



C U Y A M A C A
· C O L L E G E ·

2024-2025

Council/Committee Goal-Setting

Council/Committee:	Facility Hiring Priorities Committee (FHPC)	Date Goals Were Adopted by Council/Committee:	10/5/24
Co-Chairs:	Jeanie Machado Tyler, Vice President of Instruction Karen Marrujo, Academic Senate President		

Council/Committee Goals for 2024-2025	How will this goal specifically address one or more of the 2022-2028 College goals and strategies?	PROGRESS <i>(to be completed at the end of the year)</i> :
<p>GOAL 1 (Carried over from 23-24): Increase hiring and retention of diverse employees</p> <p>ACTION STEPS: What specific steps does the group need to take this year in order to successfully achieve this goal?</p> <p>Through committee process/procedures will continue to embed equity, anti-racism, and social justice practices.</p> <p>EVALUATION: How will this goal be evaluated? (1) results from Integrated Planning Survey (2) continuous improvement to existing processes through updated ranking, rubric, and request form</p>	<p>Through the program review submittal process that is tied to faculty requests the request form Question Nos. 2, 3 and 5 using Rubric Criteria # 1, 2 and 4 addresses strategic priorities, equity gaps, and faculty diversity. The action steps to address equity gaps, diversifying and retaining faculty, and program/service area alignment with mission and vision based on data provided.</p>	<p>Status:</p> <ul style="list-style-type: none"> ● Completed ● In progress ● Deleted ● Ongoing <p>What progress did the committee/council make toward this goal over this academic year?</p> <p>The committee reviewed the ranking process, rubric and request form for the next cycle.</p>
	<p>Through the program review submittal process that is tied to faculty requests the request form Question No. 3, using Rubric Criteria # 2 addresses equity gaps.</p>	<p>Status:</p> <ul style="list-style-type: none"> ● Completed ● In progress*

Submitted to Cuyamaca College Council (date)

Council/Committee Goals for 2024-2025	How will this goal specifically address one or more of the 2022-2028 College goals and strategies?	PROGRESS (to be completed at the end of the year):
<p>GOAL 2 (carried over from 23-24): Eliminate Equity Gaps related to persistence, completion and success.</p> <p>ACTION STEPS: What specific steps does the group need to take this year in order to successfully achieve this goal?</p> <ol style="list-style-type: none"> (1) Training <u>on data</u> of <u>potential</u> authors (2) When committee evaluates the ranking of requests will engage meaningful dialogue for evidence-based planning to improve student success and equity critical to actualizing strategic priorities <p>EVALUATION: How will this goal be evaluated?</p> <ol style="list-style-type: none"> (1) Through the review of current data to inform ranking decision 		<ul style="list-style-type: none"> • Deleted • Ongoing <p>What progress did the committee/council make toward this goal over this academic year?</p> <ol style="list-style-type: none"> 1.The committee assigned a task force to create a video to assist authors with the line items in the form. 2.The committee engaged in breakout sessions tailored for data informed and evidence-based training to improve approach to student success and equity in preparation for the ranking process.
<p>GOAL 3: Create and embed more supports for authors throughout the request process</p> <p>ACTION STEPS:</p> <ol style="list-style-type: none"> (1) Training for potential authors to include location of resources (2) send specific survey questions directly to authors (3) establish professional development workshop for potential authors <p>EVALUATION: Assess completion of Action Steps 1-3</p>		