



2022-23

Council/Committee Goal-Setting Form

Council/Committee:	Facility Hiring Priorities Committee (FHPC)	Date Goals Were Adopted by Council/Committee:	9/1/22 & 10/6/22
Co-Chairs:	Alicia Muñoz, Interim Vice President of Instruction Manuel Mancillas-Gomez, Academic Senate President		
<p>College Vision: <i>Equity, Excellence, and Social Justice Through Education</i> College Mission: <i>Cuyamaca College advances equity and social justice through student-centered and innovative approaches to education. We strive to create unique and meaningful learning experiences that build upon the strengths and socio-cultural experiences of our diverse student population and the communities we serve by providing programs that lead to certificates, degrees, transfer, career opportunities, and ultimately social and economic mobility.</i></p>			
<p>Council/Committee Goals for 2022-23</p>	<p>How will this goal specifically address one or more of the 2022-2028 College goals and strategies? Goals</p> <ol style="list-style-type: none"> 1. Increase Equitable Access 2. Eliminate Equity Gaps in Course Success 3. Increase Persistence and Eliminate Equity Gaps 4. Increase Completion and Eliminate Equity Gaps 5. Increase Hiring and Retention of Diverse Employees 	<p>PROGRESS (to be completed at the end of the year):</p>	

Council/Committee Goals for 2022-23	How will this goal specifically address one or more of the 2022-2028 College goals and strategies?	PROGRESS (to be completed at the end of the year):
<p>GOAL 1: Increase hiring and retention of diverse employees</p> <p>ACTION STEPS: What specific steps does the group need to take this year in order to successfully achieve this goal?</p> <p>Through committee process/procedures will continue to embed equity, anti-racism, and social justice practices.</p> <p>EVALUATION: How will this goal be evaluated? (1) results from Integrated Planning Survey (2) continuous improvement to existing processes through updated ranking, rubric, and request form</p>	<p>Through the program review submittal process that is tied to faculty requests the request form Question Nos. 2, 3 and 5 using Rubric Criteria # 1, 2 and 4 addresses strategic priorities, equity gaps, and faculty diversity. The action steps to address equity gaps, diversifying and retaining faculty, and program/service area alignment with mission and vision based on data provided.</p>	<p>Status:</p> <ul style="list-style-type: none"> ● Completed ● In progress ● Deleted ● Ongoing <p>What progress did the committee/council make toward this goal over this academic year?</p>
<p>GOAL 2: Eliminate Equity Gaps related to persistence, completion and success.</p> <p>ACTION STEPS: What specific steps does the group need to take this year in order to successfully achieve this goal?</p> <ol style="list-style-type: none"> (1) Training of authors (2) When committee evaluates the ranking of requests will engage meaningful dialogue for evidence-based planning to improve student success and equity critical to actualizing strategic priorities <p>EVALUATION: How will this goal be evaluated? (1) Through the review of current data to inform ranking decision</p>	<p>Through the program review submittal process that is tied to faculty requests the request form Question No. 3, using Rubric Criteria # 2 addresses equity gaps.</p>	<p>Status:</p> <ul style="list-style-type: none"> ● Completed ● In progress* ● Deleted ● Ongoing <p>What progress did the committee/council make toward this goal over this academic year?</p>

Council/Committee Goals for 2022-23	How will this goal specifically address one or more of the 2022-2028 College goals and strategies?	PROGRESS (to be completed at the end of the year):
GOALS CARRIED OVER FROM 21-22		
<p>GOAL 1:</p> <p>The faculty hiring prioritization process will align with the mission, vision and values of the college.</p> <p>ACTION STEPS:</p> <p>embed equity, anti-racism, and social justice practices throughout committee processes/procedures</p> <p>EVALUATION: How will this goal be evaluated?</p> <p>(1) results from Integrated Planning Survey (2) continuous improvement to existing processes through updated ranking, rubric, and request form (3) update guiding principles</p>	<p>Through the program review submittal process that is tied to faculty requests the request form Question No. 2 using Rubric Criteria # 2 addresses equity gaps, action steps to address equity gaps, diversifying faculty, and program/service area alignment with mission and vision based on data provided.</p> <p>Training committee and authors to engage in meaningful dialogue for evidence-based planning to improve student success and equity is critical to helping us actualize our mission.</p>	<p>Status:</p> <ul style="list-style-type: none"> • Completed • In progress/On going • Deleted • Ongoing <p>What progress did the committee/council make toward this goal over this academic year?</p> <p><u>In Progress/On-going</u> As the mission, vision and values was updated in Spring 2022, the Committee will align these new goals into the Committee and site process. The Rubric and Form was updated to align with revised mission, vision and values.</p>

Council/Committee Goals for 2022-23	How will this goal specifically address one or more of the 2022-2028 College goals and strategies?	PROGRESS (to be completed at the end of the year):
GOALS CARRIED OVER FROM 21-22		
<p>GOAL 2:</p> <p>The faculty hiring prioritization process will be responsive to the college's needs.</p> <p>ACTION STEPS:</p> <ol style="list-style-type: none"> (1) establish a work group to develop an off-cycle request process (2) develop an annual production timeline through internal/external communication (3) establish a work group to develop training and resources <ul style="list-style-type: none"> - author guideline document - training dates <p>EVALUATION: How will this goal be evaluated?</p> <ol style="list-style-type: none"> (1) results from Integrated Planning Survey (2) off-cycle request form posted (3) production timeline posted (4) training, guideline and training dates/resources disseminated and posted 	<p>Improving communication within and outside of the Committee is essential to improving planning and evaluation quality.</p>	<p>Status:</p> <ul style="list-style-type: none"> • Completed • In progress/On going • Deleted <p>What progress did the committee/council make toward this goal over this academic year?</p> <p><u>Completed:</u></p> <ol style="list-style-type: none"> (1) Off-Cycle Request Form <p><u>In Progress/On-going:</u></p> <ol style="list-style-type: none"> (2) Internal/External production timeline established and updated annually (3) Training and Resources uploaded to program review site to include video training for authors, training dates and a guideline for authors.