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Page 1: Full-Time Faculty Position Form

Q1 Please enter the following:

Department

History, Humanities, and Philosophy

Position Title

History 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 and increase number of equity-minded faculty
- Close equity gaps and increase success rate to 80%

A third full-time faculty member will allow us to increase success rates and close equity gaps, to increase enrollment and the number of sections we offer, and to continue offering courses that are 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 successful outcomes for all student groups. Currently, equity gaps exist for the following student groups: Black, American Indian, Asian, Latinx, and Multiple Races. In order to close these gaps and increase our overall success rate from 72% to 80%, 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, and sustain and create new learning communities.

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)

An additional full-time faculty member is necessary to teach core courses that have equity gaps and low success rates, to sustain and build-out the fledgling learning communities, to increase community-building and career events, to sustain history and heritage panels and events, to provide additional mentorship to students, to help revise SLOs and PLOs, and to develop history OER materials. Please see section II. B. 7. of the annual update.

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)

History has not been able to grow as a result of being understaffed. The chair of the department is a History faculty member and half of their load is taken up with these duties. This leaves 1.5 full-time faculty to teach in a discipline that offers 19-24 sections each semester. Equity gaps were reduced when both full-time faculty were teaching their full loads in 2016. For current equity gaps please see sections II. B. 1, 3-4 on Student Achievement in the annual update. The department cannot improve success rates for all students, without an additional full-time faculty member. The department cannot meet the changing needs of students, and implement a guided pathway model, 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)

Over the last three academic years, FTEF (3.80-5.20) and load cushion (2.80-4.65) have remained high. The number of course offerings have remained consistent during this period, 40-45 sections per academic year. In the face of enrollment declines college-wide, courses remain efficient; the WSCH/FTEF for Fall 2018 was 509.11 and 470.74 in Spring 2019. A full-time history faculty member is necessary in accomplishing the departments' goals: to improve enrollment and success rates and to close equity gaps. They are also necessary to sustain and build-out the work being done to create a history pathway experience for students.

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 is a growth position. As stated throughout this request, the department requires a full-time faculty member to address the substantial workload necessary to grow and sustain the discipline, and to improve student success and equity efforts in History.

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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