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COMPLETE

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Page 1: Full-Time Faculty Position Form

Q1

Please enter the following:

Department	English as a Second Language
Position Title	ESL Instructor

Q2

1. Which program review goal(s) is this request supporting? Please state how the position will help advance the specific goals. (Rubric Criterion 3) (300 words or less)

Acceleration--in order to continue we need at least another full-timer on board trained in accelerated methods. The current reliance on adjuncts, especially during this fragile time of transition in a pandemic, makes the acceleration training needed to maintain the program difficult to continue without full time teachers familiar with the methodology.

Q3

2. Which strategic priority/priorities is this request supporting. Please state how the position will help advance the specific priority/priorities and the College's mission. (Rubric Criterion 4) Acceleration Guided Student Pathways Student Validation and Engagement Organizational Health (300 words or less)

Acceleration--we are, as has been recently stated, the poster child for acceleration, especially in ESL. Maintaining this status is good for the college, the state, and most of all for our students. What we do relies on the cooperation of our full-timers above all, who work together to decide and implement every step of our acceleration process. We need at least another team hand in this process to continue our progress.

Q4

3. How will this position improve student student learning and achievement, and close equity gaps in access and outcomes in your program. (Rubric Criterion 2) (300 words or less)

Our accelerated program has shown its ability to increase student success and access to transfer level programs and skills. When our students in ESL succeed, equity gaps shrink because our students ARE the equity gaps in this society. Having another full time member of our department will aid us in coordinating and following through with our plan to increase all of our students' proficiency to the level where their success options increase and their futures become more hopeful. Our program can potentially supply students into several gateways, especially if a full timer takes charge of key paths and options. We simply cannot do this with the few full timers we have.

Q5

4. Has there been or is there any evidence to demonstrate that there will be an increase in demand for your programs and/or services? How are students being adversely impacted without this position? 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)(300 words or less)

The enrollment is low now, but with COVID times coming to an end (we hope!) and the arrival of hundreds of refugees from Afghanistan being processed by the state department, we expect a boom in the department starting by the end of next year. The more curriculum, companion courses, teacher leads, and coordinators under the department Chair we have, the better we can serve these new students.

Q6

5. What are the racial and gender demographics of the faculty within the program? What steps will your program take to ensure that the recruitment for this position will encourage/promote faculty diversity? (Rubric Criterion 1)(300 words or less)

Our racial and cultural diversity is already very varied. Many teachers seeking positions with us come from having studied in similar programs, meaning they were the students they now seek to serve. Announcements of our need for positions are usually sent to organizations of diverse member backgrounds.

Q7

6. Describe why this position is essential to your program and/or service area. 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)(300 words or less)

The lack of full time faculty in this department has resulted in serious workload issues to the few full timers we have and little or no compensation for hundreds of hours of extra work.

A more equitable spread of the workload should ensure better quality in the output by reducing the likelihood of less-than-perfect results caused by overwork and carelessness. A Chair should not be expected to work 65 hours a week.

Q8

7. Is this a new position, replacement for a retirement/upcoming retirement or replacement for internal promotion (faculty to administration), or replacement for other circumstances? (Rubric Criterion 3)(100 words or less)

We lost one teacher to administration, and we have at this moment lost another full timer to President duties on the Academic Senate.

Q9

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**