

# SAN DIEGO MESA COLLEGE

## Faculty Hiring Prioritization Committee Minutes

April 28, 2023

Present: Michael Brewer, John Crocitti, Thekima Mayasa, Andrew McNeill, Isabel O'Connor, Lindsay Samaniego, Leslie Shimazaki

- I. Minutes from the March 24, 2023 meeting were approved.
  - a. Moved by Leslie Shimazaki and seconded by Michael Brewer
- II. Minutes from the April 24, 2023 meeting were approved.
  - a. Moved by Andy McNeill and seconded by Michael Brewer
- III. The committee discussed at length the 2022-23 FHP process and identified areas for improvement.
  - a. The current common rubric used by FHP, CHP and BARC represents a departure from past practices.
    1. Some committee members felt that it did not capture the information needed to rank faculty position requests.
    2. The question about need provided the most helpful information to reviewers.
    3. Answers to other questions seemed perfunctory
  - b. Some members commented that we should go back to including data since the absence of data made the process less objective.
  - c. One member recommended that the committee weigh the questions differently as some seemed more relevant to faculty position requests than others.
  - d. The committee also discussed whether FHP should continue to use the common rubric developed last year. That feedback will be taken to PIE and the Program Review Committee for further discussion.
  - e. There was agreement not to add additional questions to the rubric.
- IV. The committee discussed the quality of the submissions.
  - a. One member suggested answers should have a word limit.
  - b. Despite the committee's efforts to educate the campus about how to fill out an FHP position request, the quality of the entries varied. Some listed bullet points, while others did not reference or effectively utilize data in their narrative. The hope is that the shift to Nuventive would connect the requests with data more effectively. Also, the committee agreed that the campus trainings on how to submit FHP requests should start earlier.
  - c. One committee member suggested that it is the responsibility of the department to ensure that the request narrative is of the highest quality.
  - d. Another member stated that it is a heavy lift for smaller departments to fill out the requests, as opposed to larger departments.

- e. Several committee members felt strongly that before submitting a request, the author should discuss the need with the dean and chair. Also, there was agreement that the committee should be able to see the requestor's name.
  - 1. There should be a space to include the Name of the Requestor
  - 2. Include a space to add the name of the Chair and Dean
  - 3. Have the requestor acknowledge the following:
  - 4. Submission of this request confirms that chair and dean approval has been received.
  - 5. Other departments and/or programs directly impacted by this request have been consulted.
- f. For the next cycle, FHP will once again clarify that multiple position requests should be submitted as individual entries.
  - 1. There was discussion about how to score multiple position requests from a single department.
  - 2. There was also discussion of

V. 2023-24 FHP committee membership

**Staying on the committee-1 year left**

**Deans:**

Linda Hensley-Humanities  
Andy MacNeill-LRAS  
Cassandra Storey-Allied Health

**Faculty:**

Mariette Rattner-BT  
Michael Brewer-MS  
Lindsay Samaniego-EXSC

**Rotating Off and Changing faculty to dean:**

Thekima Mayasa-SBMC  
Nellie Dougherty-Student Equity

**Rotating Off and Changing dean to faculty:**

Ailene Crakes-Student Development  
Leslie Shimazaki-Arts and Languages

Respectfully submitted,  
Isabel O'Connor  
FHP co-chair