



Faculty Hiring Decisions for 2025–26

The Faculty Hiring Prioritization (FHP) Committee recommendations were endorsed at the April 15, 2025 President's Cabinet Meeting. In accordance with our Governance Guide, these recommendations moved forward to the President for review and final decision regarding faculty hires for the 2025–26 academic year.

I have carefully reviewed the FHP Committee's work and considered multiple factors in consultation with our Vice Presidents. In addition to the narratives provided through the FHP process, the following criteria were taken into account:

- Ratio of full-time to part-time faculty
- Enrollment trends and areas of unmet need
- Commitment to equitable outcomes for students
- Alignment with Mesa's mission, vision, values
- Alignment with statewide initiatives
- Recent retirements and resignations impacting departments
- Mandates influencing enrollment
- Accreditation requirements
- The need to stabilize departments

After thoughtful consideration, I am approving the hiring of **12 faculty positions** for San Diego Mesa College for 2025–26. The approved positions, listed in alphabetical order, are:

1. Anatomy
2. Biology
3. Black Studies
4. Chemistry
5. Chicana | Chicano Studies
6. Communication Studies
7. Counselor, General
8. Disability Support Programs & Services (DSPS) Counselor
9. Mental Health Counselor
10. Statistics
11. Women's Soccer
12. Women's Volleyball

Note:

- *In support of the 50% Law, in Spring 2025, the District unfroze one faculty position per college. English was approved for one position with our 2024-25 approved list, and due to demand, was permitted to hire two positions during their Fall 2024 search.*
- *The Mental Health Counselor position will be funded through restricted funds.*
- *The Native American Studies position, approved for our 2023–24 Faculty Hiring Prioritization (FHP) process, has been held and will be opened for search in Fall 2025.*

- *The Physical Therapy Assistant position, approved in our 2024–25 FHP process, will be filled upon final approval of our baccalaureate degree.*

The next step will be for Deans and Department Chairs to partner with our Business Office to post these positions in Fall 2025, with anticipated start dates in Spring 2026.

I want to express my deep appreciation to each of you who contributed to this important process. Your thoughtful, well-crafted submissions reflect a deep care for your programs, your colleagues, and most importantly, our students. Because of your efforts, we are able to make decisions that are not only strategic but grounded in our shared values of equity, excellence, and student success.

Thank you for your continued commitment to shaping a stronger future for Mesa. Your voices and advocacy ensure that faculty hiring remains a purposeful, equity-minded endeavor that advances our mission and reflects the heart of who we are.

A handwritten signature in black ink, appearing to read "Arami Handy". The signature is fluid and cursive, with a large initial "A" and a long, sweeping underline.

President,
San Diego Mesa College

2025-2026 Faculty Hiring Prioritization

Final List: Synopsis of 12 selected faculty positions (*highlighted in gray*)

Ranking	Position
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