

OH

Author:

Aimee Huie

[TOC](#)

Criteria	Average	Committee Input
Data Evidence in Support of Need What are the racial and gender demographics of the faculty within your program? What steps will your program take to ensure that the recruitment for this position will encourage/promote faculty diversity? (Question #2) Describe why this position is essential to your program and/or service area. How has the lack of this position impacted your program and/or service area? What will be the impact to the program and/or service area if this position is not filled? (Question #1,3)	3.4	There is a good argument here about how a full time faculty member would help further planning but not a lot of data to show growth or change.
Program Student Achievement and Potential Growth How will this position improve student learning and achievement, and close equity gaps in access and outcomes in your program? (Question #3) Has there been or is there evidence to demonstrate that there will be an increase in student demand for your programs and/or services? How are students being adversely impacted without this position? Please discuss supporting data from recent semesters. For example, enrollment trends, waitlist pressures, or wait time for appointments and support services, students served, etc. as they apply to this position. (Question #4)	3.1	Access directly to living wage jobs, good work on OER and commitment to students, good work with the Kumeyaay. More details and data here on equity gaps and enrollment would be helpful here and might help to score higher. What percent growth have you had post pandemic? What is your equity plan?
Critical Need (Critical to the Program) Which program review goal(s) is this request supporting? Please state how the position will help advance the specific goal(s), and how this position would support historically marginalized groups. (Question #5) Describe why this position is essential to your program and/or service area. How has the lack of this position impacted your program and/or service area? What will be the impact to the program and/or service area if this position is not filled? (Question #1) Is this a new position, replacement for a retirement/upcoming retirement or replacement for internal promotion (faculty to administrator), or replacement for other circumstances? Please explain. (Question #6)	3.3	This program has all new facilities and is unique in the region, however as there are many programs with no full time faculty, having a full time person already makes the score slightly lower. The staffing challenge was taken into consideration but could be more powerful with numbers like: qualified applicants in the hiring pool, turnover rates of part time staff, classes canceled due to lack of instructor, etc.
Support of Strategic Plan		Amazing work with Kumeyaay program.

Which strategic priority/priorities is this request supporting? Please state how the position will help advance the specific priority/priorities and the College’s mission. **(Question #7)**

3.9

General Comments:

FACULTY HIRING PRIORITIES COMMITTEE

SPRING 2024

FEEDBACK REPORT

Department:

Physics/Astronomy

Author:

Miriam Simpson

[TOC](#)

Criteria	Average	Committee Input
Data Evidence in Support of Need What are the racial and gender demographics of the faculty within your program? What steps will your program take to ensure that the recruitment for this position will encourage/promote faculty diversity? (Question #2) Describe why this position is essential to your program and/or service area. How has the lack of this position impacted your program and/or service area? What will be the impact to the program and/or service area if this position is not filled? (Question #1,3)	4.0	The racial demographics of the faculty do not reflect the student population. The recruitment plan for a diverse candidate pool is clear. The load cushion is over 2 in 2022-2023 and there has been additional growth since that time. The program has doubled in enrollment and has fill rates that exceed the college's overall rates.
Program Student Achievement and Potential Growth How will this position improve student learning and achievement, and close equity gaps in access and outcomes in your program? (Question #3) Has there been or is there evidence to demonstrate that there will be an increase in student demand for your programs and/or services? How are students being adversely impacted without this position? Please discuss supporting data from recent semesters. For example, enrollment trends, waitlist pressures, or wait time for appointments and support services, students served, etc. as they apply to this position. (Question #4)	4.3	The request shows a significant growth already with additional potential growth. The program is clearly committed to addressing equity gaps through equity-minded and culturally relevant curriculum. There is an increase in waitlist numbers for all classes, especially the GE class PHYC 110.
Critical Need (Critical to the Program) Which program review goal(s) is this request supporting? Please state how the position will help advance the specific goal(s), and how this position would support historically marginalized groups. (Question #5) Describe why this position is essential to your program and/or service area. How has the lack of this position impacted your program and/or service area? What will be the impact to the program and/or service area if this position is not filled? (Question #1) Is this a new position, replacement for a retirement/upcoming retirement or replacement for internal promotion (faculty to administrator), or replacement for other circumstances? Please explain. (Question #6)	3.7	This is a new position. The request shows how the lack of the position would impact the ability to support student success. The request clearly supports the program goals.

Support of Strategic Plan

Which strategic priority/priorities is this request supporting? Please state how the position will help advance the specific priority/priorities and the College's mission. ***(Question #7)***

4.4

The request does a good job of showing how this position would impact the college's capacity to achieve its strategic goals.

General Comments:

FACULTY HIRING PRIORITIES COMMITTEE

SPRING 2024

FEEDBACK REPORT

Department:

Real Estate

Author:

Joan Rettinger

[TOC](#)

Criteria	Average	Committee Input
Data Evidence in Support of Need What are the racial and gender demographics of the faculty within your program? What steps will your program take to ensure that the recruitment for this position will encourage/promote faculty diversity? (Question #2) Describe why this position is essential to your program and/or service area. How has the lack of this position impacted your program and/or service area? What will be the impact to the program and/or service area if this position is not filled? (Question #1,3)	3.3	The author has a clear understanding of the faculty demographics for the programs and acknowledges that they could do better at recruiting black, middle eastern, "Hispanic," or female faculty.
Program Student Achievement and Potential Growth How will this position improve student learning and achievement, and close equity gaps in access and outcomes in your program? (Question #3) Has there been or is there evidence to demonstrate that there will be an increase in student demand for your programs and/or services? How are students being adversely impacted without this position? Please discuss supporting data from recent semesters. For example, enrollment trends, waitlist pressures, or wait time for appointments and support services, students served, etc. as they apply to this position. (Question #4)	3.8	The author does an excellent job in recognizing that a more diverse faculty in RE would allow the students to see themselves reflected in the department and could lead to greater success. A full-time faculty member could help develop much needed courses such as a computer applications course, and work on ZTC options for students. The author does an excellent job in recognizing that a more diverse faculty in RE would allow the students to see themselves reflected in the department and could lead to greater success. A full-time faculty member could help develop much needed courses such as a computer applications course, and work on ZTC options for students.
Critical Need (Critical to the Program) Which program review goal(s) is this request supporting? Please state how the position will help advance the specific goal(s), and how this position would support historically marginalized groups. (Question #5) Describe why this position is essential to your program and/or service area. How has the lack of this position impacted your program and/or service area? What will be the impact to the program and/or service area if this position is not filled? (Question #1)	2.8	The position request supports all 4 goals of the RE program. The author acknowledges having a full-time faculty member would assist with goal attainment and provide needed resources for curriculum development. The program will continue to rely on part-time faculty members. This is an new position.

Is this a new position, replacement for a retirement/upcoming retirement or replacement for internal promotion (faculty to administrator), or replacement for other circumstances? Please explain. **(Question #6)**

Support of Strategic Plan
Which strategic priority/priorities is this request supporting? Please state how the position will help advance the specific priority/priorities and the College's mission. **(Question #7)**

3.1

The author did an excellent job in identifying the following priorities: Increases equitable access and enrollment.

General Comments:

FACULTY HIRING PRIORITIES COMMITTEE

SPRING 2024

FEEDBACK REPORT

Department:

Surveying

Author:

Keenan Murray

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Criteria	Average	Committee Input
Data Evidence in Support of Need What are the racial and gender demographics of the faculty within your program? What steps will your program take to ensure that the recruitment for this position will encourage/promote faculty diversity? (Question #2) Describe why this position is essential to your program and/or service area. How has the lack of this position impacted your program and/or service area? What will be the impact to the program and/or service area if this position is not filled? (Question #1,3)	3.2	The author did a great job identifying the existing equity gaps in Surveying as well as steps they would take to recruit a diverse faculty pool. The author also adequately explained how it difficult to find surveying professionals to staff the classes. There is no full-time faculty member for the discipline.
Program Student Achievement and Potential Growth How will this position improve student learning and achievement, and close equity gaps in access and outcomes in your program? (Question #3) Has there been or is there evidence to demonstrate that there will be an increase in student demand for your programs and/or services? How are students being adversely impacted without this position? Please discuss supporting data from recent semesters. For example, enrollment trends, waitlist pressures, or wait time for appointments and support services, students served, etc. as they apply to this position. (Question #4)	3.1	Most part-time faculty are surveying professionals with limited professional development focused on DEI. A contract faculty member in the department would allow for ongoing PD making the curriculum more equitable and inclusive. The author demonstrated that there has been an increase in enrollment.
Critical Need (Critical to the Program) Which program review goal(s) is this request supporting? Please state how the position will help advance the specific goal(s), and how this position would support historically marginalized groups. (Question #5) Describe why this position is essential to your program and/or service area. How has the lack of this position impacted your program and/or service area? What will be the impact to the program and/or service area if this position is not filled? (Question #1)	3.7	The author identified three (3) program review goals this would address. This is a new position.

Is this a new position, replacement for a retirement/upcoming retirement or replacement for internal promotion (faculty to administrator), or replacement for other circumstances? Please explain. **(Question #6)**

Support of Strategic Plan

Which strategic priority/priorities is this request supporting? Please state how the position will help advance the specific priority/priorities and the College's mission. **(Question #7)**

3.5

The author did a great job explaining how this would meet all the strategic priorities. In the future, it is suggested that the author concentrate on 1 or 2 goals and elaborate on the answer.

General Comments:

FACULTY HIRING PRIORITIES COMMITTEE

SPRING 2024

FEEDBACK REPORT

Department:

World Language

Author:

Jane Gazale

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Criteria	Average	Committee Input
Data Evidence in Support of Need What are the racial and gender demographics of the faculty within your program? What steps will your program take to ensure that the recruitment for this position will encourage/promote faculty diversity? (Question #2) Describe why this position is essential to your program and/or service area. How has the lack of this position impacted your program and/or service area? What will be the impact to the program and/or service area if this position is not filled? (Question #1,3)	3.7	The department's efforts at providing a ZTC degree pathway, POCR-certified courses, and culturally responsive teaching are laudable. In future, please discuss how the lack of another full-time faculty member is adversely impacting your program. The majority of the full-time instructors in the department are EEO trained. The request should include a more robust plan for ensuring equitable recruitment strategies. In future, please discuss the racial and gender demographics of the department.
Program Student Achievement and Potential Growth How will this position improve student learning and achievement, and close equity gaps in access and outcomes in your program? (Question #3) Has there been or is there evidence to demonstrate that there will be an increase in student demand for your programs and/or services? How are students being adversely impacted without this position? Please discuss supporting data from recent semesters. For example, enrollment trends, waitlist pressures, or wait time for appointments and support services, students served, etc. as they apply to this position. (Question #4)	3.9	Another full-time faculty member will help to continue the work currently in progress related to ZTC and OER and collaborating with tutoring to support students. In future, please discuss how enrollment pressures and waitlists are adversely impacting students. It would also be helpful to present the data in a more thorough and direct way to better support your request.
Critical Need (Critical to the Program) Which program review goal(s) is this request supporting? Please state how the position will help advance the specific goal(s), and how this position would support historically marginalized groups. (Question #5) Describe why this position is essential to your program and/or service area. How has the lack of this position impacted your program and/or service area? What will be the impact to the program and/or service area if this position is not filled? (Question #1) Is this a new position, replacement for a retirement/upcoming retirement or replacement for internal promotion (faculty to administrator), or replacement for other circumstances? Please explain. (Question #6)	3.5	Another full-time faculty member will help to continue the work currently in progress related to ZTC and OER and help the department achieve one of their goals. The request states that this is a new position but also references the retirement of Patricia Santana. In future, please clarify if this is a replacement of a prior Spanish language instructor or an entirely new position.

Support of Strategic Plan		
Which strategic priority/priorities is this request supporting? Please state how the position will help advance the specific priority/priorities and the College's mission. (Question #7)	3.8	In future, please discuss the department's data and how it connects to the work the department is currently doing to support the college's strategic priorities and mission. Related to equitable hiring, the request assumes that the new faculty member will be from a particular ethnic background but this cannot be known or assured prior to them being hired. Perhaps this could be restated to focus on how a Spanish-speaking instructor could help provide additional support and resources to Cuyamaca's substantial Latinx student population.

General Comments: In future, please discuss specifics related to demand for position (enrollment, efficiency, degrees awarded, etc.), and how it will support the program's goals beyond OER/ZTC as well as the college's goals. Please provide data to support all responses.
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