



FACULTY HIRING PRIORITIES COMMITTEE
Fall 2021-Spring 2022 Faculty Ranked List

Faculty Request Ranking	Program/Dept and Faculty Position	Total Score Aggregate	Rationale
1	Art	230	Replacement Position. No full-time faculty. Program is high efficiency. ART100 is a GE that a lot of students need to take. There are several degrees offered. Load cushion supports multiple faculty. Partnering with Graphic Design. Having a full-time person to focus on equity gaps and come up with solutions. Ranked highest by the Dean.
2	Athletics-1	210	Replacement Position. Federal mandates - Title IX. High ranking from Dean. Enough load cushion to support additional faculty. Only 2 of our 11 teams have full-time coaches. Multiple women's teams have been discontinued/paused due to not having coaches. Those teams need to be reinstated to provide adequate opportunities for a female student population. Ranked highest by the Dean.
3	General Counseling-2	208	Replacement Position. Ratio 1:1400 students. Board policy BP5110 states that all first-time students enrolled in more than 6 units in an academic term must meet with a counselor. This position supports the college strategic goals (Guided Pathways, equity, retention, student engagement, and education plans). Ranked highest by the Dean.
4	Counseling: Athletics	192	Replacement Position. Rules and Regulations specific to athletics that require specialized counseling services. No full-time counselor in place and only Athletic department in the region that doesn't have a dedicated counselor. Counselor would assist student athletes in maintaining eligibility requirements. Ranked lowest by the Dean.
5	Library-2	190	Replacement Position. Once had 4 librarians, now no full-time support. To support the OER initiatives and online support education. Critical and on life support. Ranked highest by the Dean.
6	World Languages: Arabic	188	New Faculty Position. High enrollment each semester, they reach 98% fill rate. Full-time instructor is innovative and popularity within our region shows visionary for the program. Expanding the program to include new courses to create a program for students to transfer for a BA. Ranked 3 rd by Dean.

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7	Chemistry	162	Replacement position. The preparatory class 120 is without a coordinator. Fill rates have averaged 86% for past 5 years. Load cushion can support another full-time faculty. Ranked highest by the Dean.
8	Business	161	Replacement position. The department has 5 degrees and focuses on transfer and career opportunities for students. The load cushion is 2.6. The department awards a high number of degrees/certificates on a consistent basis. Enrollments have increased over the last 5 years. Fill rates average 80%. Ranked highest by the Dean.
9	History, Humanities & Philosophy: Humanities & Religious Studies	160	Replacement position. No full-time faculty. Load cushion for Humanities & Religious Studies is 1.4. Dean ranked as lower priority. This position would teach the only humanities class that has been approved to meet the diversity requirement. Ranked lowest by the Dean.
10	Engineering & Physical Sciences: Earth Sciences	158	Replacement position. No full-time faculty. Important part of the GE classes and fulfills the science requirement. This position would teach the only science class that can potentially meet the local diversity requirement (GEOG106) {submittal in process}. Trying to put together GIS courses/certification through CE and getting students into the workforce. Load cushion is 1.3. Ranked 2 nd by the Dean.
11	History, Humanities & Philosophy: History	154	New Faculty position. This position will support the new Ethnic Studies degree program. Currently has 2 FT faculty (0.92 total RT); load cushion is 3.60 (enough to support multiple FT faculty); the median FTEF was 4.50. Program has high efficiency of WSCH/FTEF. FTES, section offerings, and productivity have declined slightly over the years. Ranked 2 nd by the Dean.
12	Accounting	152	New Faculty position. This position will support Career Education (CE) Pathways. Load cushion is 1.4. Program has high efficiency of WSCH/FTEF. Good fill rates. Ranked 2 nd by the Dean.
13	Math	150	New Faculty Position. The department currently has 9 FT faculty members. The load cushion is high and the committee recognizes and appreciates the department's productivity. However, there are urgent needs in other areas of the college. Ranked 3 rd by the Dean.

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14	OH	140	Replacement position. Currently has 1 FT faculty member (0.36 total RT); load cushion is 2.90 (enough to support additional FT faculty). FTES and section offerings have been decreasing and productivity measures are below institution-set standards. The program's many responsibilities; coordination with community organizations; nursery, Spring garden show; community outreach; marketing; and maintenance of program enrollment are not sustainable with one full-time faculty member. Ranked as a priority (2 on a scale of 5) by the Dean.

15	General Counseling-3	142	Replacement position. Ratio 1:1400 students. Board policy BP5110 states that all first-time students enrolled in more than 6 units in an academic term must meet with a counselor. This position supports the college strategic goals (Guided Pathways, equity, retention, student engagement, and education plans). There was a broad demonstrated need across the campus so this position was ranked lower as there were two similar positions requested by this department. Ranked 2 nd by the Dean.
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16	Athletics-2	138	Replacement position. Enough load cushion to support additional faculty. Only 2 of our 11 teams have full-time coaches. Multiple women's teams have been discontinued/paused due to not having coaches. Those teams need to be reinstated to provide adequate opportunities for a female student population. Ranked 2 nd by the Dean.
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17	Automotive	96	Replacement position. Currently has three FT faculty (0.78 total RT); fill rates and WSCH/FTEF are below institution-set standards. The request was incomplete; the Committee needed additional information to effectively evaluate the request. Ranked lower than others in division by the Dean.
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Paralegal	NR	In Recruitment
Library-1	NR	In Recruitment
Career Center	NR	
CWS	NR	