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Page 1: Full-Time Faculty Position Form

Q1 Please enter the following:

Department **History, Humanities, and Philosophy**

Position Title **Humanities/Religious Studies Instructor**

Q2 How will the position support or advance one or more of the goals your department/discipline identified in this year's program review? (200 words or less) (Rubric Criterion 3)

Goals
- Increase enrollment
- Diversify faculty
- Close equity gaps

A full-time faculty member who teaches both Humanities and Religious Studies will allow us to grow these disciplines, to increase enrollment and the number of sections we offer, and to modify or create courses that are more relevant to Cuyamaca's diverse student population. The department is committed to diversifying our faculty in order to better serve our diverse student population. Over 75% of the instructional faculty in the department are White, while approximately 70% of students are people of color. This disparity is significant and can adversely impact students' engagement, retention, and success. (Article on the effects of this disparity between faculty and students: https://www.gse.harvard.edu/news/ed/16/05/where-are-all-teachers-color). The department is committed to closing equity gaps and providing equitable outcomes for all student groups. Currently, there are significant equity gaps in Humanities and Religious Studies, particularly for the following student groups: Asian, Black, Latinx, Male, and Mixed-Race, while at the same time, overall success rates are low. During Fall18-Spring19, the overall success rates for Humanities (69%) and Religious Studies (57%) fall well below the College's overall success rate of 75%. To achieve this end, the department is committed to hiring equity-minded instructors.

Q3 How will this position specifically support or advance one or more of the College's four strategic priorities? Acceleration Guided Student Pathways Student Validation and Engagement Organizational Health (200 words or less) (Rubric Criterion 4)

This position supports Guided Student Pathways as the department is committed to hiring new faculty who better reflect students and their experiences and who are committed to mentoring and guiding students (enter the path). The department is also committed to increasing the number of equity-minded practitioners, thereby increasing retention (keeping them on the path) and success rates for all student groups (ensure learning).

This position supports Student Validation and Engagement as equity-minded practitioners develop a positive reputation and bring in students, as well as improve retention and success rates. In addition, the department is working to diversify faculty so students can see themselves reflected in the faculty ranks and in the subject matter being taught. The new faculty member would work to modify courses and create new courses, making them more relevant to our students.

This position supports Organizational Health as the department works to update the SLOs in all five disciplines, the PLOs for the Humanities pathway, provide more exposure to careers and work experience, sustain and create new learning communities, and develop certificates and degrees in Humanities and Religious Studies.

Q4 Describe why this position is essential to your program and/or service area and how it will improve student learning and achievement. (200 words or less) (Rubric Criterion 3)

There are zero full-time Humanities or Religious Studies faculty in the department, this has been the case since the 2017 retirement of Paul Carmona. A full-time faculty member is crucial to growing and developing these disciplines and improving student outcomes. These disciplines experience lower retention and success rates and larger equity gaps than Philosophy does with its full-time faculty member. A full-time, equity-minded faculty member is needed to improve retention and success rates and close equity gaps. A content expert is needed in these disciplines to undertake the work of generating more interest in Humanities and Religious Studies courses and careers, to revise SLOs and PLOs, to modify existing courses and add new courses, to create certificates and/or degrees in these disciplines, and to develop OER materials for these areas.

Q5 How has the lack of this position impacted your program and/or service area? What will be the impact to the program and/or service area if this position is not filled? (150 words or less) (Rubric Criterion 3)

The disciplines of Humanities and Religious Studies have slowly been declining since 2014, with fewer course sections offered and fewer enrollments. If left without a full-time faculty in Religious Studies, this trend will persist and could lead to the end of the discipline. 1-2 sections have been offered each semester for the past several years and sometimes those sections are cancelled or are left with single-digit enrollment after withdrawals. Low retention and success rates, and significant equity gaps, are a major concern for both on-campus and online courses. Please see sections II. B. 1, 3-4 on Student Achievement and II. C. 2. on Distance Education in the annual update. The department cannot grow these disciplines or improve success rates for all students, without a full-time faculty member. The department cannot meet the changing needs of students without a full-time faculty member to tackle the work listed in question 3.

Q6 Has there been or is there any evidence to demonstrate that there will be an increase in demand for your programs and/or services? Please discuss supporting data from recent semesters. For example, enrollment trends, waitlist pressures, or wait time for appointments and support services as they apply to this position. (150 words or less) (Rubric Criterion 2)

For Humanities, the WSCH/FTEF for Fall 2018 was 496.00 with a fill rate of 91% and 480.00 with a fill rate of 78% in Spring 2019. In addition, the number of humanities sections offered has increased 25% from 9 in Fall18-Spring19 to 12 in Fall19-Spring20. The number of Religious Studies have remained steady at 4-5 sections per academic year. The average load cushion for humanities was 1.0 over the last three academic years (Fall16-Spring17 to Fall18-Spring19). While enrollments have declined, in-line with college-wide decreases, there is considerable work to be done in these disciplines as they have been without a full-time faculty member for several years.

Q7 Is this a new position, replacement for a retirement/upcoming retirement or replacement for internal promotion (faculty to administrator), or replacement for other circumstances? Please explain. (100 words or less) (Rubric Criterion 3)

This position is a replacement for a retirement that took place in 2017. As stated throughout this request, the department requires a full-time faculty member to address the substantial workload necessary to grow and sustain the Humanities and Religious Studies disciplines, and to improve student success and equity efforts in these areas.

Q8 Please confirm that you have discussed this faculty position request with the Division Dean and that you understand that Division Deans will be providing feedback to help inform the prioritization process.

Yes, I have discussed this position request with the Division Dean

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