

# SAN DIEGO MESA COLLEGE

## Faculty Hiring Prioritization Committee Minutes February 17, 2022

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

Committee Identified time March 25 to look at rankings before sending to PIE

Approval of February 4th meeting minutes:

Isabel: Motion to approve by Isabel O'Connor; moved by Chris Sullivan; second by Monica Romero. No additional discussion; voted unanimously to approve

Requests are now available on the Portal, Joel has been asked to remove those that are already approved out. There are total of 39 requests, 13 are new. They can be found at this link <https://www.sdmesa.edu/requests/>

There are some new counseling positions that were not there in the past. We would want to norm-The criteria is the same, what is a good approach to rank, review proposals

Monica Romero noted that scores have not been cleared out, will be removed. Part of norming issue was how the data was weighted, but the data component ...Data might be different because it may capture the spring requirements

Questions:

Apply a value to first question of generalist or specialized

Was the data refreshed or did the data remain the same? -Data was not refreshed

Discussion:

Monica Romero and Ryan Shumaker propose a shift interim process to not look at the data and just look at the responses

- Pam can look at the data on her own
- Raw FHP committee score, score + old data, score + new data

John Crocitti requested that data be made available to Isabel, John and Pam

Leslie Shimazaki asked that data be provided to committee to help with scoring

-What if they don't address the need accurately, i.e. we see something in the data that they didn't address

Question was raised by Thekima Mayasa about pulling the data out for those positions that were already funded. Committee agreed.

Isabel O'Connor stated that there are some without data, Pam looked at those with and without data separately

Thekima: Can we have two rubrics, one for submissions with data and one without.

Isabel share that a one-page sheet with multiple data points for every program can be developed.

Thekima- we can't see the data so we're relying on whether they wrote to the data or not. Problem that the narrative might not align with the data

What do we want to do for these 39 requests

Would ranking separately be possible?

List for classroom, beyond classroom

Can a third list be created for emerging programs?

Group "like" requests together

Options discussed:

- Option 1:- separate those that have the data and those that don't
- Option 2: Rank, see raw scores without data weighted, provide column with data, and a third column with combined score
- Option 3: Rank, those that have the data multiply by 2.5
- Take narrative, rank it, provide list of ranked narratives, and list of data to Pam

Decisions:

- Decision 1: Ask for the data from Bridget
- Decision 2: 2 columns, writing score and writing score+data
- Decision 3: Create 2 lists one for classroom and one for non-classroom

Paloma Vargas created a sample of what this would look like and shared with committee, please see screenshot below.

Paloma: Motioned to use current rubric approved by PCAB to provide two separate lists, one classroom list and one beyond classroom list with data separated out by Paloma Vargas; Second by Thekima Mayasa. Committee voted unanimously to approve the motion

Committee will score using current rubric and provide two lists as mentioned above

Meeting adjourned