

Fall 2014

### Faculty Hiring Prioritization Committee Report to PCAB Spring 2020

Fall 2015

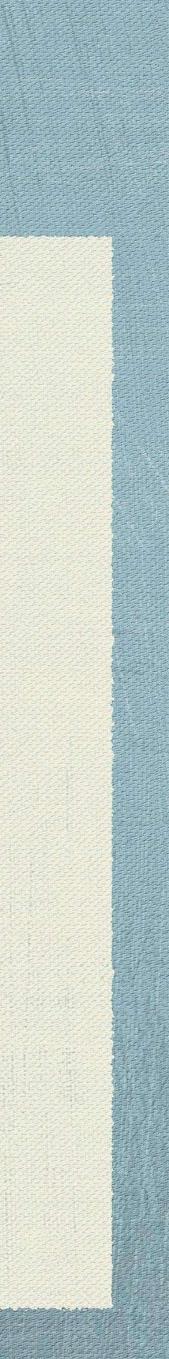
Spring 2016



# FHP Committee Membership '20-'21

- Manuel Vélez (Faculty Co-Chair)
- Isabel O'Connor (Administrative Co-Chair)
- Danene Brown Business and Technology
- Leroy Johnson Counseling Mark Manasse - Tutoring
- Larry Maxey Student Success and Equity
  - **Ryan Shumaker Athletics**

- Chris Sullivan English
- Susan Topham Mathematics and Natural Sciences
- **Tracy Penrod Medical Assisting**
- Alison Primoza Languages
- Charles Zappia Social-Behavioral Sciences
  - Bridget Herron Consultant
  - **Joel Arias Web Consultant**



## FHP Scoring Rubric

Lead Writers were asked to respond to the following 4 questions which each correspond to a different criteria. FHP committee members then scored each response based on the scoring rubric. Each answer was given a numerical score between 1 and 10.

**Question 1 (Criteria 1): Discuss data trends** including changes in FTEF and the FTES and the impact, if any, it has had on department/area. If no data is provided above for your area, include the data that supports your request.

**Question 2 (Criteria 2): Describe all aspects of the** position, including non-teaching assignments, and the need for the position supported with relevant data as provided by the Office of Institutional Effectiveness.

**Question 3 (Criteria 3/4): How will the addition of** new tenure track faculty enhance your program/service area?

**Question 4 (Criteria 3/4): Other considerations that** support your recommendation not covered in questions 1-3.

Crit	eria
1.	Trend Data
2.	Description of Rationale for Position/Assign
3/4	. Program/Servio Area Enhancer

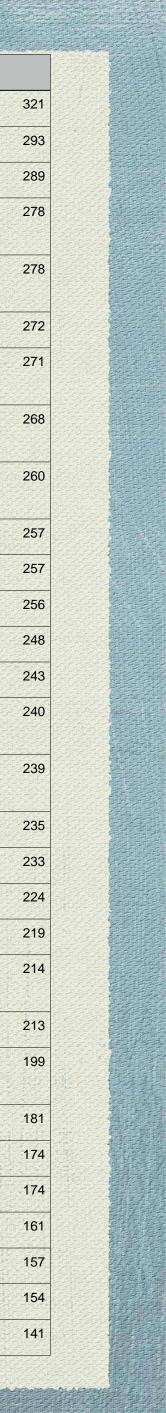
	Scoring Rubric							
	Highest Level – 8 to 10	Mid-Level – 4 to 7	Minimum Level – 1 to 3	Nil				
	points	points	points					
	Narrative is strongly supported by data	Narrative is supported by data	Narrative is minimally substantiated by data	Not addresse				
of and r ignment	Rationale for position strongly articulated and justified by use of data	Rationale for position articulated and justified by use of data	Rationale for position indicated, but not justified using data sets provided by the OIE	Not addresse				
vice ement	Program/Service Area is significantly impacted	Program/Service Area is impacted	Program/Service Area is minimally impacted	No impact/no addressed				



# FHP List

- Despite a district-wide hiring freeze, we received a healthy amount of FHP requests.
- A total of 30 requests for faculty were submitted.
- Requests were submitted by 20 different programs and 8 different schools
- Highest average score = 26.75
- Highest total score = 321

osition	Program	School	Average Score	Total Score
iology, Microbiology/General Biology	Biology (BIOL)	Mathematics & Natural Sciences	26.75	
hicana/o Studies, Generalist	Chicano Studies (CHIC)	Social/Behavioral Sciences	24.42	
Professor	Child Development (CHIL)	Health Sciences & Public Service	24.08	
Equity Tutoring Coordinator	Mesa Tutoring & Computer Center (MT2C)	Learning Resources/Academic Support	23.17	
Geography, physical geography generalist	Geography (GEOG)	Social/Behavioral Sciences	23.17	
Mathematica Cataway Classes		Mathematica & Natural Calendar		
Mathematics - Gateway Classes	Mathematics (MATH)	Mathematics & Natural Sciences	22.67	
Exercise Science/Athletics- Head Men's Basketball Coach	Exercise Science (EXSC)	Exercise Science	22.58	
Assistant Professor, Registered Veterinary	Animal Health Technology (ANHL)	Health Sciences & Public Service	22.33	
Technician				
Exercise Science/Athletics- Head Softball	Exercise Science (EXSC)	Exercise Science	21.67	
Coach				
Mathematics (Liberal Studies)	Mathematics (MATH)	Mathematics & Natural Sciences	21.42	
Music: Electronic Music & Engineering	Music (MUSI)	Arts & Languages	21.42	
Political Science	Political Science (POLI)	Social/Behavioral Sciences	21.33	
Music - Jazz	Music (MUSI)	Arts & Languages	20.67	
Photography/New Genres	Art-Fine Art (ARTF)	Arts & Languages	20.25	
Exercise Science/Athletics- Head Baseball	Exercise Science (EXSC)	Exercise Science	20	
Coach				
Exercise Science/Athletics- Men's Head Soccer Coach	Exercise Science (EXSC)	Exercise Science	19.92	
Internship Coordinator	Work-Based Learning		19.58	
Strength and Conditioning Coach	Exercise Science (EXSC)	Exercise Science	19.42	
Generalist	English (ENGL)	Humanities	18.67	
Tenured-track Nutrition	Nutrition (NUTR)	Health Sciences & Public Service	18.25	
	American Sign Language/Interpreting (AMSL)	Health Sciences & Public Service	17.83	
	Learning Resources	Learning Resources/Academic Support	17.75	
American Sign Language Instructor	American Sign Language/Interpreting (AMSL)	Health Sciences & Public Service	16.58	
Generalist	Communication Studies (COMS)	Humanities	15.08	
Dramatic Arts Instructor	Dramatic Arts (DRAM)	Arts & Languages	14.5	
Honors Program Coordinator	Honors Program	Learning Resources/Academic Support	14.5	
Honors Coordinator	Honors Program	Learning Resources/Academic Support	13.42	
Generalist	Fashion (FASH)	Business & Technology	13.08	
Design Generalist	Fashion (FASH)	Business & Technology	12.83	
Political Science contract faculty	Political Science (POLI)	Social/Behavioral Sciences	12.82	



## Recommendations for next year

specifically asked to address the following:

- Reassessment the current rubric and scoring scale and consider other possible rubrics.
- Inclusion of equity considerations within the rubric
- Exploration of Program Review abstracts as tools of the process
- Consideration of processes for multiple positions from one program and for multiple requests for the same position

The FHP Committee has agreed to form an ad-hoc sub-committee to review the FHP Scoring process and develop suggestions for the next year. The ad-hoc committee was

