

## Full-Time Faculty Position Request Form 2015 - 2016

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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](mailto: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		<u>Projected</u>	Fall 2016	Spring 2017
60.9	52.2	42.0	38.5	49.6	49.7			67.2	78.1

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
765.8	692.4	619	642.2	619	550.8

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		<u>Projected</u>	Fall 2016	Spring 2017

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4. 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:

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.)

Women's Intercollegiate Basketball (KIN 38), any number of our 86 diverse course offerings within the field of Kinesiology, Health, Nutrition, and lifetime activity, which also include online/hybrid courses, activity, lecture, and certificate courses. As part of the coaching duties, this individual is responsible for recruiting within the district (all high schools in Alameda County) as well as districts contiguous to Las Positas College (Contra Costa, Stanislaus, San Joaquin, Santa Clara, San Mateo, San Francisco, and Marin Counties), scheduling, budgeting, fundraising, travel, per diem, and compliance with CCCAA rules and regulations.

- 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
<input type="text" value="61"/>	<input type="text" value="49"/>	<input type="text" value="61"/>	<input type="text" value="51"/>	<input type="text" value="61"/>	<input type="text" value="52"/>

- 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
<input type="text" value="225"/>	<input type="text" value="166"/>	<input type="text" value="174"/>	<input type="text" value="151"/>	<input type="text" value="177"/>	<input type="text" value="137"/>

- 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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-We offer 60 different activity courses (depending on the semester) plus 10 intercollegiate teams.  
-53 our 60 courses (86%) count towards the LPC A.A. General Education Degree.  
-The Division lost two full-time positions to retirement, with no replacements (Larry Aquiar and Geoff Smyth).  
-We do not have a full-time female Kinesiology faculty member.  
-We offer courses designed specifically for women as well as some courses that have a high female population.  
-We are a highly diverse and equipment oriented division that needs additional faculty and expertise to serve existing programs and to develop new programs in response to future trends.

**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.)**

This replacement position could positively impact disciplines within the division (Kinesiology, Health, and Nutrition). While Kinesiology and Coaching will be the primary responsibilities of the hire, it is possible that he/she will meet minimum qualifications in Health and/or Nutrition.

In addition, our Kinesiology degree has core courses required in the ALSS and STEMPS divisions. Our students are hard-pressed to complete a 2 year degree within 2 years. Adding another full-time Kinesiology instructor give our department the ability to offer courses that will allow students to progress through the degree, complete core classes and prerequisites outside of our division, and complete within a reasonable amount of time.

**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.

a) This will be the first full-time position for the Head Women's Basketball position in the district! This position has always been a part-time position (no job code exists)!  
b) No additional start-up costs for equipment, facilities, or support staff.  
c) Enrollment growth will occur for the intercollegiate team/program as well as in the courses that the full-time person will instruct. Student enrollment and participation are always higher in courses that the full-time instructor teaches (they are the expert).

**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 State recommends that at least 75% of classes be taught by full-time faculty, we are currently at 49.9% (Education Code Section 87482.6), and have been at that level since Spring 2013. The load from our vacancies has been picked up by adjunct faculty, retired faculty, and Emeritus faculty--Individuals that are not here on campus other than for their classes, and students have expressed frustration in lack of availability of our part-time instructors.

There is a direct correlation between the success of an intercollegiate program and full-time faculty. The programs are more stable, higher student-athlete numbers and retention (FTES), and higher student-athlete success (graduation and matriculation).

In the past few years, we have had courses come and go based on availability of our faculty, and some lecture courses (Sport Psychology, Athletic Training, Sport Management, Personal Training) are offered only once per school year due to faculty teaching responsibilities and load. We, as a division, feel strongly that the core courses for our A.S. Kinesiology be taught by full-time faculty, which include activity (Aquatics, Combatives, Team Sports, Individual Sports, Dance, Fitness).

**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.**

Objectives from Program Review:


- Increase the number of full-time faculty positions/coaches in our discipline.
- Replace the positions lost to retirements.
- Correct gender inequality in Physical Education and Athletic programs, particularly around the current imbalance as far as Title IX is concerned.

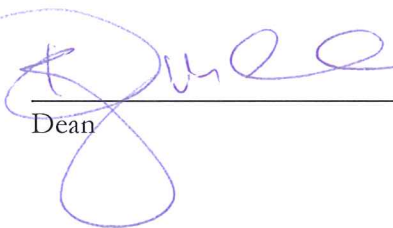
Institutional Goals:

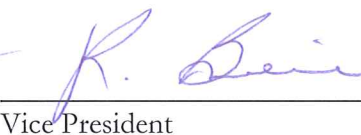
3. Ensure the highest level of service to students and the community through continuous and purposeful evaluation of programs and services that situates student learning, community responsiveness, and employee engagement as the center of all we do. (Accountability)
  - Filling this position will allow the Kinesiology, Health, and Athletics Department to continue to provide high-quality instruction to students, fully utilize existing and new facilities, and support existing and new programs.
7. Serve a diverse college community by maintaining and expanding an environment of accessibility, equality, and social justice. (Diversity and Pluralism)
  - A vast majority of our Intercollegiate Men's Soccer are minorities, low income, and Basic Skills Students. This position would be providing an opportunity.

The success of any program, whether it is academic or athletic, depends greatly on consistency from faculty and coaches. Our women's basketball program has had 7 coaches in its 8 year existence.

**Signatures:**

  
Requestor

  
Dean

  
Vice President