#6

COMPLETE

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Page 1: Full-Time Faculty Position Form

Q1

Please enter the following:

Department	**American Sign Language**
Position Title	**Full Time Faculty Member**

Q2

1a. Did you request a position last year (2024-2025)?

Yes

Q3

1b. If yes, and that position was funded, do you want this position ranked as well?

No

Q4

1c. Is there dedicated funding for the position that is not unrestricted general fund (i.e. categorical/special funded programs)

No

Page 2

Q5

2. Why is this position essential to your program and college?Please discuss the potential impact of this position on the department, college, district and/or region (Rubric Criterion 1, 3).(300 words or less)

A full-time position in the ASL department will allow the program to rebuild to what it has the potential it has. Since having a full-time faculty member, course offerings, course enrollments and course success rates have decreased. In the 2020-2021 academic year, the program had thirteen students successfully earn their certificate or degree from the department. In the 2024-2025, academic year, it decreased to four students.

Q6

3. What are the racial and gender demographics of the faculty within your program? Outline your steps to ensure a recruitment of diverse candidates that reflect the mission, vision and values of the college. These steps could include: professional associations dedicated to the promotion of diversity in your content area (Rubric Criterion 1).(300 words or less)

During the Fall 2025 semester, the faculty included one Caucasian male, two Caucasian females and one Latina female.

Q7

4. Please describe your planned onboarding process to support the new hires inclusion into community. Please share if there are any resources or collaboration that would assist. (Ex: AFT mentorship, THRIVE, Tenure Review, EMTLI, Communities of Practices, etc.) (Rubric Criterion 4: Support of Strategic Plan) 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)

The onboarding a new full time faculty member would include collaboration with the ASL Department Chair at Grossmont College for department continuity. The faculty member would also be involved in ILAT and encouraged to participate in campus professional development opportunities such as EMLTI and an AFT mentorship.

Q8

5. 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: Program Student Achievement and Potential Growth) 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)

By having a full-time faculty member, there can be a stronger focus on updating Student Learning Outcomes, making the courses' SLOs more equitable which will help improve equity gaps in the student success rates in the program.

Q9

6. 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)

Without a full-time faculty position, the program has seen a decrease in enrollment as well as retention and success rates. In the Fall 2018 semester, we had nine course sections and in the Fall 2025, we have six sections.

Q10

7. 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: Critical Need - Critical to the Program/and Institution)Examples may include the following: Issues with Federal or State Mandates Replacement for Recent Retirement or Vacancy Specialty Areas within Discipline/Service Area results in difficulty in finding part-time faculty Required for Program, Courses, or Specific Service to Continue Ranking within division (per division dean feedback) Supporting students (300 words or less)

A full-time faculty member would support all current Program Review goals for the ASL department. Having a full-time faculty member would allow someone to focus on improving outreach to help increase enrollment and improved success rates. A full time faculty member would also be able to focus on updating current SLOs and curriculum to make more equitable and inclusive.

Q11

8. Is this position new or a replacement? Please explain. (Rubric Criterion 3)(100 words or less)

Replacement for former full-time person who resigned from the position in the Spring 2021 semester.

Q12

9. 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: Support of Strategic Plan) 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)

A full-time position in the ASL department supports the following strategic strategies: increasing equitable access, eliminating equity gaps in course success and increasing completion plus eliminate equity gaps. A full-time faculty member. With a full-time faculty member in the department, the department can work together to help update and re-evaluate the current learning outcomes to make them more equitable for our students. A full-time faculty member would also help facilitate the department's continued commitment to better our own equity and diversity training.

Q13

10. 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

Q14

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.

Respondent skipped this question