

#17

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Friday, January 15, 2021 10:19:25 AM
Last Modified: Friday, January 15, 2021 11:09:56 AM
Time Spent: 00:50:31
IP Address: 68.8.215.61

Page 1: Full-Time Faculty Position Form

Q1

Please enter the following:

Department	Art
Position Title	Full Time Tenure Track Position

Q2

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

The Art Department is 100% adjunct run, with the retirement of Marie Ramos as of December 31, 2019. All three department goals require a dedicated full time faculty to support and advance the future of the department. Our (1) goal of closing Equity Gaps in success and retention, must be led by a full time faculty to address our declining success and retention. The average levels of student retention and success over the 5 years are on par with the college: our retention rate of 88.5% and student success rate of 79.5%, is both similar to the College's rates, with our success above by 3%. In the last 5 years, a steady decline of retention and success rates has occurred, indicating a critical need for a dedicated full time faculty to support and identify a path towards equitable success.

In order to advance the (2) department goal of merging with the Graphic Design department, and building a new curriculum focusing on digital arts, a full time faculty will be required to lead this alignment with market demands and standard programs; this merging is in alignment with Grossmont College's program and other colleges in the County. The (3) department goal to reach across instructional programs and form relationships with STEM departments must also be advanced by a FT faculty.

Q3

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

(Guided Student Pathways)

The Art department supports Guided Student Pathways by creating relationships with high schools, starting a students path to our program; guiding students through our mapped and sequenced program efficiently; advancing their path to transfer or graduate with one of our 4 Degrees offered.

(Student Validation and Engagement) is critical to the program's vitality and is facilitated by FT faculty. Collaborative student & faculty opportunities for engagement and validation through: 1) Campus Art Exhibits supporting our diverse learning community, validating student's skills, talents, abilities, and experiences. 2) These events are professional development for students, supporting and advancing students' creative development, which is a 21st century Workforce skill. 3) FT faculty mentors the student Art Club, which includes both Art Dept and Graphic Design students. Members create murals (Guided Pathways/Student Center) and participate in college events; including helping to plan, present, and host our campus art events.

(Organizational Health)

Innovative 21st century workforce skill curriculum will be advanced by a FT faculty and the CPR goal of merging with the Graphic Design department supports students' success in the market. Interdepartmental collaborations of exhibits (as noted in Program Review goal 3) reinforce integrative learning require the leadership of a FT faculty.

We have met the changing needs of current students by offering more online courses, resulting in a 357% increase in online enrollment in the last 5 years. Currently, the department is 71% composed of DE classes. Monitoring this shift will require a redirection towards effective online proficiency standards and Culturally Responsive Teaching, focusing on equity and success. These efforts of program improvement require FT faculty leadership and support.

Q4

3. Describe why this position is essential to your program and/or service area and how it will improve student learning and achievement. (Rubric Criterion 1, 3) (200 words or less)

100% Online Student learning (DE) now represents $\frac{3}{4}$ of our total department enrollment. This method of learning requires knowledge and experience of effective practices that stimulate student learning and achievement for all students. FT faculty will improve the quality of learning and bring forth a higher standard.

Equity gaps are present in most groups; with the largest gaps in African American and Hispanic/Latino students. This is a critical issue that needs FT dedication to investigation of student learning, teaching practices, departmental policies, and curriculum. Closing these gaps and focusing on raising achievement for these students is critical. In order for equitable diverse student learning and achievement to be a priority, the department needs a FT faculty.

Student success rates have declined since 2015, after the retirement of a FT faculty in 2016, leaving only one FT faculty in the department up until their retirement in December of 2019, resulting in a 100% adjunct department of 14 faculty. This FT request is for a replacement of the recent retirement in December 2019.

The average FTEF for the last 5 years is 5.65, average load cushion is 4.81. The 5 year average WSCH/FTEF is 465.74%. In Spring 2020, FTEF was 5.79. In the last 5 years, our enrollment has increased by 10%. Over the last five years, our fill rates have averaged 80%; (up 7% from the college). A FT faculty is necessary to maintain department health.

Q5

4. 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? (Rubric Criterion 1, 3)(150 words or less)

Since the retirement of a FT faculty in 2016, leaving only one FT faculty in the department up until their retirement in December of 2019 there has been a steady decrease in retention and success rates. The department goals have not been given dedicated FT faculty priority. Instructional SDICCCA mentorships are not possible, Student Engagement and Validation activities and events have not been offered (Art Club, student exhibitions, open studio hours, maintaining a digital presence) at prior levels. If this position is not filled, we can expect to see more students take courses at Grossmont College, thus diminishing our enrollment and our growing program. The Organizational Health of the department is in peril.

The instructional demands placed on adjunct staff limit the effectiveness of program advocacy upward, with administrative members and bodies. If the position is not filled the possibility of our program being represented in the shared governance of the college is significantly stunted by the inability for adjunct staff to effectively participate in these essential leadership roles or by conflicts created by the instructional demands placed on adjunct staff by other districts. If this position is not filled, we can expect to see a loss of department focus towards goals and campus strategic priorities.

While the Art Department has stable retention and success rates as of SP20, there has been a 5 year decline overall while gaps in equity are rising. If this position is not filled, we are endangering a greater and more dramatic decline without a dedicated leadership.

Q6

5. 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. (Rubric Criterion 2)(150 words or less)

Department enrollments have increased upward, 10% in 5 years and we have large waitlists, which have resulted in this growth of the department. Specifically, with Art 100, a CSU/UC transferable course.

In the last 5 years, DE enrollment has increased from 26% of total enrollment to 71% of total enrollment in SP2020. This increase shows great demand for online courses.

An increase in demand for a more diverse range of course offerings has also led to the creation of 4 new art courses in the last 5 years to meet labor market demands that were integrated into the sequencing of our degrees offered.

Department fill rate is trending upwards, averaging 80% (in the last 5 years) and maintains a higher fill rate than the college's 73%.

Q7

6. 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. (Rubric Criterion 3)(100 words or less)

This is a replacement for two retirement positions. The department has lost both full time faculty members in the last five years, with the most recent retirement in the F19. Adjunct faculty has stepped in to try to create a stop-gap left by this void but has split commitments to other districts. In order to reverse the downwards trends in student success, address growing gaps in equity, help with Guided Pathways, take an active role in shared governance, and execute our larger program goals a full time tenure track position is essential to our program.

Q8

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

7. 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.
