

SAN DIEGO MESA COLLEGE

Faculty Hiring Prioritization Committee Minutes February 4, 2022

Attendees: Isabel O'Connor, co-chair. John Crocitti, co-chair, Chris Sullivan, Ryan Shumaker, Leslie Shimazaki, Monica Romero and Paloma Vargas

Guests: Alison Gurganus

- Alison Gurganus (AG) (guest) shared a presentation regarding the current FHP proposal process and shared reasons that the current process and criteria do not accurately capture the needs for library faculty. She requested that either future library requests be submitted through the "other non-classroom" process, or that the process/criteria for classroom faculty be revised or adjusted to better capture points relevant to the library and needs. See PowerPoint for more details. (Alison Gurganus also requested that "other" be removed from the application title referenced above.)
- Meeting participants began a discussion around the points made in Alison Gurganus's presentation.
- Isabel O'Connor indicated that our current goal is to develop a plan to get through the spring rating process with the existing tools, and that we could then focus on next steps and potential revisions to the forms/process.
- Past committee members shared the past extensive work that had gone into the development of the automated data piece. There was agreement from several members that in the future, the data piece should include opportunity for contextualization (i.e. through included narrative, presentations from writers, or?) It was also suggested that there should be more flexibility with the process in order to allow for questioning, clarification from writers, etc. Several people pointed out the benefits and/or disadvantages of using data from varying periods of time (ie. 5 years, 10 years, etc.)
- Isabel O'Connor shared the process from Cabrillo: Applications started at and were scored by Academic Senate. They were then scored by the Deans. Next they went to the VPI and AS President who reviewed and made recommendations to the President. She shared that rankings varied widely between the different groups.
- John Crocitti stated that he wanted to see a "horse trading" scenario in which members of the committee discuss scores, ask questions, etc. He indicated that this opportunity was not present during the fall reviews. Isabel O'Connor

clarified that the opportunity was presented, but that no one in the group indicated a desire to discuss or ask questions.

- Several members left the meeting early and the remaining members discussed next steps for rating the forthcoming PR proposals as well as revisiting/revising the process. Isabel O'Connor will follow up with meeting invites for future dates.

Meeting adjourned.