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Page 1: Full-Time Faculty Position Form

Q1

Please enter the following:

Department	World Languages
Position Title	Arabic Instructor Full-Time

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)

This position will support our goal to expand the Arabic program to include more courses to meet the needs of our growing population of Middle Eastern students. Presently, our only full-time Arabic instructor is working on revising the existing Arabic Civilizations course that includes ancient and modern times. The final revision will include only ancient civilizations and a second course will be created for modern civilizations. After the approval of these two courses, there are plans for developing the second semester of Iraqi Dialect since Iraqi Dialect I is a very popular class and students would benefit from a second level. Moreover, our plans to incorporate fully online Arabic language courses, will require an Arabic instructor with experience teaching Distance Education courses. Furthermore, hiring a new full-time Arabic instructor, assumingly Middle Eastern, will help our college goal of hiring faculty from diverse ethnic groups. The Arabic offerings continue to grow based on the existing high demand, but it is crucial to hire a second full-time Arabic instructor to be able to meet the demand and to ensure these new projects are completed in a timely manner.

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)

Arabic courses are very popular and necessary, considering the many native speakers and heritage speakers of Arabic attending Cuyamaca College. This program is steadily growing and hiring another Arabic instructor is critical to meet the demand of our changing demographics. Presently, many students are placed on waitlists and the department is not able to meet the demand. As a result, students have to modify their educational plan and delay graduation date. The hiring of a full-time Arabic instructor will support Acceleration and Guided Pathways since students will be able to stay on their path and complete their degree in a timely manner.

The Arabic program also helps with Organizational Health since it is steadily growing and success and retention rates are above 90%. From academic year 2018-2019 to academic year 2019-2020, it grew 12% in enrollment. Moreover, the World Languages Department is committed to participate in cultural events such as the Middle Eastern Heritage Week, Chaldean Hour, Middle Eastern Panels, among others. The addition of a new full-time Arabic instructor will indeed contribute to our efforts for Student Validation and Engagement. Furthermore, there are plans to add more curriculum to the program and hosting new events to promote validation and engagement. However, hiring another full-time instructor is crucial to meet the growing demand of Arabic courses and events to validate our Middle Eastern community.

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)

In Fall 2015, there were 405 students enrolled in Arabic courses and by Spring 2020 enrollment went up to 720. This is a growth of 178%. Although the growth has slowed down, every semester we offer at least one more section of Arabic. Finding qualified part time instructors to teach in our ever-growing Arabic program is a challenge. Many have had to apply through our equivalency program. The program is bursting at the seams, and the only thing that is keeping us from offering more courses—courses that fill to capacity—is the lack of qualified instructors we can hire. Hiring another full time Arabic instructor will definitely help the College meet its enrollment goal. A second full time Arabic instructor would facilitate the World Language Department's ability to be innovative and meet the changing needs of the students.

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 limited amount of qualified instructors has impeded our ability to offer more sections and courses. East County has one of the largest concentrations of Middle Eastern immigrants in the country. Our only full time Arabic instructor has shot out of the starting line with proactive and innovative plans. We presently teach four sections of a highly popular course in Middle Eastern Culture, for example, and these sections are highly successful. Plans are under way for creating curriculum for two separate Middle Eastern culture courses—Ancient Civilization & Modern Civilization, as well as a second semester of Iraqi Dialect. These are exciting and innovative expansions to our program, but the challenge will be to find instructors who can teach these courses, given the constraints of teaching load for our part time instructors. As it is, most of our part time Arabic instructors presently teach at maximum load. Moreover, the only full-time instructor has to teach overload every semester. In order to maximize the course offerings, we had offered some split assignments to instructors. If this position is not filled, we will be unable to meet the needs of our burgeoning population of students wanting to take these courses. Without more full time faculty, we simply will not be able to grow the program.

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)

The Arabic program has been growing steadily. Five years ago, we were offering seven sections of Arabic courses. We only had six different courses: ARBC 120, 121, 145, 220, 250, and 251. Presently, we have twenty-seven sections and we offer ten different courses, we added ARBC 122, 123, 221, and 254. Moreover, we are in the process of developing a second semester for Arabic Civilizations and for Iraqi Dialect. Success and retention rates across the board are usually above 90%. Hiring a new Arabic instructor will help the College in reaching its growth goal and in reaching a 77% course success rate.

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)

In June 2018, a Spanish instructor retired. Since there is a critical need for another full time Arabic instructor, both full time instructors from the World Languages Department agreed that the retiree must be replaced by an Arabic instructor.

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