

#6

COMPLETE

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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

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 third full-time history 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. 100% of the full-time history faculty in the department are White, while approximately 65-70% of history 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, 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, and sustain and create new learning communities.

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)

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 participate in Culture and Community Circle events, to provide additional mentorship to students, to help revise SLOs and PLOs, to develop history OER materials, to create and update ACP information on the website, and to organize ACP activities for the Humanities Pathway.

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)

History has not been able to grow as a result of being understaffed. The chair of the department is a History faculty member and more than half of their load is taken up with these duties. This leaves approx. 1.5 full-time faculty to teach in a discipline that typically offers 19-24 sections each semester. Equity gaps were reduced when both full-time faculty were teaching their full loads in 2016. 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

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)

Over the last three academic years, the median FTEF was 4.50 and the median load cushion was 3.60.

In Fall 2019 and Spring 2020 the FTEF was 3.80 and 4.80 respectively while the load cushion was 3.60. 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 2019 was 453.24 and 448.27 in Spring 2020, well above the college-wide 19/20 WSCH/FTEF of 412.08 and 395.24. A full-time history faculty member 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 history 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 is a new 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

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