



## Full-Time Faculty Position Request Form 2027- 2028

This form is used by departments and programs to request new or unfilled faculty positions relying on Program Review and/or other justifications. Submit one form for each position requested. For multiple positions, indicate priority of request (e.g., Subject Position 1, Subject Position 2, etc.). Forms are due to Division Deans by September 16, 2026.

Position Requested:

Contact Person:

Discipline/Division:  Starting Term: Fall  Spring

This form requires the use Enrollment Management Tool data, which can be found at the following link: <http://www.laspositascollege.edu/researchandplanning/FacultyPrioritization.php> (If you have any questions about the data, please contact Rajinder Samra 925-424-1027 or [rsamra@laspositascollege.edu](mailto:rsamra@laspositascollege.edu)) or your Dean. The data will be verified by the Dean. Do not attach data spreadsheets.

Check if position is a: Replacement ☐ or New ☒

If replacement: What is the position code? (see Dean)

Name of the person being replaced:

Length of time position(s) unfilled:

Date Retirement/Resignation is Board Approved:

If position is categorically funded, indicate source and duration of funding:

### CRITERIA

1. Number of Full-Time Faculty currently in Discipline:

If requesting more than one position, add 1 to this number for each subsequent position requested.

2. Percentage of FTEF taught by full-time faculty as load for the past six semesters, and projected for one year assuming a successful hire. (Use data from link above. If requesting more than one position, see Rajinder Samra to determine the projected numbers.)

Projected

| Fall 2023                         | Spring 2024                       | Fall 2024                         | Spring 2025                      | Fall 2025                       | Spring 2026                      | Fall 2027                        | Spring 2028                      |
|-----------------------------------|-----------------------------------|-----------------------------------|----------------------------------|---------------------------------|----------------------------------|----------------------------------|----------------------------------|
| <input type="text" value="0.00"/> | <input type="text" value="0.00"/> | <input type="text" value="66.7"/> | <input type="text" value="100"/> | <input type="text" value="80"/> | <input type="text" value="100"/> | <input type="text" value="100"/> | <input type="text" value="100"/> |

3. a. For Instructional Faculty: WSCH per FTEF for the past six semesters (use data from link above):

| Fall 20233                       | Spring 2024                      | Fall 2024                             | Spring 2025                           | Fall 2025                             | Spring 2026                           |
|----------------------------------|----------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|---------------------------------------|
| <input type="text" value="n/a"/> | <input type="text" value="n/a"/> | <input type="text" value="402/0.60"/> | <input type="text" value="252/0.40"/> | <input type="text" value="642/1.00"/> | <input type="text" value="519/0.80"/> |

Full-Time Faculty Request Form 2024-25: FHPC Revisions May 3, 2012, Sept. 18, 2012, April 30, 2013, December 4, 2015, March 21, 2018; Presented to Academic Senate-January 27, 2016, April 11, 2018, April 27, 2019, May 13, 2020, May 4, 2021, May 14, 2022, May 10, 2023, May 17, 2023, May 8, 2024, May 23, 2025, May 19, 2026

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b. For non-instructional faculty (librarians and counselors): Student/Faculty ratio for the past six semesters, and projected for one year assuming a successful hire. Divide headcount by number of full-time faculty. For example: 8000 students divided by 3 full-time faculty. 1:2666

(If requesting more than one position, see Rajinder Samra to determine the projected numbers).

Projected

| Fall 2023 | Spring 2024 | Fall 2024 | Spring 2025 | Fall 2025 | Spring 2026 | Fall 2027 | Spring 2028 |
|-----------|-------------|-----------|-------------|-----------|-------------|-----------|-------------|
|           |             |           |             |           |             |           |             |

#### 4. Program Characteristics:

- a. List the courses taught and/or work performed in the discipline.  
(Be brief and specific. Use your Program Review to complete this section.)

ETHS 5 Race and Psychology  
ETHS 6 Intro to Race and Ethnicity  
ETHS 10 Intro to African American Studies  
ETHS 20 Intro to Asian American Studies  
ETHS 30 Intro to Chicanx and Latinx Studies

- b. Total number of primary sections as identified in data taught in the discipline in each of the last six semesters (use data link from page 1):

| Fall 2023 | Spring 2024 | Fall 2024 | Spring 2025 | Fall 2025 | Spring 2026 |
|-----------|-------------|-----------|-------------|-----------|-------------|
| n/a       | n/a         | 3         | 2           | 5         | 4           |

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c. Student enrollments (FTES) in the classes taught (use data link from page 1) or number of students served in each of the last six semesters:

| Fall 2023 | Spring 2024 | Fall 2024 | Spring 2025 | Fall 2025 | Spring 2026 |
|-----------|-------------|-----------|-------------|-----------|-------------|
| 26.73     | 27.26       | 36.40     | 36.28       | 58.95     | 58.08       |

d. List special characteristics of the discipline such as: (Be brief and specific. Use your Program Review to complete this section.)

- Mandated class size limits due to state, contract, and accreditation standards.
- Facilities
- Number of courses out of the total number of courses in the discipline that meet General Education Requirements
- Number of courses out of the total number of courses offered that are required as part of an associates degree, certificate or transfer
- Discipline provides basic skills courses
- Discipline provides mandated and specialized services to students
- If position is categorically funded please add source and duration of funding
- Other

All 5 of our courses meet the General Education Area 6 Ethnic Studies requirement and the CAL-GETC and ADGE in Area 4.

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5. Describe how courses and/or services in this discipline impact other disciplines and programs. (Be brief and specific. Use your Program Review to complete this section.)

Studies have shown that scholars that take Ethnic Studies courses improve their overall academic achievement. An SFSU study found that scholars who completed a few courses in Ethnic Studies boosted their graduation rates to 72%. Those that major in Ethnic Studies achieve a graduation rate of 92%. Courses in Ethnic Studies foster a deep sense of campus belonging and validates the experiences of scholars of color (which make up approximately 72% of Las Positas scholar population). Moreover, research from the University of Michigan highlights that completion of Ethnic Studies courses train students in "critical reflection" - the ability to analytically diagnose complex interconnected systems. This helps explain why scholars who take Ethnic Studies courses have a large grade spike in both math and science.

Since a majority of our students seek to transfer to a California 4-year university, Ethnic Studies is instrumental in guiding students to transfer pathways.

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6. If this is the first full-time position in the discipline, discuss: (Be brief and specific. Use your Program Review to complete this section.)

- a. Justification for the position.
- b. Projected start-up costs for equipment, facilities, and support staff for the first three years.
- c. Projected enrollment growth for the next three years, starting with the first semester of the projected faculty hire.

7. What are the impacts on students, the discipline and the college of NOT filling this faculty position? What are the programs/courses/services that have not been or cannot be offered due to the vacancy? (Be brief and specific. Use your Program Review to complete this section.)

Without this hire, our ability to maintain robust course offerings is severely compromised. Students will be negatively affected by fewer course options meeting the Area 6 requirement, potentially delaying their graduation and transfer timelines. Expanding discipline-specific expertise ensures student access to essential transfer pathways, prevents academic scheduling bottlenecks, and delivers inclusive educational outcomes at Las Positas College.

With only one full-time professor currently serving the department, expanding our faculty capacity is critical. Hiring a tenure-track faculty member with dedicated expertise in Ethnic Studies directly responds to student demand and supports crucial transfer pathways. Furthermore, this position is key to institutionalizing our commitment to equity, diversity, and inclusive excellence across the campus.

Our program has grown every year since the enactment of the Area 6 requirement. Almost all our courses are filled and waitlisted and will continue to grow with more experts on the team and offering more courses in the discipline.

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8. Any additional information that addresses justification of the position. If multiple positions are being requested, this is an opportunity to differentiate the justifications for additional positions.

Expanding full-time faculty capacity in Ethnic Studies is vital to sustaining high-impact student support and program growth. Adding a full-time, tenure-track colleague will ensure students receive consistent mentorship, robust co-curricular programming, and expanded course offerings. Furthermore, hiring a faculty member will directly broaden our course catalog and unlock crucial CalGETC Area 6 transfer pathways for our students.

Signatures:

Felipe Ponce Sr.

Requestor

9/16/26

Date

*P. English*

9/30/26

Dean

Date

*Nan Ho*

10/1/2026

Vice President

Date