

#23

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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

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)

A full-time faculty member who teaches both Humanities and Religious Studies will allow us to grow these disciplines, to increase success rates and close equity gaps, to increase enrollments and the number of sections we offer, and to expand course offerings 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. 100% of the philosophy, humanities, and religious studies faculty, part-time and full-time, are White, while approximately 60-70% of students in these disciplines 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, Native American, Latino/a/x, Middle Eastern, and Multiple Races. In order to close these gaps and increase our overall success rate to 80%, the department is committed to hiring equity-minded instructors.

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)

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

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)

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 sustaining 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. Religious Studies is particularly vulnerable and course offerings in this discipline have been steadily declining. Currently, only one or two sections of RELG 120 is being offered.

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)

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. The department cannot sustain these disciplines, close equity gaps, or improve success rates 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

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)

In Humanities, the FTEF in Fall 19 and Spring 20 was 1.20 with a load cushion of 1.00; in Religious Studies both FTEF and load cushion were 0.40. Combined, this is a FTEF of 1.60 and a load cushion of 1.40. The number of humanities sections offered has increased 25% from nine sections in Fall 18-Spring 19 to twelve sections in Fall 19-Spring 20. Two to three sections of Religious Studies courses are offered per academic year. In the face of enrollment declines college-wide, courses remain efficient. In Humanities, the WSCH/FTEF for Fall 2019 was 460.00 and 432.50 in Spring 2020, well above the college-wide 19/20 WSCH/FTEF of 412.08 and 395.24. In Religious Studies, in Spring 2020, the WSCH/FTEF was 592.50. A full-time faculty member in Humanities and Religious Studies is necessary in accomplishing the departments' goals: to improve success rates and to close equity gaps. They are also necessary to sustain and build-out the work being done to create a humanities pathway experience for students and the other work listed in question 3.

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 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 sustain the Humanities and Religious Studies disciplines and to improve student success and equity efforts in these areas.

Q8

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.

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