

Full-Time Faculty Position Request Form 2021 - 2022

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 11, 2020.

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) 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.)

Fall 2017	Spring 2018	Fall 2018	Spring 2019	Fall 2019	Spring 2020	<u>Projected</u>	
						Fall 2021	Spring 2022
<input type="text" value="44.1"/>	<input type="text" value="25.7"/>	<input type="text" value="44.1"/>	<input type="text" value="29.4"/>	<input type="text" value="30.3"/>	<input type="text" value="27.8"/>	<input type="text" value="45.5"/>	<input type="text" value="41.7"/>

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

Fall 2017	Spring 2018	Fall 2018	Spring 2019	Fall 2019	Spring 2020
<input type="text" value="644.3"/>	<input type="text" value="573.7"/>	<input type="text" value="640.6"/>	<input type="text" value="593.4"/>	<input type="text" value="595.5"/>	<input type="text" value="539"/>

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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 2017	Spring 2018	Fall 2018	Spring 2019	Fall 2019	Spring 2020
144	131	143	132	129	127

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 History courses fulfill General Education Requirements. History 7 and 8 meet the US Institutions Requirement. History 32 fulfills the American Cultures requirement. In addition all of our courses can be used to complete the AA Transfer Degree in History as well as other Transfer Degrees. All of the history courses are capped at 44 students per section. Five courses are also taught in the DE format: History 1, 2, 7, 8, 14. For the past several years, when the Department was asked to add sections, we added DE sections due to the lack of classroom space on campus. Two World History courses were approved and were to be offered beginning Fall 2020. DE Addendums were submitted for Hist 25, 28, and 32.

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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).

Fall 2017	Spring 2018	Fall 2018	Spring 2019	Fall 2019	Spring 2020	Projected Fall 2021	Spring 2022

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.)

The History program currently offers nine courses, four of which are general introductory-level survey courses (History 1 and 2 – Western Civilization; and History 7 and 8 - United States History). The remaining courses cover more specialized topics (California History, the American West, American Indian history, and US Women's history). We also offer an independent study course as needed. We were to offer History 3 and 4 in Fall 2020, but the classes were canceled due to the hiring "pause" on the World History position.

- 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 2017	Spring 2018	Fall 2018	Spring 2019	Fall 2019	Spring 2020
34	35	34	34	33	36

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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.)

The History courses are a crucial component to any Liberal Arts education and are required for transfer. In addition to the History Transfer Degree, our courses are also required for Degrees in Philosophy and Humanities. For example, the Philosophy Transfer Degree requires History 1 & 2.

History faculty serve on the Presidential Task Force, the UndocuAlly Task force, and advise the Queer Straight Alliance and the History Clubs.

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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.)

We technically had four full time faculty positions and are currently down to two full time faculty. While our Emergency Hire request to fill Dr. Stuart McEldery's position was approved by the FHPC and the Academic Senate, the Interim President denied the request. A department should not be negatively impacted because one of its own joins the Administrative staff. The History Program will continue to offer the same number of sections—staffed instead with part-time faculty, and we are concerned about the difference in quality of instruction as well as the potential lack of availability of PT faculty to meet regularly with students. Dr. McEldery regularly taught an overload of seven courses, and filling those courses has already posed a challenge in terms of maintaining a high quality of instruction for our students. In Spring 2018 while Dr. McEldery was serving as Interim Dean, we had to rely on several less-experienced part-time faculty members to cover his courses. In order to cover our course offerings during the current academic year, our more experienced FT and PT faculty are teaching overloads for Fall and Spring. Furthermore, it is increasingly difficult for the History Program to expand course offerings to meet demand and to develop desperately needed World History courses. This faculty position was initially hired to also teach African American History, which – along with Mexican American History, has since been deactivated. However, there is currently a strong desire campus wide, also reflected in the goals of the Presidential Task Force, to reintroduce those courses into History's offerings as we consider developing new interdisciplinary degrees in the humanities and social sciences. Staffing is our greatest challenge and is more difficult when covering sabbatical and workload banked leaves. In Fall 2017 we were asked to add two sections (late start). To compound the staffing problem, we also do not have an adequate number of classrooms on campus. We had difficulty finding an adjunct qualified so we added DE sections. History is routinely asked to add sections when the college needs to increase numbers (as we have just been asked to do for Spring 2020). Lastly, more full-time faculty are needed to complete the heavy and increasing administrative workload demanded of all college programs including SLOs, yearly Program Review updates, scheduling, peer evaluations, and new adjunct hiring.

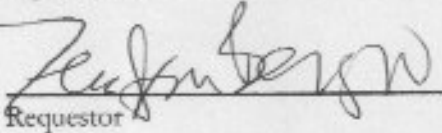
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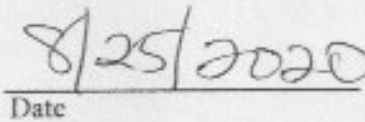
8. Any additional information that addresses justification of the position. If multiple positions are being requested, this is an opportunity to differentiate the justifications for additional positions.

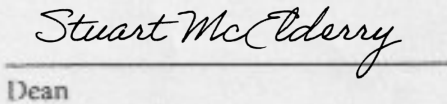
We wish to emphasize that our request to fill this position as an emergency hire was previously approved by the FHPC, and we hope that the committee will consider that when it ranks the position requests.

Our Fall 2020 class cancellations due to the hiring pause negatively impacted our program and offerings. For the first time, History 2 was not offered. Those cancellations directly impact our students and their ability to graduate and transfer. Our inability to offer World History, African American History, and Mexican American History further negatively impacts our students and college as a whole.

Signatures:


Requestor


Date


Dean

Vice President