



# SAN DIEGO MESA COLLEGE

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Colleagues,

The Faculty Hiring Prioritization (FHP) Committee presented its FHP recommendations at the December 7, 2021 President’s Cabinet (PCab) meeting. At the meeting, some faculty members voiced concern regarding the outcome of the process that the group approved earlier in the fall semester. After lengthy discussion, PCab voted to endorse the recommendation of FHP.

The process per our governance guide then moves to the President for review and final decision regarding the positions to be filled. I have used the break time, and the past few weeks to carefully examine the many factors that play into these decisions. In addition to the data and narrative provided as part of the FHP process, many factors are reviewed, this year the following stand out as important assessments:

- Percentage of fulltime faculty to part time faculty
- Enrollment trends
- Equitable outcomes for students
- Unique attributes aligning with the mission/vision/values of Mesa College
- Impacts of pandemic enrollment challenges
- Recent retirements affecting departments

Based on these factors, and the FHP data and narrative I am approving the hiring of the following positions for Mesa College in no particular order:

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|-------------------------------------|------------------------------------|
| Exercise Science                    | Head Women’s Softball Coach        |
| Exercise Science                    | Head Men’s Basketball Coach        |
| Learning Resources/Academic Support | Instructional Librarian            |
| Math and Natural Sciences           | Biology- Micro and General Biology |
| Math and Natural Sciences           | Biology- Anatomy and Physiology    |
| Social & Behavioral Sciences        | AAPI Studies                       |
| Math and Natural Sciences           | Chemistry                          |

The next step will be for the Deans and Chairs to work with our college employment office to post these positions, to be hired in spring semester and to start in August 2022. The current full program review process will yield new position requests, and FHP will be reviewing the process in terms of how positions will be assessed and ranked. This will create a list of potential position to be prioritized for 2022-2023. The FHP will do its work and present the list to Presidents Cabinet at its meeting no later than May 17<sup>th</sup>, 2022.

I want to thank everyone for their hard work in writing and submitting requests, and encourage departments to continue to do so in this current process. While there is not a current set aside in the 22-23 Governor's budget, the May revision will likely bring new opportunities to see these funds. Additionally, under the current replacement practices, Mesa College is able to fill any retirements that occur this year.