



Fall 2014



Fall 2015



Spring 2016

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



# 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.

Criteria	Scoring Rubric			
	Highest Level – 8 to 10 points	Mid-Level – 4 to 7 points	Minimum Level – 1 to 3 points	Nil
1. Trend Data	Narrative is strongly supported by data	Narrative is supported by data	Narrative is minimally substantiated by data	Not addressed
2. Description of and Rationale for Position/Assignment	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 addressed
3/4. Program/Service Area Enhancement	Program/Service Area is significantly impacted	Program/Service Area is impacted	Program/Service Area is minimally impacted	No impact/not 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

Faculty Hiring Priority List - Spring 2020

Position	Program	School	Average Score	Total Score
<b>Biology, Microbiology/General Biology</b>	Biology (BIOL)	Mathematics & Natural Sciences	26.75	321
<b>Chicana/o Studies, Generalist</b>	Chicano Studies (CHIC)	Social/Behavioral Sciences	24.42	293
<b>Professor</b>	Child Development (CHIL)	Health Sciences & Public Service	24.08	289
<b>Equity Tutoring Coordinator</b>	Mesa Tutoring & Computer Center (MT2C)	Learning Resources/Academic Support	23.17	278
<b>Geography, physical geography generalist</b>	Geography (GEOG)	Social/Behavioral Sciences	23.17	278
<b>Mathematics - Gateway Classes</b>	Mathematics (MATH)	Mathematics & Natural Sciences	22.67	272
<b>Exercise Science/Athletics- Head Men's Basketball Coach</b>	Exercise Science (EXSC)	Exercise Science	22.58	271
<b>Assistant Professor, Registered Veterinary Technician</b>	Animal Health Technology (ANHL)	Health Sciences & Public Service	22.33	268
<b>Exercise Science/Athletics- Head Softball Coach</b>	Exercise Science (EXSC)	Exercise Science	21.67	260
<b>Mathematics (Liberal Studies)</b>	Mathematics (MATH)	Mathematics & Natural Sciences	21.42	257
<b>Music: Electronic Music &amp; Engineering</b>	Music (MUSI)	Arts & Languages	21.42	257
<b>Political Science</b>	Political Science (POLI)	Social/Behavioral Sciences	21.33	256
<b>Music - Jazz</b>	Music (MUSI)	Arts & Languages	20.67	248
<b>Photography/New Genres</b>	Art-Fine Art (ARTF)	Arts & Languages	20.25	243
<b>Exercise Science/Athletics- Head Baseball Coach</b>	Exercise Science (EXSC)	Exercise Science	20	240
<b>Exercise Science/Athletics- Men's Head Soccer Coach</b>	Exercise Science (EXSC)	Exercise Science	19.92	239
<b>Internship Coordinator</b>	Work-Based Learning		19.58	235
<b>Strength and Conditioning Coach</b>	Exercise Science (EXSC)	Exercise Science	19.42	233
<b>Generalist</b>	English (ENGL)	Humanities	18.67	224
<b>Tenured-track Nutrition</b>	Nutrition (NUTR)	Health Sciences & Public Service	18.25	219
	American Sign Language/Interpreting (AMSL)	Health Sciences & Public Service	17.83	214
	Learning Resources	Learning Resources/Academic Support	17.75	213
<b>American Sign Language Instructor</b>	American Sign Language/Interpreting (AMSL)	Health Sciences & Public Service	16.58	199
<b>Generalist</b>	Communication Studies (COMS)	Humanities	15.08	181
<b>Dramatic Arts Instructor</b>	Dramatic Arts (DRAM)	Arts & Languages	14.5	174
<b>Honors Program Coordinator</b>	Honors Program	Learning Resources/Academic Support	14.5	174
<b>Honors Coordinator</b>	Honors Program	Learning Resources/Academic Support	13.42	161
<b>Generalist</b>	Fashion (FASH)	Business & Technology	13.08	157
<b>Design Generalist</b>	Fashion (FASH)	Business & Technology	12.83	154
<b>Political Science contract faculty</b>	Political Science (POLI)	Social/Behavioral Sciences	12.82	141



# Recommendations for next year

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 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