MEMORANDUM

To: Staffing Committee

From: Faculty Staffing Prioritization Committee (FSPC)

Re: Faculty Staffing Ranked/Prioritized List for 2021-2022 Hires

Date: October 30, 2020

<u>Committee Members:</u>

- Marshall T. Fulbright III (Co-Chair)
- John (Brodney) Fitzgerald (Co-Chair, Academic Senate)
- Javier Ayala (Administrators Association)
- Joan Ahrens (Administrators Association)
- Hau Nguyen (Academic Senate)
- Jessica Silva (Academic Senate)
- Liz Barrow (Academic Senate)
- Natalia Aylett (Academic Senate)
- Sarah Dunn (Academic Senate)
- Marsha Gable (Ex-Officio, Staffing Co-Chair)
- Krista Ames-Cook (Recorder)

Rank	Faculty Position	Narrative	Funding Source
1	Computer Science Information Systems (CSIS)	This application provided excellent information and data to the committee. The application outlined growth and innovation to meet the market and GC students; job opportunities have doubled in size, and the discipline plans to adapt to support industry. CSIS has completed the curriculum processes for newly approved programs, and faculty are now required to ensure the success of the latest programs.	General
2	Business Office Technology (BOT)	This application provided excellent information and data to support the hiring of a new faculty member. The application demonstrated the regional workforce needs and, therefore, the need for a new faculty member. This position will work directly with adult education to support training in high-demand job areas.	General
3	Sculpture – Visual Arts & Humanities	Grossmont College has committed to the Sculpture program exemplified with a multi-million dollar building with a foundry and molten metal equipment. The application outlined how the program would struggle to continue, if not shut-down, if a full-time faculty are not hired to replace those retiring. Note: The Strategic Hire process was interrupted due to a pandemic.	General

4	Psychology	This application demonstrated the great need for a specific discipline of research methods/statistics in psychology. There is high input/support for other college programs, and the enrollment data provided supported the request for a new faculty member.	General
5	Biology	There was evidence provided that supported that this is a high-demand" area/discipline. This faculty would help supports the discipline in providing additional access for students applying to other programs (AHN). There are high fill rates in Biology, which further demonstrated the increased need for an additional full-time faculty member.	General
6	English as a Second Language (ESL)	The application and presentation demonstrated the curricular needs and faculty support required for the area. There is a large ESL population in our community, and this position would help support the college's efforts in supporting the community. There was a demonstrated need for a new faculty due to mandates (AB 705) and responsive to the college. There is a current goal for the discipline to have 100% Zero Textbook Costs (ZTC).	General
7	International Students (Counselor)	There was a demonstrated need expressed in the application for serving the international community, which requires particular knowledge that is not necessarily available through general counselors. The College has committed to the International Students Program, so it is equitable to have similar resources for a dedicated counselor as with other programs like EOPS, Puente, Umoja, or our Foster Youth.	General
8	Theatre	There is a need for a specialized faculty in the department, specifically for a costume/makeup faculty member; however, the committee determined that there are other departments/positions that expressed greater need at this time.	General
9	Library	There was a need demonstrated in the application and presentation; however, the committee determined that there are other departments/positions that expressed greater need at this time.	General
10	Media Communication	There is a need for a specialized faculty member in audio, especially since other full-time faculty do not have this technical knowledge. There is a demonstrated student demand for this discipline, but the committee felt that there were other	General

		departments/positions that expressed greater need at this time.	
11	Dance	Although there was a need demonstrated, there are other departments/positions with greater demonstrated need at this time. The committee wants to recognize the burden placed on the single chair/faculty.	General
12	Philosophy/Religion	The committee wants to recognize the burden placed on the single chair/faculty. However, with the small number of sections offered in this discipline/area, there was not a demonstrated need for an additional faculty member at this time, especially when other areas have a greater current need.	General
13	English	It was determined that although there is a need, the need is not as urgent as other departments this year. The committee was attempting to focus on levels of urgency for this year's list.	General
14	First Year Experience / SSSP (Counselor)	It was determined that the request did not demonstrate a sufficient need for a full-time faculty member. More information needed to clarify Via Rapida's relationship to this position. Also, other programs demonstrated more urgent needs than this request.	Categorical
15	Chemistry	The application was incomplete, and the evidence provided was insufficient to warrant a full-time hire. How the position would support college-wide programs was not fully described in the request. The request was lacking specificity with regards to which courses the faculty would teach. Based on the application's narrative, the committee believes it must be noted that equity efforts should be department-wide and not relegated to a new hire.	General
16	Spanish – World Languages	The data indicated dropping enrollment; there were lots of canceled classes, possibly due to dwindling enrollments. The committee determined that there is currently adequate or sufficient full-time faculty members to meet current student enrollment demands, especially compared to other departments of similar size and needs.	General
17	Nursing	The application did not clearly define the specialized needs of the department based on the criteria. The application did not sufficiently describe the accreditation standards and how this position would fill the accreditation need. More specificity was needed for the committee to make a better determination as to the urgency of this request.	Categorical

18	Physics	The application was not compelling enough (when compared to the other applications) and, therefore, did not demonstrate the overall need for a full-time faculty member in this discipline. Based on the commentary provided in the application, the part-time adjunct pool's diversity should be encouraged and increased.	General

Comments:

The committee's focus was on the greater needs of the college as a whole for the 2021-2022 academic year.   Additionally, the committee was deeply committed to ensuring transparency during this process.

For this year's faculty staffing process, the rubric was normed in advance; initial scores were completed individually by members and then documented. The initial rankings were based on averaged scores. The presentations were followed by double the time for clarifying questions. Deliberations were robust and positions were re-ranked based on the information obtained from the presentations and from the discussions with the presenters.

Future improvements for this process:

There were two immediate suggestions for improvements from the committee. It was determined that the committee would be better able to assess the requests if there were a) applications clearly stated specific needs related to sub-disciplines and b) where the programs are in the curriculum development process.

Timelines for requesting data needs to have a bigger buffer to allow for workload to produce data and related reports.

Based on applicant feedback, the CPIE office is consulting with the District RPIE office on how to ensure better access to staffing data and to build confidence in the quality of the data. This information should be available in spring 2021.