

# Full-Time Faculty Position Request Form 2023 - 2024

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, 2021.

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.laspositacollege.edu/researchandplanning/FacultyPrioritization.php> (If you have any questions about the data, please contact Rajinder Samra 925-424-1027 or [rsamra@laspositacollege.edu](mailto:rsamra@laspositacollege.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

- Number of Full-Time Faculty currently in Discipline:   
If requesting more than one position, add 1 to this number for each subsequent position requested.
- 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 2019	Spring 2020	Fall 2020	Spring 2021	Fall 2021	Spring 2022	Fall 2023	Spring 2024
<input type="text" value="37.4%"/>	<input type="text" value="35.7%"/>	<input type="text" value="42.8%"/>	<input type="text" value="39.5%"/>	<input type="text" value="45.3%"/>	<input type="text" value="46.9%"/>	<input type="text" value="62.6%"/>	<input type="text" value="60.6%"/>

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

Fall 2019	Spring 2020	Fall 2020	Spring 2021	Fall 2021	Spring 2022
<input type="text" value="412.4"/>	<input type="text" value="450.1"/>	<input type="text" value="412.7"/>	<input type="text" value="409.8"/>	<input type="text" value="355.7"/>	<input type="text" value="341.2"/>

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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 2019	Spring 2020	Fall 2020	Spring 2021	Fall 2021	Spring 2022		Fall 2023	Spring 2024

#### 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.)

MUS 44 Concert Choir  
 MUS 45 Chamber Choir  
 MUS 46 Vocal Jazz Ensemble  
 MUS 38 Applied Lessons - Jazz Voice/MUS 38 Applied Lessons - Voice  
 MUS 35 Intro to Music Technology  
 MUS 36 Intermediate Music Technology  
 MUS 8A/B Music Theory and Musicianship 1 and 2  
 MUS 1 & 3 Music Appreciation/ World Music General Education  
 MUS 23A/B Elementary Voice 1&2

Director of Choral and Vocal Studies: Instruction, Curriculum Development, Lead for PT Vocal Faculty, Coordinate Instructional and Campus-requested Performances, Student Travel to Festivals and Conferences, Recruiting for Vocal Programs, Coordination of Guest Vocal Soloists and Ensembles, Oversee Live Performance Music Technology Equipment in Choir Room

Director of CTE Music Technology Program: Oversee updates to Recording Studio and Keyboard/Music Technology Lab, Grant writing for new equipment and software, Responsible to Safeguard and Maintain High Value Equipment and Software, Collaborate with Campus Technology, M&O and Other Departments, Collaboration with Performing Arts Technicians, Certificate development and oversight, CTE Commercial Music Advisory Board Meetings

Significant one-on-one advising to students, including those working toward certificate and degree completion, as well as transfer. Vocal students have gone to top rated programs, and part of their transfer includes preparation for auditions in order to achieve acceptance into the Vocal Music Program. Music Faculty lead for working with the Collaborative Pianist who is a classified professional hired to accompany the vocal programs, musical theater, and support students one-on-one in vocal coaching and lessons.

Rotates as Department Coordinator/Coordinator MUS 38 Applied Music Program

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 2019	Spring 2020	Fall 2020	Spring 2021	Fall 2021	Spring 2022
42	44	45	45	42	40

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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 2019	Spring 2020	Fall 2020	Spring 2021	Fall 2021	Spring 2022
65	84	78	75	57	56

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

Number of courses required for AA-T in Music: 12  
Number of courses required for AA in Music: 14 core / 2 electives  
Number of courses required for Certificate of Achievement (CA) in Commercial Music: Music Technology Fundamentals: 5  
Number of courses required for CA in Commercial Music: Scoring for Film and Multimedia: 8  
Mandates: WSCH/FTEF would be even more impressive were it not for MUS 38 Applied Lessons being mandated to be 1-1 faculty-studio ratio. We also have small cap sizes for Music Ensembles (i.e Jazz Combo is small for pedagogical reasons) and our keyboard/tech lab only has 20 computers.

For 7 years, Ian Brekke progressively built the enrollment, quality, and community presence of the vocal program to a place where it was recognized in the greater Tri-Valley as a top destination for young vocalists. Our vocal majors were competing (and winning) in competitions, touring and performing regularly, and complementing a host of on campus events. He was also key for developing our Music Technology program, which culminated in 2022 with the completion of a recording studio. This momentum is now slipping away, since all of these programs are now run by part-timers who do not have the resources for recruitment, retention, and expansion. Though they are good instructors, they are also constantly applying for FT jobs, so may not be here for the long term.

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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.)

Whether they are performing at concerts, commencement, staff appreciation events, holiday caroling, music festivals, wineries, or various tours, LPC's flagship choirs Vocal East Jazz Ensemble and Chamber Choir are a great conduit for developing and fostering connections between members of our campus community. The ensembles are also very key for the college as a whole to engage with the Tri-Valley community. Imagine events without students from the vocal program performing, and it becomes clear why it is so necessary to continue the great work Ian Brekke did during his tenure at LPC. His 7 years as FT faculty saw a dramatic improvement in the quality of our vocal students, and the ensembles garnered great reputations, which positively impacted recruitment and retention for the college. When Ian was hired, Commercial Music (CTE programs) were not in existence, and wasn't on anyone's radar. Now there are 6 distinct Commercial Music certificates, and a Jazz Studies Certificate of Achievement (CA) which articulates to the California Jazz Conservatory.

The new FT replacement hire will be teaching and expanding the Music Technology classes (currently only MUS 35 and 36, but with a goal to expand to an additional larger Certificate in collaboration with our colleagues at Chabot), and will continue to update, manage, and expand the software and hardware in our new recording studio as well as live sound equipment. MUS 35 and 36 are also core classes of the Scoring for Film and Multimedia CA: A unique offering here at LPC. Currently, those two certificates are lead by part-time faculty only, who do not have the appropriate resources and compensation they need to update and maintain the recording studio. The studio took 7 years of advocating, we now finally have one, and are in an excellent position to collaborate more intently with other related programs such as Film Studies, Theater, Dance, and Journalism/Media Studies. Historically the vocal director and choirs work collaboratively with Musical Theater and the new Actors Conservatory. The two programs share many students, so Theater has been impacted negatively by not having a FT replacement for this position.

Ian collaborated with Performing Arts Stage Tech Karl Haller to supply students from his Music Technology classes to assist running sound for concerts and events. Karl has mentioned how helpful this has been #1 for helping him at events - we do not have proper theater staffing for the size of the Main Theater, and #2 students receiving hands-on work experience while progressing towards their certificates.

In addition to on-campus collaborations, Music Technology students and alumni have been hired by venues such as The Bankhead and Yoshi's as sound engineer assistants, and a FT faculty can better facilitate these work opportunities.

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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.

N/A

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.)

The current two FT faculty have a very different skill set than a Vocal and Music Technology faculty member, and are not qualified to teach or direct these courses and programs. A healthy and growing music department must place Vocal on equal footing with Instrumental and Composition. If this position is not filled, the quality of our instruction, recruitment, and retention is greatly diminished and lopsided.

After interviewing many qualified candidates, we finally hired 4 new faculty members over the summer of 2022. But they all are searching for FT jobs, and are highly unlikely to stay on long term at LPC. As we all know, PT faculty are "freeway fliers" with many PT teaching jobs at various colleges and institutions. Additionally, PT music instructors are unique, in that they all perform on the side as well; in choirs, orchestras, doing live sound/recording for concerts, etc. It is thus extremely hard for them to justify putting in more hours outside of their limited scope of contractual duties at LPC to perform the extra work that is required for consistent recruitment, planning, software/hardware updates, etc - something that truly necessitates full time compensation and benefits.

The Vocal and Music Technology programs at LPC were poised to continue expanding before Ian Brekke resigned, but now, they are only staying afloat. Not replacing the position will result in less consistent standards of instruction and performance, less recruitment and retention for the music program (and college as a whole), and a drop in student success. Without the leadership and commitment of a FT replacement, we as a college are not fulfilling our goals as discussed throughout our Program Reviews.

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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.

This position is absolutely essential for building and maintaining a thriving vocal program that had (with a FT faculty at the helm) consistently represented LPC well, in its performances, tours, and awards. Additionally, the music technology sector is growing, and we must continue to prepare our CTE commercial music students for success in the workforce and in their transfer institutions. Our PT faculty do not have the resources to facilitate continued success in these areas. Although we are managing to staff these courses in the near term, PT faculty are consistently looking for FT employment.

Without steady leadership in these important areas, there will be loss of a great number of otherwise enthusiastic and talented vocal and music technology students, an inability to host as many performances on and off campus, and a setback to LPC's reputation as a leader in arts education. A replacement hire will solve this crisis and continue our momentum as we emerge from the pandemic and students are again ready to perform, learn, and collaborate in earnest.

The two FT faculty in Music are currently overseeing a whopping 21 part time music faculty and the staff collaborative pianist. New duties that we are experiencing since Ian Brekke resigned include organizing choir travel, performances, disbursement requests, music purchasing, technology updates, and promotional materials for choir and music technology programs. The LPC music department does not currently have instructional assistants, so all of this extra work places an undue burden on the two FT faculty. Re-hiring a third FT Vocal/Music Tech faculty will relieve much of this additional workload, as well as contribute to a well-rounded and robust music department.

## Signatures:



Cecilia A. Bunnell

Requestor

08/30/2022

Date



Dean

Kristina Whalen

Vice President