SPRING 2025 FHP Rankings

Isabel O'Connor

Andrew Hoffman

Committee Membership

Isabel O'Connor, Co-Chair

Andrew Hoffman, Co-Chair

Leah Shufelt, School of Health Sciences and Public Service

Kari Parker, School of Student Development

Monica Romero, School of Business and Technology

Leticia Diaz, School of Student Success and Equity

Linda Hensley, School of Social and Behavioral Sciences

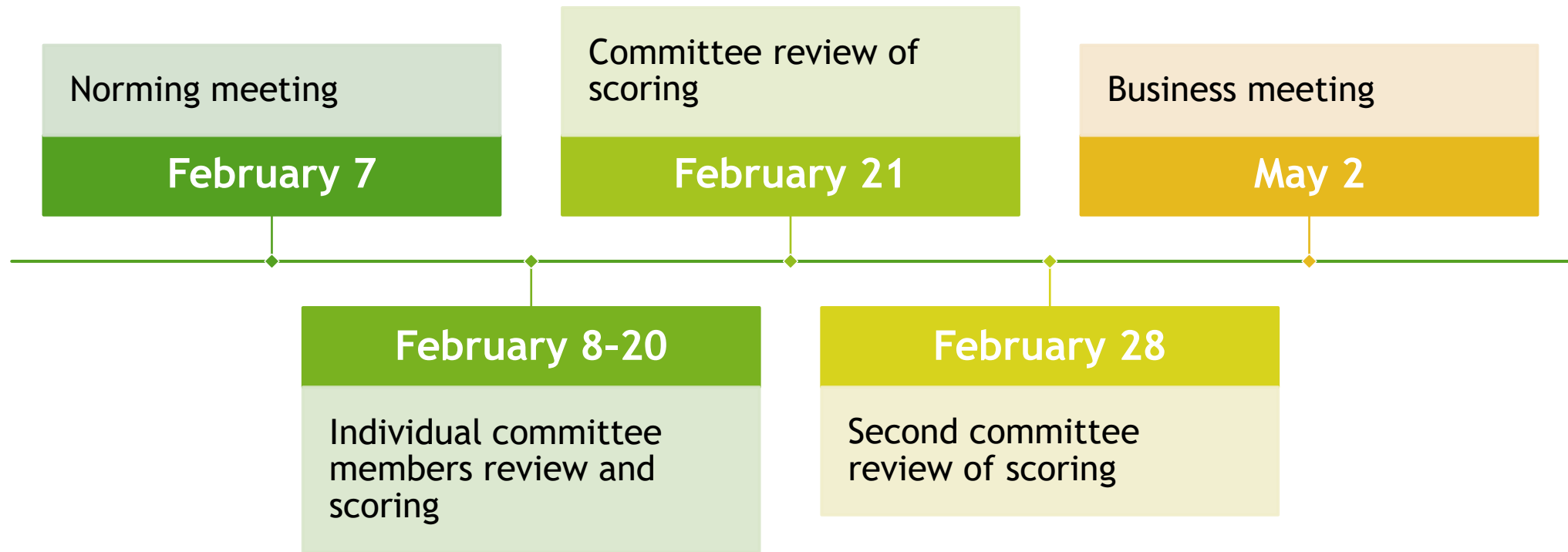Ryan Shumaker, School of Exercise Science, Health Education and Athletics

Jennifer Carmichael, School of Mathematics and Natural Sciences

Wendy Smith, School of Humanities

Edeama Jonah, School of Learning Resources and Academic Support

Shannon Shi, School of Arts and Languages

Timeline

Norming meeting
February 7

Committee review of scoring
February 21

Business meeting
May 2

February 8-20
Individual committee members review and scoring

February 28
Second committee review of scoring

Rubric

Form Questions	Guidance to Lead Writers
What type of resource request is this? (not scored)	• Classified Professional • Faculty • Equipment/Supplies/Facilities
Explain how your request contributes to improvements in Equity for Disproportionately Impacted groups.	Request will intentionally support practices that have demonstrated success or are research supported in producing parity in outcomes across racial/ethnic student groups or other historically minoritized groups. Examples may include: • Student-facing practices, policies, programs • Policies, practices, programs that foster a culture of equity-mindedness • Policies, practices, programs that improve our ability to pursue equity through principles of inquiry and development of equity-minded systems.
Explain how your request addresses Excellence.	Request will intentionally support excellence and completion. Demonstration of excellence may include discussion of the following: • high-quality, culturally relevant teaching/learning experiences • supporting students toward timely completion of educational goals • eliminating barriers and providing support for students entering Mesa College, through to completion, and beyond to transfer and employment partnerships within Mesa's internal and external communities to enhance access and completion efforts • New policies, practices, or structures that intentionally focus on institutional improvement and effectiveness
Explain how your request fosters Innovation	Request introduces something new and/or makes changes to something established. Examples: • Innovation in curriculum, pedagogy, student success efforts • New/more efficient or effective campus processes or infrastructure support • Ideas around scaling up an effective practice utilizing a new approach
Explain how your request promotes Sustainability	Request clearly demonstrates a commitment to sustainability of resources (physical, fiscal, and human). Examples include: • Commitment to and prioritization of policies or practices that improve environmental justice and sustainability • stewardship of resources (physical, fiscal, and human) • climate action education • Policies, practices, programs committed to reducing Mesa College's carbon footprint • replacement/maintenance of current resources • cross-functional/interdisciplinary request that improves efficiency of resources, practices, and programming

Using accurate and recent data*, explain how your request promotes Need for the request beyond what currently exists in the unit.
 	
* Some data will be provided but writers should include any and all data they deem relevant to the demonstration of need.
	Request includes accurate and relevant data/evidence
	  Classroom requests should minimally include FTES/FTEF, Adjunct FTEF, Full-time faculty headcount
	  Other data should include student utilization, faculty/employee utilization, growth/demand, time on task, efficacy of services
	  Data/evidence is clearly connected to the need and justification for the resource(s) beyond what currently exists within the unit
	
	Request may include discussion of how it will support a new policy, practice, or requirement (internal or external)
	
	  The requirement is clearly articulated with relevant details describing how this request supports the requirement.

Ranked List

Avg Score	Request
37.9	full time mental health counselors (1 of 2)
35.7	Exercise Science Assistant Professor with an Emphasis in Women's Soccer
34.6	Contract Faculty for Majors and Non-Majors Biology Courses
34.6	Full Time Tenure Track-Organic Chemistry
34.5	Contract Faculty for Human Anatomy and Physiology
33.9	Mathematics Professor - Statistics and Data Science
33.8	Position - Black Studies: Generalist
33.7	Exercise Science Faculty- Head Women's Volleyball Coach (Copied on 11/22/2024, 10:35:42)
33.2	Communication Studies – Generalist
32.4	English Generalists (1/3)
31.8	A fulltime mental health counselor (2of 2)
31.3	Full-Time Tenure-Track Professor in Chicana and Chicano Studies 2030 New Hire
31.3	Joint Philosophy-Women's and Gender Studies Hire #1
30.7	Culinary Faculty #1 24-25
30.7	English Generalists (2/3)
30.6	Contract - Work Experience Instructor
30.2	PHYR - San Diego Mesa College Health and Wellness Community Clinic – Clinic Coordinator & Faculty (Copied on 12/02/2024, 17:55:23)
29.9	Librarian, Innovation and UX Librarian (previously Emerging Technologies Librarian)
29.9	PTA Instructional Faculty, 1.0 FTE (Copied on 01/27/2025, 13:57:22)
29.9	DSPS Academic Advisor (Contract Counselor with Disability Specialization)
29.4	Music Technology & Composition Position
29.1	Joint Physics and Engineering Faculty Member
28.9	General Counselor with knowledge in career planning (College and Careers Access Pathways (CCAP) General Counselor
28.8	Multimedia Instructor
28.3	DENA
28.1	English Generalists (3/3)
28.1	Full-Time Contract Faculty in Humanities Program
27.7	Culinary Faculty #2 - Baking
27.5	Contract Faculty Member to teach Japanese Courses and assist in managing/growing the Japanese Language Program.
27.3	New Full-Time Faculty for the Interior Design Program
27	Music Theory/Ear Training Position
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
21.5	Dental Hygiene Program with a Bachelor Science degree

Preliminary Observations

Some committee members felt that the process did not capture the information needed to rank faculty position requests.

The question about need provided the most helpful information to reviewers.

Answers to other questions seemed perfunctory.

Lack of relevant data made the process less objective.

Some answers were too long.

Questions?