

#17

COMPLETE

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Page 1: Full-Time Faculty Position Form

Q1

Please enter the following:

| | |
|----------------|--|
| Department | Ethnic Studies |
| Position Title | Tenure-track professor in Ethnic Studies |

Q2

No, the position has not yet been funded

If this position has already been funded, do your want to continue with the current request?

Page 2

Q3

1. 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)

Criteria 1: Data/Evidence in Support of Need—

- 1) Chicanx/Latinx have some of the lowest success rates in ethnic studies courses.
- 2) In Fall 2022, Chicanx/Latinx students comprised 46% of the population of ethnic studies students, which is about 20% more than the next demographic of students. 46% is a jump from the previous year at 32%. 46% even exceeds the college average.

Criteria 3: Critical Need—

- 1) Per Title 5, ethnic studies will be a community college requirement for all students obtaining an associate degree across the state of California starting Fall 2024. We need more full-time faculty to meet this need.
- 2) As of Fall 2020, the Hispanic/Latinx student population comprises 35% of the student population, tied for the highest group represented along with white students. We need to support students from historically marginalized groups such as Chicana/x/o students.

Q4

2. 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)

The only full-time faculty teaching ethnic studies designated courses in ethnic studies (Teresa Hodges, Ph.D.) is a mixed race Black and Filipina (Asian) woman. She is not qualified to teach full Chicanx courses. She has taught comparative ethnic studies and Black studies at Cuyamaca, and she can also teach Asian American studies. In order to ensure this position will promote faculty diversity to reflect the students the college serves, we also need a hire for Chicana/x/o studies within ethnic studies.

Q5

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)

-We will continue to engage in professional development, including attending ethnic studies webinars that will help us modify curriculum to reflect the college's diverse student population. With more faculty and faculty that cover all sub-disciplines and work with others in ethnic studies across the state, that will help to ensure that we are able to serve more student needs.

-We modify curriculum to reflect the college's diverse student population such as inclusion of teaching about Middle Eastern peoples. With a faculty member in Chicanx studies, we will be able to have someone who is an expert in the field to be able to help guide our curriculum for and about Chicanx/Latinx people. We are creating a Chicanx studies certificate that will draw from existing courses across Cuyamaca College in various disciplines but will be housed in Ethnic Studies. Ethnic Studies also aims to offer a few of those courses for the certificate.

-I teach my courses with a no cost/low-cost textbook policy to help ensure equitable access. There is currently another OER textbook in Chicanx studies that was recently published that is available for a professor to use with their students.

-We are working to address equity gaps, and success and retention rates. Having a faculty designated for Chicanx studies could increase motivation, mentorship and related opportunities, and work with Puente (when the campus secures a position) as well as with Together We Rise. This all could help with student retention and success, as students could feel more belonging and a stronger sense of community on campus.

Q6

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)

-Chicanx/Latinx students have higher enrollment in ethnic studies courses. In Fall 2022, Chicanx/Latinx students comprised 46% of the population of ethnic studies students, which is about 20% more than the next demographic of students. To have more courses available that meet ethnic studies graduation requirement but in Chicanx studies could potentially also help with equity gaps for them to be able to take a course in Chicanx studies but also meet the requirement. Currently, ETHN/HIST 107 has waitlists for online courses for at least 15 students the past two semesters, with also waitlists (about 7 students each) for each of the two 8-week courses for the past two semesters. This course fills Area F requirements for CSU and is currently considered one of the main intro courses in Ethnic Studies right now.

-As of Fall 2022, the current Chicanx Ethnic Studies/Literature and Chicanx Ethnic Studies/History courses have fill rates of at least 84%, the highest fill rates of all Ethnic Studies cross-listed courses.

Q7

5. 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)

-Supporting the goal of creating a Chicanx Studies certificate. This will specifically "Increase hiring and retention of diverse employees to reflect the students and communities we serve " and includes serving students from historically marginalized groups and addressing Issues with Federal or State Mandates: Title 5 mandates that every community college student graduating must take an ethnic studies course beginning 2024. The California State University also enables students to transfer having taken their ethnic studies requirement at community college, per course approval. To meet the needs of student requirements, we will need another full-time instructor. Ethnic Studies currently has a discipline FTES/FTEF of 17.94 with the Chicanx cross-listed courses being higher, which is higher than the college average of 14.38.

Q8

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)

-New position: -Issues with Federal or State Mandates: Title 5 mandates that every community college student graduating must take an ethnic studies course beginning 2024. The California State University also enables students to transfer having taken their ethnic studies requirement at community college, per course approval. To meet the needs of student requirements, we will need another full-time instructor. Ethnic Studies currently has a discipline FTES/FTEF of 17.94 with the Chicanx cross-listed courses being higher, which is higher than the college average of 14.38.

Q9

7. 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)

-Increase hiring and retention of diverse employees to reflect the students and communities we serve.

-In order to be student-centered, we need someone who can provide culturally relevant pedagogies.

-In order to address inequities on our campus, we need our faculty to reflect our students.

-In order to promote student success, we need to ensure that our curriculum is relevant.

-In order to strive for innovation, we need to include diverse voices.

-In order to promote excellence, we need to make sure we have experts that can help guide us.

-In order to promote social justice, we need to help ensure that ethnic studies grows and does what it's supposed to do: cultivate and support community, provide access, and be relevant to our students.

In order to cultivate community, we need to uplift the marginalized and hold space for those who are told their culture is incompatible with academia.

Q10

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

Q11

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.