

#4

**COMPLETE**

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Page 1: Full-Time Faculty Position Form

**Q1**

Please enter the following:

|                |  |
|----------------|--|
| Department     | <b>Graphic Design</b>                                  |
| Position Title | <b>Full-time, Tenure Track, Graphic Design Faculty</b> |

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**Q2**

**No, the position has not yet been funded**

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

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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)

The Professor of Graphic Design position is indispensable to our program and service area due to its pivotal role in driving key initiatives, supporting student success, and addressing critical needs. The absence of this position has had noticeable repercussions on the efficiency and effectiveness of our program, and failing to fill this role would exacerbate these challenges significantly.

The Professor of Graphic Design is essential for providing strategic leadership in implementing crucial initiatives within our program. The lack of this position has led to a gap in coordination and strategic direction, hindering the effective execution of key projects and hindering progress toward our programmatic goals.

This role plays a central part in enhancing student support mechanisms and fostering success. Without the Professor of Graphic Design, students lack the comprehensive support systems necessary for overcoming challenges, resulting in decreased retention rates and overall student success. The absence of targeted support has particularly affected historically marginalized groups, exacerbating existing equity gaps.

The Professor of Graphic Design is instrumental in fostering program innovation and adaptability. The lack of this role has hindered our ability to stay at the forefront of educational trends, implement innovative teaching methodologies, and respond promptly to the evolving needs of our students. This stagnation impedes our program's ability to remain competitive and relevant.

Coordination and collaboration across departments and stakeholders are crucial for the success of any program. The Professor of Graphic Design serves as a linchpin in facilitating communication and collaboration. The absence of this position has resulted in a lack of cohesive planning and synergy, leading to inefficiencies, missed opportunities, and a disjointed approach to program development.

The impact if this position is not filled would be the absence of a Professor of Graphic Design that would further diminish the effectiveness of the program, hindering our ability to meet the evolving needs of our students and adapt to changing educational landscapes.

Historically marginalized groups would continue to face barriers without the targeted support and initiatives that the professor is designed to provide. This perpetuates disparities in access and outcomes, hindering our commitment to equity and inclusivity.

The program would struggle to remain innovative and adaptive, impacting our ability to deliver cutting-edge education and compete with peer institutions.

The lack of this position would result in weakened collaboration and coordination across departments, limiting our ability to create a cohesive and impactful educational experience for our students.

The Professor of Graphic Design is not just beneficial but essential to the success and vitality of our program. The absence of this role has already had negative consequences, and failing to fill it would further compromise the quality of our program, hinder student success, and impede our ability to address the unique challenges faced by our diverse student body.

**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)

Currently, the Graphic Design program has a total of five adjunct faculty members. They identify as Asian, White, Middle Eastern and Hispanic. All new adjunct hires have increased the level of diversity within our current adjunct pool. When a new full-time position is approved It will continue to expand our diversity of our faculty in Graphic design.

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**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)

The Professor of Graphic Design plays a pivotal role in enhancing student learning and achievement while simultaneously addressing and closing equity gaps in access and outcomes within our program.

As Professor of Graphic Design, the chosen candidate should be committed to implementing innovative teaching methodologies and curriculum enhancements. By integrating technology, fostering interactive learning environments, and tailoring instructional approaches to diverse learning styles, they should aim to create an inclusive atmosphere that supports all students, regardless of their background or previous educational experiences. This approach directly contributes to improved student engagement and comprehension.

Recognizing the unique challenges that students may face, especially those from historically underserved or marginalized communities, the chosen candidate will work to establish robust support systems. This includes personalized mentoring, tutoring resources, and counseling services. By understanding and addressing the diverse needs of our student body, they should aim to bridge gaps in academic performance and contribute to a more equitable educational experience.

The chosen candidate needs to be committed to collaborating with faculty to develop and implement a curriculum that reflects cultural diversity and inclusivity. By incorporating a variety of perspectives, experiences, and examples into the learning materials, we can create a more culturally responsive educational environment. This not only enriches the educational experience for all students but also contributes to closing equity gaps by ensuring that the curriculum is relatable and accessible to everyone.

In the digital age, access to educational resources is crucial. The chosen candidate will be expected to champion initiatives to ensure that educational materials are readily available and accessible to all students. This includes advocating for the use of open educational resources, providing alternative formats for content, and addressing technological barriers. By eliminating access barriers, we create a more level playing field and reduce disparities in educational outcomes.

The chosen candidate should be committed to implementing a robust system of continuous assessment and improvement. This involves regularly analyzing data on student performance, disaggregated by demographic factors, to identify areas where disparities exist. By understanding these disparities, we can develop targeted interventions and improvements to close equity gaps and enhance overall student achievement.

The Graphic Design Faculty member, will focus on implementing strategies that foster an inclusive and equitable learning environment. Through innovative teaching practices, individualized support, culturally responsive curriculum development, accessibility initiatives, and a commitment to data-driven improvement, the chosen candidate will aim to contribute significantly to the improvement of student learning and achievement while actively working to close equity gaps within our program.

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**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)

In 2022, there were 1,749 graphic designer jobs in the region. Regional employment for this occupation is projected to increase by 8% through 2027; 190 job openings are projected annually. Additionally, closely related areas of specialization related to graphic design are also in demand.

Over the previous 12 months (June 2022 to May 2023), there were 79 unique job ads for graphic designers in the region. On average, regional employers kept online job ads for graphic designers open for 27 days. The average regional online job is open 29 days, indicating that employers fill graphic designer positions slightly faster than all other jobs.

Community colleges should ensure their training programs lead to employment opportunities that provide a living wage. The MIT living wage calculator estimates that an individual must earn \$21.82 per hour or \$45,386 annually to be self-sufficient in California (Glasmeier, 2023). The median hourly earnings for graphic designers are above the living wage estimate, indicating that at least half of workers in this occupation earn a living wage.

The Graphic Design program continues to offer students in the East County and surrounding region a pathway for obtaining a career in Arts, Media, and Entertainment (AME) . The current Graphic Design faculty members offer excellence and expertise in all aspects of visual communication design. Our goal is to hire a full-time faculty member with experience teaching a progressive and exciting design curricula with the industry expertise to guide, develop and grow the current design program.

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**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)

We are dedicated to advancing the specific goals of equity, excellence, and social justice through the following key strategies:

The candidate will actively advocate for and contribute to the implementation of equitable practices within required duties of the Graphic Design faculty member. This involves Outreach, recruitment and engagement, ensuring that policies and procedures foster fairness and inclusivity for all members of the community.

Excellence is intrinsically linked to diversity and inclusion. In that role, the candidate will champion initiatives that celebrate and leverage the diverse talents, experiences, and perspectives within the college community. This includes creating a clear pathway to completion that addresses the goals of a diverse student population. This creates an environment where excellence is synonymous with diversity.

The candidate committed to developing and implementing programs that promote social justice awareness and education within the college community. This may involve specific programs, workshops and initiatives aimed at fostering a deeper understanding of social justice issues and promoting dialogue for positive change.

The candidate will actively contribute to decision-making processes that prioritize inclusivity and representation. This includes participating in activities to ensure that diverse voices are heard and considered in key discussions, policies, and strategic planning, fostering a more just and representative environment.

In order to support equity and social justice goals, The candidate will advocate for and contribute to the equitable allocation of resources to ensure that resources are distributed fairly, addressing historical disparities and promoting access to opportunities for all.

By implementing these strategies, it can serve as a catalyst for positive change, aligning with the overarching goals of equity, excellence, and social justice within. Through a combination of advocacy, education, and inclusive practices, the Graphic Design Department aims to contribute to the creation of a more equitable, excellent, and socially just environment for all stakeholders involved.

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**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)

This is a replacement for a position that was vacated in 2016 when the only full-time tenured faculty retired. Currently, the Graphic Design program's enrollment is spread across several classes. Grossmont has focused on fine art coursework rather than Graphic/Digital design. This has allowed our graphic design program to flourish and fill the necessary void.

We offer a pathway for students in Graphic/Digital Design that will lead to careers that are in demand in the Arts, Media, and Entertainment industry. Hiring a new full-time faculty member with content expertise in Graphic design and Digital media, we can expect our enrollments to continue to grow.

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**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)

This position will be poised to contribute significantly to the advancement of Cuyamaca's specific priorities, as well as uphold the institution's overarching mission, vision, and values.

At the heart of Cuyamaca's mission is equity. The tenured faculty member will actively embody this mission by working to increase equitable access. By doing so, I will play a pivotal role in ensuring that the college stays true to its fundamental purpose.

Cuyamaca's vision of excellence is one that the chosen candidate should be deeply aligned with. In this role, they will work towards realizing this vision by increasing completion and eliminate equity gaps. The commitment to increased persistence mirrors the aspirational future that the college envisions.

Cuyamaca is grounded in core values such as social justice. In performing the duties of professor, the candidate must embody these values by treating student, staff and community voices. This commitment ensures that the college community remains united in its shared principles.

The Professor of Graphic Design is intricately linked to the fulfillment of Cuyamaca's priorities, mission, vision, and values. By actively contributing to key priorities and embodying the institution's core principles, the chosen candidate will be dedicated to furthering the college's success and reinforcing its position as a beacon for students in equity, excellence and social justice.

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**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**

**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**

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**Q11**

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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