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**COMPLETE**

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## Page 1: Full-Time Faculty Position Form

**Q1**

Please enter the following:

Department	<b>English as a Second Language</b>
Position Title	<b>Assistant Professor</b>

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**Q2**

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

With one full time ESL professor serving 100% as Academic Senate President, the job of updating our curriculum falls on the remaining three. When funds were available for curriculum development, each packet generated a stipend of about \$1200, which showed the intensive work required. Now these updates are all done on volunteer basis. It is a major work in our department and three people are simply not enough to keep pace with the need. With the additional caveat that several full-timers are approaching retirement age, it becomes crucial to the department to keep the faculty staffed at a healthy level.

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**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, vision and values. Note: the more goals addressed the stronger the request (Rubric Criterion 4) Increase equitable access (enrollment) Eliminate equity gaps in course success (passing grade in class) Increase persistence eliminate equity gaps (re-enrolling the subsequent semester or year) Increase completion and eliminate equity gaps (graduating with a degree/certificate, or transferring) Increase hiring and retention of diverse employees to reflect the students and communities we serve (300 words or less)

Equitable access through healthy curriculum is affected. Course success is similarly affected by vital acceleration curriculum updates, as is the persistence seen when students are engaged by the principles of our curriculum, which includes updating the literature used in class and the activities we create around this literature.

Mostly, this will increase the hiring and retention of diverse employees to reflect the students and communities we serve.

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#### Q4

3. How will this position improve student learning and achievement, and close equity gaps in access and outcomes in your program? What steps are you taking to close equity gaps in access and outcome, for example: (Rubric Criterion 2)- modify curriculum to reflect the college's diverse student population- close equity gaps- ensuring equitable access to courses that have pre-requisites- removing barriers for students, especially those from historically marginalized groups- adopt/create no cost/low cost textbooks and course materials(300 words or less)

This will modify curriculum to reflect the college's diverse student population and continue our offering of low-cost text and materials for all of our ESL courses.

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#### Q5

4. Has there been or is there evidence to demonstrate that there will be an increase in student 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, students served, etc. as they apply to this position. (Rubric Criterion 2)(300 words or less)

When we were adding new curriculum for each semester, our growth was healthy. While this growth was adversely affected by COVID, we experienced a downturn when the funding for updating curriculum ceased. We saw that the best curriculum was developed by full timers in the department. The work was faster, more efficient, and more focused on the principles of acceleration we were all trained in. It would benefit the students to have another full timer versed in acceleration methodology to lead classes and steer them to greater levels of proficiency.

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#### Q6

5. What are the racial and gender demographics of the faculty within your program? What steps will your program take to ensure this position will promote faculty diversity to reflect the students the college serves, for example: (Rubric Criterion 1)- Participating in professional development related to equity and diversity in hiring- Participating in professional development related to equal employment opportunity (EEO)- Completing EEO Representative Training- Employing strategies to recruit diverse applicants(300 words or less)

In our department we have two women who identify as White, and two males who identify with a Spanish background. We have no middle-eastern among our full timers and yet our student population is over 90% Middle Eastern. Several of our adjuncts are racially diverse, and they would supposedly be among applicants for this position. A familiarity with student cultures will be a plus for this position.

We have participated in all the points listed above regarding training for equity hiring.

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#### 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)

Without another hand to take up the slack, our progress has been limited to the work we contribute voluntarily beyond our normal duties. We have created four more curriculum packets in our department since COVID with only two full-timers being able to contribute.

To advance the program as we have wished for in these pages, we need another faculty member to take up oars. Otherwise the best we can do is stay above water.

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**Q8**

7. 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)

There are upcoming retirements, although I am not privy to future dates. As stated, one of our full-timers serves as Academic Senate President and is not able to participate in our program properly.

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**Q9**

8. 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. Note: The Division Dean will be providing feedback to help inform the prioritization process

**Yes, I have discussed this position request with the Chair of the Department**

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

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**Q10**

**Respondent skipped this question**

If you would like to attach data to support your request in light of the rubric criteria, please upload a PDF, Word, or image file using the button below.

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