

# FACULTY HIRING PRIORITIES COMMITTEE (FHPC)

## Fa2025-Sp2026 Faculty Ranked List with Rationale

|   | Request                                 | Rationale   |
|---|---|---|
| 1 | <a href="#">Mental Health Counselor</a> | <b>The College has no mental health counseling faculty.</b> Mental health services previously provided by SDSU are no longer available and the College has been unable to retain part-time mental health counselors. General Counselors have been providing services as a stop-gap measure, but they were hired under a different job description and only a few have the necessary credentials to provide mental health counseling. The lack of mental health counselors coupled with the increasing demand for student mental health services (588 sessions in 23-24) led to this position being ranked #1. |
| 2 | <a href="#">Math</a>                    | This department has a load cushion of 6.19; there has been one retirement not replaced, one faculty member moved to a new role and a retirement anticipated in June 2025. Enrollments are declining (expected since students do not take multiple math classes any longer), but it is an efficient program with high fill rates (between 70-80%). Math sees a large number of students. An additional faculty member will support the department's efforts to work closely with colleagues to support student success through the creation of Canvas resources that are used across departments.              |
| 3 | <a href="#">Engineering</a>             | One full-time faculty member attempting to cover 5 areas of Engineering specialization. Load cushion of 2.06 with increasing demand, and fill rates of 78.5%. Program needs additional faculty members to ensure support for, and inclusion of, traditionally under-represented groups within the field. Position ranked high previously, but was vacated due to failed tenure. Difficulty recruiting adjuncts due to more lucrative opportunities for work in the field.   |
| 4 | <a href="#">SW</a>                      | <b>No full-time faculty.</b> Social Work continues to be in the top list of degrees awarded by Cuyamaca. There is increased industry need and state support for funding Social Work programs, but the department only has two part-time faculty making it difficult to intentionally grow the program as needed.  |
| 5 | <a href="#">Gen Counselor 1</a>         | This is a replacement position for a faculty member who retired in 2022. The department is seeing an increasing demand as AB928 requires all students who are transferring to be on an ADT pathway and new Financial Aid requirements for education plans will bring many students into counseling moving forward. The current 1:2711 counselor/student ratio is inadequate. The recommended ratio cited in the Academic Senate adopted paper Consultation Council Task Force on Counseling (2003) is 1:370.  |
| 6 | <a href="#">Ethnic Studies</a>          | The department currently has a load cushion of 1.6, with a fill rate of 82% in Fall 2023 and 85% in Spring 2024. There were also high waitlist numbers for the 2023/2024 academic year. The demand has significantly increased due to the Area F/7 requirement for CSU and IGETC GE. This trend is expected to continue growing with the Title 5 mandate, which requires all transfer students to complete an Ethnic Studies course. To effectively address these growing needs, additional full-time faculty are required to support transfer requirements.  |
| 7 | <a href="#">Humanities</a>              | <b>This department has no full-time faculty in Humanities or Religious Studies.</b> Retirement happened 7 years ago. Humanities courses are part of the Kumeyaay AA Degree. It is hard to increase retention and revise curriculum without a FT faculty. The average combined load cushion is over 1.0; with high efficiency and fill rates.  |
| 8 | <a href="#">English (Puente)</a>        | The Puente Program at Cuyamaca College is in its early stages and currently includes an adjunct faculty member in English who is responsible for teaching courses and supporting program coordination. This position is essential for providing expertise in Latinx and Chicax studies. However, the adjunct faculty assignment for this role may be subject to change based on faculty retention.  |

|    | <b>Request</b>                        | <b>Rationale</b>   |
|----|---------------------------------------|--|
| 9  | <a href="#">Library (E Resources)</a> | The paradigm shift to Zero Textbook Costs (ZTC) and the changing modalities of learning, directly correlate to the need of the library's ability to create, duplicate, catalog and disperse course material that is collated into user friendly data sets that can be accessed across various devices. Currently, the library does not have a dedicated individual to assist faculty in this task. Additionally, as demand increases, ability to accommodate the growth to create, catalog, maintain, evaluate and make needed changes to support the college's expanding needs can potentially fall further behind. |
| 10 | <a href="#">Communication</a>         | The data shows a load cushion of 2.80, but that does not include the one retirement that recently happened. This leaves only one full-time faculty, who is looking to retire in the next year or two. The courses have high fill rates and there will continue to be growth in this program with Cal-GETC changes. There is a clear need for stability and diversification in this program as well.  |
| 11 | <a href="#">Art History</a>           | FTEF clearly demonstrates the capacity to sustain another full-time faculty member and there are current equity gaps within the Art History area of specialization. Art History courses are crucial in transfer pathways, comprising 90% of GE enrollments within the Art Program and 24% of Area 3A Cal-GETC enrollments in 2023–2024. This position is needed to meet the state mandates for Art History (ARTH) faculty.   |
| 12 | <a href="#">English (Umoja)</a>       | There are currently no full-time faculty assigned to Umoja and the part time faculty who have taken it on, while outstanding, may not be able to teach consistently in the near term. Teaching Umoja also requires training and specialized skill set and background, further enhancing the need for a full-time instructor.   |
| 13 | <a href="#">DSPS</a>                  | The FT faculty member currently serving as the DSPS Coordinator will be retiring in August 2025. "Each College has either a DSPS Coordinator, Director or Dean per Title V regulations;" it is unclear from the request if one of the other FT faculty serving as DSPS counselors can become the DSPS Coordinator. The number of students served by DSPS has increased since we returned to campus, from 500 to 700 students.  |
| 14 | <a href="#">ASL</a>                   | <b>No full-time faculty.</b> There is a need for an interpreter certificate program at Cuyamaca and within the region. The potential for growth is significant. Interpreting services provide students with opportunities for high-demand and high-paying career opportunities. Part of equity gap statistics. Without a full-time faculty member, needed innovations and updates to the program are not accomplished, and the program continues to languish.  |
| 15 | <a href="#">Surveying</a>             | <b>No full-time faculty.</b> Difficult to staff courses consistently. Enrollment has been increasing, but course cancellations have impacted consistency for students. Identified equity gaps need attention. Industry provides jobs with living wages.  |
| 16 | <a href="#">CD</a>                    | Growing labor market. Need someone to lead the efforts in online teaching, to update curriculum to emphasize authentic assessments, and to add to OER within the program. There is also a need for an additional faculty member to observe student work in the CDC one-on-one, and to be able to attend the Local Planning Council in order to better understand industry needs, challenges, and opportunities.  |
| 17 | <a href="#">History</a>               | The department currently has two full-time faculty members, though one is on a reduced load due to reassignment time. Many of the courses in this area are essential for supporting transfer requirements to both CSU and UC. The discipline is large, with the majority of courses taught by part-time faculty. To better serve the college's diverse student population, the department has modified existing curriculum and developed new courses. In its continued efforts to eliminate equity gaps, the department requires additional full-time faculty.   |
| 18 | <a href="#">RE</a>                    | <b>No full-time faculty.</b> Regional employment is on an upward trend and has been steadily increasing. There is significant student interest, enrollment has been high, and growing and classes regularly have a very high fill rate. The program needs leadership with a dedicated focus to implement changes necessary to align with California DRE and keep curriculum current.   |

|    | <b>Request</b>                  | <b>Rationale</b>  |
|----|---------------------------------|---|
| 19 | <a href="#">Gen Counselor 2</a> | The current counselor student ratio of the College is 1:2711. There are five full-time counselors; however, they are assigned to other areas, and are unavailable for general counseling. This position will help support guided pathways work and the newly revised ADTs in addition to working in concert with CALGETC demands. The recommended ratio of counselor to student is 1:370, as cited in the Academic Senate adopted paper Consultation Council Task Force on Counseling (2003).   |
| 20 | <a href="#">WL-Spanish</a>      | There is only one FT Spanish faculty (3 FT within World Languages). There is a need for more diverse gender demographics. Load Cushion 3.20; with fill rates at standard but WSCH/FTEF slightly lower than standard. The department is POCR Badged for CVC; has OER Grants; and has a stated Program Review goal to apply for a ZTC pathway grant. This position is for a replacement for a retirement in 2018.   |
| 21 | <a href="#">OH</a>              | Enrollment in the Ornamental Horticulture program has returned to pre-pandemic levels, highlighting the need for sustained instructional support. The department currently has one full-time faculty member. A second full-time faculty member can enhance student support in the classroom and community spaces. This additional position would help address curriculum development and expand the development of Open Educational Resources (OER). In addition, OH operates a student-led retail nursery where students cultivate and sell plants, and manages nine acres of field space. |
| 22 | <a href="#">CWS</a>             | The load cushion shows at 1.39, but this does not include the retirement that happened in January. Currently there are no full-time faculty in the program, but the college is recruiting for one at this moment. Overall there are low fill rates and the productivity needs to be increased. There is a lot of potential for growth in this program/field, but it needs to be thought out so that the classes are offered strategically.  |
| 23 | <a href="#">ESL</a>             | Only 30% of ESL courses are taught by full-time faculty, well below the state-mandated requirement of 75%. In addition, core ESL courses are routinely filling to capacity with few or no available sections. The growing demand from students in ESL underscores the need for a full-time instructor. This demand is only likely to increase with an increasing refugee and undocumented population.   |
| 24 | <a href="#">Auto</a>            | This department has a load cushion of 3.14. There are three, full-time faculty members in the department. The Automotive Technology department provides academic learning and training for high-demand, living-wage industry jobs. The department does a wonderful job in staying current with technologies and with providing current and relevant training for the students. Student demand increases each year, but space limitations restrict the amount of students that can be accepted per class.  |