

**Cuyamaca College Spring 2020 Faculty Hiring Priorities
Recommended by the Faculty Hiring Priorities Committee May 4, 2020**

Request Ranking	Program/Department and Faculty Position	Rationale
1	Health Education	Program has high efficiency/productivity and currently has one full-time faculty member. Enrollment has been consistently increasing, demand is high, and the department has been piloting innovative approaches aligned with the College's strategic priorities.
2	Art 1	Art has no full-time faculty members, and the department is ranked most highly within the division. The program has both a strong general education component and a specialized major. A full-time position will be critical to carry forward the Studio Art program.
3	Gen. Counseling 1	This position was ranked most highly within the Counseling Division and will be important in supporting Academic and Career Pathways and Student Success Teams. The department has a high student-to-counselor ratio, and this position would lower the ratio.
4	Librarian 1	The Library is currently down to one full-time librarian, and another librarian is needed to implement the new library services platform. The Library is currently understaffed based on statewide library guidelines.
5	World Languages: Arabic	The Arabic program has shown strong program growth and has demonstrated exceptionally high rates of student success. The program also has a substantial load cushion and could support another full-time faculty member. However, a full-time faculty member was hired three years ago.
6	Paralegal	The Paralegal program requires at least one full-time faculty member in order to be American Bar Association approved/accredited. This position was also ranked most highly within the division.
7	Gen. Counseling: Athletics	This position would serve the largest learning community on campus (athletes). Student athletes must maintain grades and enroll in specific numbers of units/types of classes in order to remain eligible to compete and to address requirements for transfer institutions. This position could also possibly expand the bandwidth for general counseling if needed. Many colleges have a designated counselor for student athletes, and this position would help address this need.
8	Athletics: W Head Coach 1	Students who have access to a full-time faculty member/coach demonstrate greater success and this one position would bring the College into Title IX compliance.
9	Business	Showing increased demand with large number of degrees awarded. 54% of FTEF account for by FT. Another full time position could help increase internship program and close equity gaps. There are other, more critical needs at this time.
10	History	The department is doing good work to close equity gaps, and has maintained high efficiency. Currently 2 full-time faculty. Enrollments declining. The committee would like to see more evidence of the potential for growth.
11	Earth Science (Engineering & Physical Sciences)	Program has no full time faculty, but it is a small program with no degrees. Mainly supports GE. However, program plans to add a degree and collaborate with other departments to help boost enrollments. Could hire Earth Science with Faculty Service Area in another discipline.
12	Humanities/ Religious Studies	No Full time faculty member, although has remained relatively steady despite losing full time faculty member. Although all programs benefit from a full time faculty member, this position not as critical as others within its division.

13	Automotive	This program is very dynamic and working on serving students through multiple modalities; however, the program had a new hire in 2020.
14	Math	This department has done amazing work with developmental education reform and has demonstrated great success; however, the program currently has 3 tenure track faculty (recent hires).
15	English	The program has demonstrated excellent success and retention rates paired with acceleration. The program currently has 2 tenure track faculty (recent hires) and this request is a lower priority within division at this time.
16	Kinesiology	Program has demonstrated declining enrollments and decreasing efficiency. 1 full-time faculty is stepping down from coaching and will be teaching in ES full time. Given the connection between this program and Athletics, it should be noted that the other Womens Athletic Coach was ranked more highly.
17	Gen. Counseling 2	The position was ranked as a lower priority in relation to other requests within division. The program has high student to counselor ratios; however, the primary request was ranked higher on this list.
18	Ornamental Hort	Enrollment in this program is declining. More evidence is necessary, such as growth within the industry, to demonstrate need for additional full-time position.
19	Art 2	The primary request within this department was ranked highly on this list. More information/evidence of growth is necessary to demonstrate the need for 2nd position.
20	Athletics: W Head Coach 2	The program's other 2 requests were ranked higher on this list. This second request was originally presented to bring the College into compliance for Title IX. However, given a recent shift of one coach to ES, only one coaching position is needed.

As of April 30, 2020, the committee understands that the 2019 top 4 ranked faculty positions (Career Counselor, Librarian, Center for Water Studies, Health Education) are frozen and have not yet been hired. Once those positions are filled, the committee will remove the Health Education and Librarian 1 requested positions from this 2020 list.

Presented to the Academic Senate (First Read May 14, 2020; Second Read May 28, 2020)

Presented to the Resource and Operations Council (May 6, 2020)

Presented to College Council (TBD)