



**2023-2024
Council/Committee Goal-Setting**

Council/Committee:	Facility Hiring Priorities Committee (FHPC)	Date Goals Were Adopted by Council/Committee:	11/2/2023
Co-Chairs:	Jeanie Machado Tyler, 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>			
Council/Committee Goals for 2024-25	<p>How will this goal specifically address one or more of the 2022-2028 College goals and strategies? Goals 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):	

Council/Committee Goals for 2023-2024	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: Prioritize hiring and retention of diverse faculty</p> <p>ACTION STEPS:</p> <ol style="list-style-type: none"> (1) Through committee process/procedures will continue to embed equity, anti-racism, and social justice practices. (2) Add to rubric/form a more robust plan to recruit, hire, onboard, and retain diverse faculty. <p>EVALUATION:</p> <ol style="list-style-type: none"> (1) results from Integrated Planning Survey (2) continuous improvement to existing processes through updated ranking, rubric, and request form (3) Look at data for employee demographics compared to student demographics 	<p>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>GOAL 2: Prioritize the hiring of equity-minded faculty</p> <p>ACTION STEPS:</p> <ol style="list-style-type: none"> (1) Communicate goal to authors (2) Prioritize rankings of equity-minded request by looking for evidence-based plans to recruit, hire, and train faculty with a growth-mindset with regards to equity (3) Educate committee members on what constitutes a good plan for hiring equity-minded instructors <p>EVALUATION: Look at our success and retention data.</p>	<p>Through the ranking and hiring process work towards eliminating equity gaps</p>	<p>Status:</p> <ul style="list-style-type: none"> • Completed • In progress • Deleted • Ongoing