

## Spring 2023 Faculty Ranked List

**FINAL**

Department	Faculty Request	Rationale	
1	Counseling	<a href="#">Puente</a>	Being an HSI institution without Puente is a problem. Latinx students are our largest student group. With Pathway Academy, Title 5, and Title III grants ending we need to support this student group from an institutional standpoint.
2	Earth Science	<a href="#">Native &amp; Environmental</a>	The request presented strong career and enrollment data. No full-time faculty since 2018. The department plans to modify curriculum to reflect the college's diverse population.
3	Business & Professional Studies	<a href="#">Economics</a>	Lack of subject-matter expert potentially hampers student success and content understanding when transferring to UC and CSU institutions. Program lacks diversity which can directly affect student success and retention. Addition of faculty request seeks to eliminate diversity imbalance. WSCH/FTEF and fill rates exceed college averages.
4	History, Humanities & Religious Studies	<a href="#">History</a>	Significant load cushion and can support 2 additional faculty. Culturally relevant courses are needed to improve student's outcomes and close equity gaps. High efficiency well above college average. Addition of faculty request seeks to eliminate diversity imbalance.
5	CIS	<a href="#">CIS</a>	Significant need to replace three retirements. Enrollment has declined since losing three full-time faculty. Position is necessary to begin rebuilding the department. State of enrollment is more reflective of lacking necessary FT leadership as opposed to student demand.
6	Biology	<a href="#">General Biology</a>	All sections of BIO 130 and 131 were taught by adjunct faculty. Need was demonstrated for a full-time instructor to manage and update curriculum. Lack of FT position impacts multiple departments that rely on up-to-date BIO curriculum capable of effectively serving a diverse population.
7	History, Humanities & Religious Studies	<a href="#">Humanities - Religious Studies</a>	Full-time position will cover two disciplines. Load Cushion for both Humanities and Religious Studies was .80 but the average for the past three years was 1.0. No full-time faculty for Humanities and Religious Studies since 2017. FT faculty will help develop programs and improve student outcomes.
8	CIS	<a href="#">Cybersecurity</a>	Significant need to replace retirements. Good case focusing on high-demand field of cybersecurity. Good discussion of gender demographics; would benefit from more detail on racial demographics, equity gaps, and specific strategies for diverse hiring.
9	Math	<a href="#">Math</a>	Large load cushion and emphasis on Math Pathways. Being an already large department, the diverse faculty and commitment is evident.
10	Counseling	<a href="#">General</a>	The counselor-to-student ratio has historically been high. Recent hires continue to reflect the college's acknowledgement of this disparity and a strategic plan to rectify the imbalance. The importance ranking does not diminish the importance of the request but reflects the existing strategic remedy in place and this current need in other critical areas and departments.

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11	Physics	<a href="#">Physics &amp; Astronomy</a>	Impressive progress on meeting student need. Currently, there is limited load cushion and other needs at the college.
12	Business & Professional Studies	<a href="#">Business</a>	While the load cushion supports another instructor, there was more critical need in other areas.
13	Art	<a href="#">Art {Digital Design} (In Recruitment)</a>	Overall, the request was very strong but the need is less urgent now since it is currently approved to hire from the 21/22 list.
14	Child Development	<a href="#">Child Development (In Recruitment)</a>	Overall, the request was very strong but the need is less urgent now since it is currently approved to hire from the 21/22 list.
15	CIS	<a href="#">Cloud Technologies</a>	The overall request lacked connection to strategic goals and steps towards improving equity gaps. Committee suggests consulting with program administrators or FPHC for support in the presentation of the proposal
16	Business & Professional Studies	<a href="#">Accounting</a>	The request presented strong San Diego County data regarding demand for accounting jobs. There is also a strong student demand for extra classes caused by SDSU's overflow.
17	Surveying	<a href="#">Surveying</a>	Request would support the need to diversify subject matter faculty in addition to creating stability in the department. Current department composition and adjunct staff compensation exposes course offering to volatility in ability to staff courses each semester which affects student matriculation patterns.
18	Library	<a href="#">Electronic Resources</a>	Two recent full-time hires. Further data to demonstrate need would strengthen future requests. Committee suggests consulting with the IESE office to assist with data/reports to support future requests.
19	ESL	<a href="#">ESL</a>	Although load cushion would support an additional faculty member, the request would be strengthened with additional details and supporting data.
20	EHSM	<a href="#">EHSM</a>	Overall request was not very strong, several questions within the request not thoroughly addressed nor clear. Committee suggests consulting with program administrators or FPHC for support in the presentation of the proposal.