

Full-Time Faculty Position Request Form 2015 - 2016

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, 2015.

Position Requested:

Contact Person:

Discipline/Division: Starting Term: Fall Spring

This form requires the use of 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.

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

Fall 2012	Spring 2013	Fall 2013	Spring 2014	Fall 2014	Spring 2015	Projected Fall 2016	Projected Spring 2017
<input type="text" value="83.3%"/>	<input type="text" value="57.1%"/>	<input type="text" value="66.7%"/>	<input type="text" value="57.1%"/>	<input type="text" value="66.7%"/>	<input type="text" value="62.5%"/>	<small>100* See Note at 9</small>	<input type="text" value="100 See note at 9"/>

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

Fall 2012	Spring 2013	Fall 2013	Spring 2014	Fall 2014	Spring 2015
<input type="text" value="699.2"/>	<input type="text" value="687.9"/>	<input type="text" value="672.5"/>	<input type="text" value="685.7"/>	<input type="text" value="682.5"/>	<input type="text" value="686.9"/>

- 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.

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

Fall 2012	Spring 2013	Fall 2013	Spring 2014	Fall 2014	Spring 2015	Projected Fall 2016	Projected Spring 2017
<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

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4. Check if position is a: Replacement or New

If replacement: What is the position code? (see Dean) 3FH008

Name of the person being replaced: Candace klaschus

Length of time position(s) unfilled: Vacant after Spring 2016

5. 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 courses in the Humanities program include:

- Humanities 3: Film, Drama, Music, Visual Art, Lyric Poetry
- Humanities 6: Nature and Culture
- Humanities 7: Contemporary Humanities
- Humanities 10: The American Style
- Humanities 28: The Classical Myths
- Humanities 44: Narrative Film Music

The program also offers the AA Degree in Humanities and maintains the Liberal Arts Degree with an Emphasis in Humanities. The current full-time faculty member in the discipline who is set to retire does the work related to program planning, program review, curriculum creation and maintenance, SLO creation and evaluation, and coordination of part-time faculty in the discipline.

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

Fall 2012	Spring 2013	Fall 2013	Spring 2014	Fall 2014	Spring 2015
6	7	7	7	6	8

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

Fall 2012	Spring 2013	Fall 2013	Spring 2014	Fall 2014	Spring 2015
27	32	27	31	27	36

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 AA/AS degree, certificate or transfer
- Discipline provides basic skills courses
- Discipline provides mandated and specialized services to students
- Other

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The courses in the Humanities program are important components of the general education requirements of many students of our transfer students. The courses all have a very high fill rate, with all courses filling at or very near capacity every term. The courses are also important components of several degrees offered at our college. Some specifics are listed below:

- * All courses in Humanities transfer to UC and CSU
- * 5 out of the 6 courses in Humanities are IGETC and CSU GE certified
- * 5 out of the 6 Humanities courses are integral parts of an AA or AAT degree, including the AA in Humanities and the AAT in Philosophy.

6. 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.)

Humanities, Philosophy, and Religious Studies are coordinated as a cluster. At this time, Dr. Klaschus is the coordinator for all 3 disciplines, working in consultation with Jeremiah Bodnar, the full-time Philosophy instructor. Eliminating the Humanities position after the departure of Dr. Klaschus would leave one full time faculty member (whose primary expertise is in philosophy) to coordinate all 3 programs: Philosophy, Humanities, and Religious Studies.

7. 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

8. 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.)

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The most significant impact of not filling the position in Humanities after the departure of Dr. Klaschus would be to leave the entire discipline of Humanities without a full-time instructor. Without a single expert to coordinate the discipline there is a serious risk of impaired communication among part time faculty, difficulty completing and updating of SLO's within the discipline, delays in program updates and modifications, including updates to curriculum and the AA Degree, difficulty with discipline planning, and limited perspective and vision applied to the program review process. Programs left without a single full-time faculty have the possibility of suffering steep declines which can affect the vitality of the college as a whole.

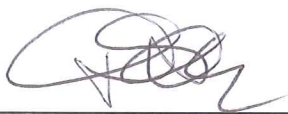
Because the Humanities program has very strong enrollment numbers and high productivity (filling very consistently at or above the 45 student capacity), the decline in the Humanities program could well affect the productivity numbers in the college as a whole. Humanities is also a discipline in which it is difficult to find part-time instructors. One reason for this difficulty is the relative dearth of programs offering a Ph. D. or MA specifically in Humanities. In spite of solicitations for part time instructors in Humanities we have had difficulty locating faculty with the expertise to teach our additional courses even with the presence of a full-time humanities faculty. Without the presence of a full time faculty member, this difficulty is expected to increase greatly. If the full range of Humanities courses cannot be offered because of staffing considerations it may be difficult to keep the Humanities AA degree a viable option for students. A restriction in course offerings would also take away an important set of general education courses used by students preparing to transfer to four year colleges. A reduction in course offerings would also affect the other programs for which humanities courses are within the restricted electives for their degrees. These programs include English, Philosophy, and Environmental Studies.

9. 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.

Important Note: At the time this request was submitted the projected FTEF in the discipline was listed at 100%, assuming the position is filled with a new hire. It is important to realize that this projection was made without taking the retirement of Dr. Klaschus into account. The true estimated FTEF should be considered closer to 65% because hiring a Humanities instructor will simply result in the replacement of the current instructor who is retiring. As of 9/10 we were asked by the Director of Institutional Research and Planning to leave these projections unchanged until the Faculty Hiring Prioritization Committee released an official set of numbers which would take this year's retirements into account.

Signatures:


Requestor


Dean


Vice President