

Faculty Hiring Decisions for 2025–26

The Faculty Hiring Prioritization (FHP) Committee recommendations were endorsed at the April 15, 2025 President's Cabinet Meeting. In accordance with our Governance Guide, these recommendations moved forward to the President for review and final decision regarding faculty hires for the 2025–26 academic year.

I have carefully reviewed the FHP Committee's work and considered multiple factors in consultation with our Vice Presidents. In addition to the narratives provided through the FHP process, the following criteria were taken into account:

- Ratio of full-time to part-time faculty
- Enrollment trends and areas of unmet need
- Commitment to equitable outcomes for students
- Alignment with Mesa's mission, vision, values
- Alignment with statewide initiatives
- Recent retirements and resignations impacting departments
- Mandates influencing enrollment
- Accreditation requirements

SAN DIEGO MESACOLLEGE

• The need to stabilize departments

After thoughtful consideration, I am approving the hiring of **12 faculty positions** for San Diego Mesa College for 2025–26. The approved positions, listed in alphabetical order, are:

- 1. Anatomy
- 2. Biology
- 3. Black Studies
- 4. Chemistry
- 5. Chicana | Chicano Studies
- 6. Communication Studies
- 7. Counselor, General
- 8. Disability Support Programs & Services (DSPS) Counselor
- 9. Mental Health Counselor
- 10. Statistics
- 11. Women's Soccer
- 12. Women's Volleyball

Note:

- In support of the 50% Law, in Spring 2025, the District unfroze one faculty position per college. English was approved for one position with our 2024-25 approved list, and due to demand, was permitted to hire two positions during their Fall 2024 search.
- The Mental Health Counselor position will be funded through restricted funds.
- The Native American Studies position, approved for our 2023–24 Faculty Hiring Prioritization (FHP) process, has been held and will be opened for search in Fall 2025.

• The Physical Therapy Assistant position, approved in our 2024–25 FHP process, will be filled upon final approval of our baccalaureate degree.

The next step will be for Deans and Department Chairs to partner with our Business Office to post these positions in Fall 2025, with anticipated start dates in Spring 2026.

I want to express my deep appreciation to each of you who contributed to this important process. Your thoughtful, well-crafted submissions reflect a deep care for your programs, your colleagues, and most importantly, our students. Because of your efforts, we are able to make decisions that are not only strategic but grounded in our shared values of equity, excellence, and student success.

Thank you for your continued commitment to shaping a stronger future for Mesa. Your voices and advocacy ensure that faculty hiring remains a purposeful, equity-minded endeavor that advances our mission and reflects the heart of who we are.

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President, San Diego Mesa College

2025-2026 Faculty Hiring Prioritization

Final List: Synopsis of 12 selected faculty positions (highlighted in gray)

| 37.9Full-time Mental health counselors (1 of 2)35.7Exercise Science Assistant Professor with an Emphasis in Women's Soccer34.6Contract Faculty for Majors and Non-Majors Biology Courses34.6Full Time Tenure Track-Organic Chemistry34.5Contract Faculty for Human Anatomy and Physiology33.9Mathematics Professor - Statistics and Data Science33.8Position - Black Studies: Generalist33.7Exercise Science Faculty- Head Women's Volleyball Coach (Copied on 11/22/2024, 10:35:42)33.2Communication Studies - Generalist24.4English Generalists (1/3)31.8A fulltime mental health counselor (2of 2)31.3Joint Philosophy-Women's and Gender Studies Hire #130.7Culinary Faculty #1 24:2530.7English Generalists (2/3)30.6Contract - Work Experience Instructor30.2PHYR - San Diego Mesa College Health and Wellness Community Clinic - Clinic Coordinator & Faculty (Copied on 12/02/2024, 17:55:23)29.9Librarian, Innovation and UX Librarian (previously Emerging Technologies Librarian)29.9PTA Instructional Faculty, 1.0 FTE (Copied on 01/27/2025, 13:57:22)29.9DSPS Academic Advisor (Contract Counselor with Disability Specialization)29.4Music Technology & Composition Position20.1Joint Physics and Engineering Faculty Member28.3DENA28.1English Generalists (3/3)28.1Full-Time Contract Faculty in Humanities Program27.7Culinary Faculty #2 - Baking27.5Contract Faculty Membe | Ranking | Position |
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| 25.9 Contract faculty Nutrition 25.8 DSPS Contract Counselor- Assistive Technology Specialist 24.5 Counselor - Program Specialist 2024-2025 24.5 ACCJC / IE Coordinator | 27.3 | New Full-Time Faculty for the Interior Design Program |
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| 24.5 Counselor - Program Specialist 2024-2025 24.5 ACCJC / IE Coordinator | 25.9 | Contract faculty Nutrition |
| 24.5 ACCJC / IE Coordinator | 25.8 | DSPS Contract Counselor- Assistive Technology Specialist |
| | 24.5 | Counselor - Program Specialist 2024-2025 |
| 21.5 Dental Hygiene Program with a Bachelor Science degree | | |
| | 21.5 | Dental Hygiene Program with a Bachelor Science degree |