

Dear colleagues,

As the chair of the Full Time Faculty Hiring Committee (FTFHC), I am excited to share with you the recommended full-time faculty hires for the 2025/2026 academic year!

The FTFHC met for an all-day meeting at the Castroville campus on Friday, October 4. Building off of the improvements I announced via email December 11 of last year, we increased representation on the committee to involve data stewards, administrators, faculty and staff at the table at the same time. As a reminder, the previous process had the faculty in one silo, the deans in another, leading to a sometimes inefficient and "at odds" environment where the faculty recommendations were in unnecessary conflict with dean recommendations.

As a committee, we convened the following:

- Dr. Ram Subramaniam, Vice President of Student Success and Faculty Excellence (also representing as interim Dean of S.T.E.M.)
- Dr. Gayle Pitman, Vice President of Institutional Equity, Effectiveness, and Success
- Layheng Ting, Director of Institutional Research
- Dean Joy Cowden
- Dean Ana Gonzalez
- Dean Guy Hannah
- Dean Carla Johnson
- Dean Marianne Fontes
- Dean Carla Johnson
- Dean Debra Kaczmar
- Dean Dan Teresa
- Norma Cuevas, faculty member, representing Academic Senate President Kelly Locke
- Dr. Jason Hough (me), FTFHC Chair
- Alicia Edelen, faculty member, FTFHC
- Joel McKown, faculty member, FTFHC
- Deborah Stephens, faculty member, FTFHC
- Ann Wright, faculty member, FTFHC
- Vinita Tiwari, Outcomes and Assessment Specialist

VP Pitman, along with Institutional Research Analyst Layheng Teng, created data sets and dashboards all committee members used for initial quantitative rankings. Each member present was asked to rank their top three selections, with the stipulation that **at least two of the selections could not be from their own area** to ensure that we did not all simply advocate for our own needs.

The different data used can be found [here](#). The top ranked selections were then discussed with the entire group with the opportunity for any member to provide qualitative context for any of the positions.

These quantitative data and qualitative discussion, along with PPA requests, resulted in the final prioritization list:

#### TIER 1

1. Physics
2. Communication Studies (Main campus, Rising Scholars, Speech Team hybrid)
3. Ethnic Studies
4. Counseling (Main campus, King City hybrid)
5. Computer Science
6. Advance Automotive Technology

#### TIER 2

7. Respiratory Care
8. Art
9. Psychology (Main campus, Rising Scholars hybrid)

#### TIER 3

10. History
11. Kinesiology (Classes and football coach hybrid)
12. Business/Business Office Technology

Also considered: Engineering, Math, Sociology, Softball

This list was presented and approved by the Academic Senate on Tuesday, October 22.

The list will be officially presented to President Gutierrez, and will be used to determine full-time faculty hires for fall 2025.

At this time, the District hopes to hire at a minimum three full-time faculty for next year (not including replacements for resignations and retirements).

We are still working on an official process moving forward where retirements and resignations are automatically rehired (assuming no changes in discipline demand or need).

Part-time faculty members: We value "growing our own". If we have full-time positions post for your discipline for next year, we encourage you to apply!

As a Senate standing committee, the FTFHC will be updating its membership and by-laws to reflect this updated process and welcome any input this coming spring.

Should you have any questions about the process, please email me. If you prefer to text, my cell phone is in my signature line below.

If you would like to know more about the different data provided, please email Layheng Teng.

Thank you!

Dr. Jason Hough, Chair  
Full-Time Faculty Hiring Committee