**MEMORANDUM**


To:     The Grossmont College Staffing Committee

From:   The Faculty Staffing Prioritization Committee (FSPC)

Re:     The FSPC's Recommendation List for 2022 – 2023 Full-Time Tenure-Track Faculty Hiring

Date:   14 November 2023


Committee Members:

- Marshall T. Fulbright III (Co-Chair)
- John "Brodney" Fitzgerald (Co-Chair, Academic Senate)
- Liz Barrow (Academic Senate)
- Joel Castellaw (Academic Senate)
- Jessica Silva (Academic Senate)
- Scott Therkalsen (Academic Senate)
- Javier Ayala (Administrators Association)
- Marsha Gable (Ex-Officio, Staffing Co-Chair)
- Karla Garcia Garduno (Recorder)


| Rank | Faculty Position Requested | Narrative |
|------|---------------------------|-----------|
| 1 | Theatre Arts – Acting/Directing | This request demonstrated a great need for a full-time faculty member to ensure quality instruction and maintain current performance levels. This discipline requires a full-time faculty member dedicated to acting/directing, which they have not had for over a year, which has caused immense strain on the department and has negatively impacted student learning. |
| 2 | Biology (1) | This discipline is high-demand and supports many students in numerous other areas and programs. This department and field continue to have high fill rates. They have also demonstrated a great need for an additional content expert, and this position is critical to support specific instruction and curriculum. |
| 3 | Chemistry | This department is a high-demand discipline that supports students applying to other programs. This department continues to have high fill rates, and this position is critical to support specific instruction and curriculum in this area. |

| 4 | Ceramics | This department has demonstrated a critical need to support instruction in a program. There is a strong track record of student demand, which the College has shown its commitment to by providing state-of-the-art facilities. After significant COVID-related declines, classes are now 100% full, and sections are being added back each semester. A full-time faculty member is needed to ensure the program's overall integrity, which currently has no full-time instructors. |
|---|---|---|
| 5 | Computer Science Information Systems (CSIS) (1) | This faculty request demonstrated a great need based on regional job growth. The proposal was student-equity-focused and showed the need to replace already retired faculty to maintain a level of instruction that will benefit a segment of the greater community that requires such training. |
| 6 | Business Office Technology (BOT) | This request demonstrated its need based on regional job growth. The proposal was student-equity-focused and provided plans for development for the department and its OPT program. |
| 7 | Communication | This request is critical to support instruction for an essential culturally responsive curriculum in this area. The discipline serves the entire campus community, and there was a demonstrated need based on capacity and the need for a specific content expert. |
| 8 | History | This department has a need for a full-time faculty member due to its high ratio of PT to FT faculty. |
| 9 | English – Latin American Literature | This position is critical to supporting the overall capacity needs of the College and the institution's commitment to an equity-minded and culturally responsive curriculum. As a Hispanic Serving Institution, the College is committed to providing a curriculum that reflects the students and community we serve, and this position will directly address the needs of our students. |
| 10 | Justice Scholars - Counseling | Although this request demonstrated a need for a full-time faculty member, there are growth opportunities that do not require additional full-time instructional support. The committee strongly encourages this area/discipline to continue to grow and re-submit their request in the future. |
| 11 | Philosophy | The need for a full-time faculty member was demonstrated; however, there are other departments/positions with greater demand now. Although there is a need, there are currently still |

| | | |
|---|---|---|
| | | opportunities to grow and strengthen this discipline within the current structure. |
| 12 | CalWORKS (1) | The need for a full-time faculty member was demonstrated, however there are other departments/positions with greater need at this time. |
| 13 | Librarian | The need for a full-time faculty member was demonstrated, however there are other departments/positions with greater need at this time. |
| 14 | Nursing | This request needs confirmation of BRN requirement for accreditation purposes. |
| 15 | Athletics - Counseling | Multiple positions tied to athletics created an unclear picture of the overall need for this full-time faculty request. There seemed to be the possibility that students' needs could be met with an embedded counselor, but the overall athletics structure, considering other dedicated positions, was unclear. |
| 16 | Cardiovascular Technology (CVTE) | The adjuncts for this department are satisfactory to maintain a high quality educational experience for students, but there was a valid request for a full-time instructor to replace a 2018 retirement. |
| 17 | Dance | Although there was a demonstrated need for this faculty request, the department has lower student numbers that still reflect the effects of COVID, and other disciplines have a greater need currently. |
| 18 | Media Comm | Although there was a demonstrated need for this faculty request, it was understood that the current adjuncts for this department/discipline are satisfactory to maintain quality instruction at this time. Still, the students would benefit from a content expert in the future. |
| 19 | American Sign Language (ASL) | This department's request is based on a pending retirement and there is still opportunity for growth within the current structure. |
| 20 | English – African American/Black Literature | Although this is an area the College should explore in expanding, the need for a full-time content expert in this area/discipline was not demonstrated at this time. |
| 21 | Biology (2) | There was a demonstrated need for this position, but priority was given to the first faculty request. |
| 22 | Computer Science Information Systems (CSIS) (2) | There was a demonstrated need for this position, but priority was given to the first faculty request. |
| 23 | Theatre Arts - Technical | There was a demonstrated need for this position, but priority was given to the other Theater Arts position(s); the request is based on a pending |

| | | retirement and the committee suggest the discipline resubmit once a retirement has been submitted. |
|---|---|---|
| 24 | Adult Re-Entry - Counseling | Although this aligns with the College's mission, this position has an uncertain number of students served and the needs of the proposed student group can currently be met through existing departments/programs. |
| 25 | CalWORKS (2) | There was a demonstrated need for this position, but priority was given to the first faculty request. |
| 26 | Theatre Arts - Costumes | This position is currently in the recruitment process. |