

FACULTY HIRING PRIORITIES COMMITTEE (FHPC)

Fall 2026-Spring 2027

Faculty Hiring Priorities Ranked List with Rationale

List Status: Approved, (May 2026)

Rank	Request (Linked)	Rationale	Status (as of May 2026)
1	<u>Biology- Physiology</u> - <u>Dept. Program Review</u>	Recent unexpected loss that significantly hinders the functions of the department. The impacted physiology courses are essential and extremely difficult to staff due to their specialized content and labs. There are also health and safety requirements.	Ranked by Committee
2	<u>English -Umoja</u> - <u>Dept. Program Review</u>	There are currently no full-time faculty assigned to Umoja and the part time faculty who have taken it on, while outstanding, may not be able to teach consistently in the near term. Teaching Umoja also requires training and specialized skill set and background, further enhancing the need for a full-time instructor. In addition, supporting the Umoja program is an essential component of addressing campus Strategic Goals and Equity plan.	Ranked by Committee
3	<u>Counseling 1</u> - <u>Dept. Program Review</u>	The department is seeing an increasing demand as AB928 requires all students who are transferring to be on an ADT pathway and new Financial Aid requirements for education plans will bring many students into counseling moving forward. The current counselor/student ratio is inadequate. The recommended ratio cited in the Academic Senate adopted paper Consultation Council Task Force on Counseling (2003) is 1:370.	Ranked by Committee
4	<u>Physics / Astronomy</u> - <u>Dept. Program Review</u>	The Physics Department has grown tremendously over the past 5 years with no increase in full-time faculty. While that growth has somewhat stabilized, that is mostly due to not enough instructors or lab space. This discipline desperately needs a fourth full-time instructor to help with the continued growth and viability of curriculum.	Ranked by Committee
5	<u>Surveying</u> - <u>Dept. Program Review</u>	No full-time faculty. Difficult to staff courses consistently. Enrollment has been increasing, but course cancellations have impacted consistency for students. Identified equity gaps need attention. Industry provides jobs with living wages.	Ranked by Committee
6	<u>Communication</u> - <u>Dept. Program Review</u>	This is a replacement for a recent retirement. There is currently only one full-time faculty, who is looking to retire in the next year or two. The courses have high fill rates and there will continue to be growth in this program with Cal-GETC changes. There is a clear need for stability and diversification in this program as well.	Ranked by Committee

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7	<u>Librarian, Electronic Resources</u> - <u>Dept. Program Review</u>	<p>The paradigm shift to Zero Textbook Costs (ZTC) and the changing modalities of learning, directly correlate to the need of the library's ability to create, duplicate, catalog and disperse course material that is collated into user friendly data sets that can be accessed across various devices. Currently, the library does not have a dedicated individual to assist faculty in this task. Additionally, as demand increases, ability to accommodate the growth to create, catalog, maintain, evaluate and make needed changes to support the college's expanding needs can potentially fall further behind.</p>	Ranked by Committee
8	<u>Math</u> - <u>Dept. Program Review</u>	<p>Recent retirements and job changes have decreased the number of full-time faculty. There has been one retirement not replaced, and one faculty member moved to a new role. Math is an efficient program with high fill rates (between 70-80%). Math sees a large number of students. An additional faculty member will support the department's efforts to work closely with colleagues to support student success through the creation of Canvas resources that are used across departments.</p>	Ranked by Committee
9	<u>Child Development</u> - <u>Dept. Program Review</u>	<p>Growing labor market. Need someone to lead the efforts in online teaching, to update curriculum to emphasize authentic assessments, and to add to OER within the program. There is also a need for an additional faculty member to observe student work in the CDC one-on-one, and to be able to attend the Local Planning Council in order to better understand industry needs, challenges, and opportunities.</p>	Ranked by Committee
10	<u>Art History</u> - <u>Dept. Program Review</u>	<p>FTEF clearly demonstrates the capacity to sustain another full-time faculty member and there are current equity gaps within the Art History area of specialization. Art History courses are crucial in transfer pathways. This position is needed to meet instructional minimum qualifications and provide expertise in the evolving ARTH field.</p>	Ranked by Committee
11	<u>HUM-Religious Studies</u> - <u>Dept. Program Review</u>	<p>No full-time faculty. This department has no full-time faculty in Humanities or Religious Studies. Retirement happened 8 years ago. It is hard to increase retention and revise curriculum without a full-time faculty. The average combined load cushion is over 1.0; with high efficiency and fill rates.</p>	Ranked by Committee
12	<u>Counseling 2</u> - <u>Dept. Program Review</u>	<p>This position will help support guided pathways work and the newly revised ADTs in addition to working in concert with CALGETC demands. The recommended ratio of counselor to student is 1:370, as cited in the Academic Senate adopted paper Consultation Council Task Force on Counseling (2003).</p>	Ranked by Committee
13	<u>Economics</u> - <i>No Dept. Program Review Submitted</i>	<p>No full-time faculty. There is currently no full-time faculty in the department with ever high enrollment growth, and high transfer rates. Enrollments for the last four years have grown from 211 to a high of 378 and yet there is no full-time faculty to support these students. In addition, more diverse faculty are needed as currently the faculty demographics do not match our student population.</p>	Ranked by Committee

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14	Real Estate - Dept. Program Review	No full-time faculty. Regional employment is on an upward trend and has been steadily increasing. There is significant student interest, high enrollment and growth, and classes regularly have a very high fill rate. The program needs leadership with a dedicated focus to implement changes necessary to align with California DRE and keep curriculum current.	Ranked by Committee
15	History - Dept. Program Review	The department currently has two full-time faculty members, though one is on a reduced load due to reassignment time. Many of the courses in this area are essential for supporting transfer requirements to both CSU and UC. In its continued efforts to eliminate equity gaps, the department requires additional full-time faculty.	Ranked by Committee
16	Business Office Technology - Dept. Program Review	The Business Office Technology (BOT) full-time faculty position is essential because the program serves a high-demand regional workforce sector with only one full-time faculty member, despite strong and stable enrollment. This gap limits BOT's ability to update curriculum, maintain program quality, and meet workforce and accreditation expectations.	Ranked by Committee
17	Graphic Design - Dept. Program Review	No full-time faculty. A full-time Graphic Design faculty position is essential to sustaining this high-demand, multi-disciplinary program. The program encompasses graphic design, web graphics, digital media, and photography--all are areas that evolve rapidly and require continuous curricular updates, intensive project-based instruction, and strong Regular and Substantive Interaction (RSI). A new faculty member will address growing enrollment, prevent course bottlenecks, and ensure timely completion for students in both degree and certificate pathways.	Ranked by Committee
18	American Sign Language - Dept. Program Review	No full-time faculty. There is a need for an interpreter certificate program at Cuyamaca and within the region. The potential for growth is significant. Interpreting services provide students with opportunities for high-demand and high-paying career opportunities. Without a full-time faculty member, needed innovations and updates to the program are not accomplished, and the program continues to languish.	Ranked by Committee
19	Ornamental Horticulture - Dept. Program Review	Enrollment in the Ornamental Horticulture program has returned to pre-pandemic levels, highlighting the need for sustained instructional support. The department currently has one full-time faculty member. A second full-time faculty member can enhance student support in the classroom and community spaces. This additional position would help address curriculum development and expand the development of Open Educational Resources (OER). In addition, OH operates a student-led retail nursery where students cultivate and sell plants and manage nine acres of field space.	Ranked by Committee

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20	CADD - <i>No Dept. Program Review Submitted</i>	The Committee acknowledges that there is program need with inter-departmental and College-wide impacts. Despite a very sparse request and an absence of Program Review details to assist the committee in ranking the need for this position among the many other needs of the college, this position is ranked in an effort to document that there are recognized needs within the program.	Ranked by Committee

Past Lists

- [Fall 2025-Spring 2026 Faculty Hiring Priorities Ranked List with Rationale](#)

Governance Review

Participatory Governance Approvals	Date
Approved by FHPC:	3/19/2026
Approved by ROC:	04/15/2026
Approved by Academic Senate:	04/23/2026
Approved by CCC:	05/12/2026