

## 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.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.

### 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).

							<u>Projected</u>
Fall 2012	Spring 2013	Fall 2013	Spring 2014	Fall 2014	Spring 2015	Fall 2016	Spring 2017
<input style="width: 60px;" type="text" value="50%"/>	<input style="width: 60px;" type="text" value="50%"/>	<input style="width: 60px;" type="text" value="52.6%"/>	<input style="width: 60px;" type="text" value="47.6%"/>	<input style="width: 60px;" type="text" value="47.6%"/>	<input style="width: 60px;" type="text" value="0.0"/>	<input style="width: 60px;" type="text" value="71.4%"/>	<input style="width: 60px;" type="text" value="71.4%"/>

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 style="width: 60px;" type="text" value="694.8"/>	<input style="width: 60px;" type="text" value="634.5"/>	<input style="width: 60px;" type="text" value="638.4"/>	<input style="width: 60px;" type="text" value="548.0"/>	<input style="width: 60px;" type="text" value="627.2"/>	<input style="width: 60px;" type="text" value="553.7"/>

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).

							<u>Projected</u>
Fall 2012	Spring 2013	Fall 2013	Spring 2014	Fall 2014	Spring 2015	Fall 2016	Spring 2017
<input style="width: 60px;" type="text"/>	<input style="width: 60px;" type="text"/>	<input style="width: 60px;" type="text"/>	<input style="width: 60px;" type="text"/>	<input style="width: 60px;" type="text"/>	<input style="width: 60px;" type="text"/>	<input style="width: 60px;" type="text"/>	<input style="width: 60px;" type="text"/>

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

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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.)

Political Science currently offers a great diversity courses: American Govt (7); State and Local Govt (12); Comparative Govt (20) Political Theory (25); International Relations (30) with plans to begin offering two newly created courses, Environmental Politics and Women in Politics, beginning in Fall 2016/Sp. 2017. Political Science 45 (Selected Topics) will also return to the rotation of offerings, allowing students an opportunity for in-depth analysis of topics within the discipline. Significantly, there is only one full-time faculty member, who must not only attempt to have enough knowledge to teach to the diversity of courses, yet is also responsible for overseeing ALL department/program and administrative duties.

- 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
8	10	10	11	11	11

- c. Student enrollments 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
48	53	53	50	58	51

- 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

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

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Political Science classes have an enrollment of 44 per section. If/when Pol. Sci. 45 (Selected Topics) is offered, it will vary based on topic selected. All current course offerings satisfy GE (5 for 5), and newly proposed courses (Environmental Politics and Women in Politics) will also meet GE (7 for 7). Further, Pol Sci 7 (Am. Govt) meets the American Institutions requirement for for GE and transfer. All courses (including newly proposed classes) meet Social and Behavioral Science requirement and Pol. Sci.12 (State and Local Government) meets the American Cultures requirement.

Currently Pol Sci does not offer AA/AS degree, but will (State mandate) and all 7 courses will be part of the offerings (some combination needed for completion) but with a minimum of 4 necessary for transfer (lower division Political Science course-work).

Pol Sci course offerings help students with transfer opportunities, can be applied towards earning a AA/AS degree, and further, allow Pol Sci majors the opportunity to complete all lower division requirements for BA/BS, completing transfer units in the major.

**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.)**

Current offerings can relate to other disciplines (Political Theory with Philosophy, for example). Pol Sci 7 together with History 7/8 meets American Institutions requirement. Importantly, the program intends to add two newly created courses - Environmental Politics and Women in Politics - beginning Fall 2016/Spring 2017. These were created as cross-discipline offerings. Env't Politics will meet requirements for the LPC Environmental Studies program, and utilize LPC faculty from Biology, Chemistry, Physics, as well as members from the Tri-Valley political and science community. Women in Politics will be part of the LPC Women Studies Program, utilizing LPC History and Psychology faculty and members from the Tri-Valley political and public community. Both of these have increasing student interest, so both allow students in different majors/programs to complete their studies, but also, explore their interests. An additional faculty member would help relieve the one faculty member from completing ALL department/administrative duties, as well as teach, which would better serve the discipline, programs and campus.

**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.

LPC has only had one full time faculty member in the discipline since its inception, (where by comparison, Chabot currently has three full time faculty.) As a result, one person is responsible for ALL department/program administrative duties. One faculty member must TRY to prep to teach a wide-ranging diversity of course offerings or interview/hire adjuncts who can. The department has been attempting to "rotate" its discipline offerings into the academic year, but has been restricted, mostly due to limited faculty capable of teaching the diversity of courses (Comparative has not been offered for nearly 2 years) as such, has effected enrollment growth. A few years ago, the discipline added two additional Pol Sci 7 (Am. Govt) sections, as well as a DE section of International Relations (30). A new Pol Sci faculty member would not have "start-up" costs.

**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.)**

# Full-Time Faculty Position Request Form 2015 - 2016

As a single member department, one faculty member is responsible for teaching the wide-ranging diversity courses (while maintaining academic quality) and is solely responsible for all department/administrative duties; it is overwhelming. Other opportunities related to student success activities become impossible, such as, Honors Contracts; advising student clubs, etc. One faculty member must TRY to prep to teach to the diversity of course offerings (or interview and hire adjuncts who can) while meeting all administrative deadlines. It remains, and is increasingly difficult, for the Program to meet all demands satisfactory: teach courses; update curriculum (for rapidly changing political world); hire/evaluate adjunct faculty; maintain Program Review; complete and overseeing (adjuncts) SLO's; schedule classes (which can literally mean finding available classrooms); create mandate transfer degree, cover for faculty when not available (adjuncts unavailable to teach in any one semester, substitutes, sabbatical and/or workload banking, etc.) to name just a few. This effects the students, the discipline, and college.

The department attempts to "rotate" its discipline courses into the academic year schedule, allowing students' the opportunity to take all the courses, but it is now restrictive, mostly due to limited faculty availability to teach to the diversity of courses (Comparative Gov't has not been offered in 2 years). This effects the students, the discipline, and college.

With the breath of course offerings: Am. Govt., State/Local Govt., International Relations, Comparative Govt., Political Theory and plans to offer Environmental Politics and Women in Politics, a new hire would mean someone with the education/academic background to teach a few of the course offerings. At the very least, it would allow faculty "prep time" before teaching such courses. Equally importantly, it would mean (as with other departments) the opportunity to divide administrative duties. This effects the students, the discipline, and college.

One faculty member with many adjuncts can create disparity in student learning (SLO's review). Additionally, it prevents the discipline from developing a "program" and/or create new/creative activities (guest speakers, field trips, etc.) This effects the students, the discipline, and college.

## 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.

Political Science will - at minimum - continue to offer courses that allow students to complete transfer, GE and lower division requirements in the discipline. However, courses will continue to be staffed with adjunct faculty (sometimes not the same faculty from semester-to-semester). The discipline has been working with only one full-time faculty member, to my knowledge, since the colleges' inception; obviously the work load has grown, both in regards to teaching and administrative duties.

The department offers a wide-range of courses, indeed, classes that were once only "on the books" are now actually in the Schedule of Classes, including, State and Local Government, Political Theory, Comparative Government, and a DE International Relations. While offerings have expanded, so has the diversity of offerings, as student interest will bring two newly created courses, to be offered within the next two years. What is important, however, is that successfully teaching State and Local Government requires a completely different knowledge base than teaching International Relations; teaching Comparative Government is unrelated to teaching Political Theory; eventually teaching Environmental Politics will not be like teaching Women in Politics. These are classes where students have an interest, and to successfully teach a diversity topics takes a degree of education/academic background, and/or, at the very least, the opportunity for faculty to prepare before teaching subject matter so different.

Further, teaching Political Science is, in many ways, different from teaching many other subjects; indeed, things literally change -- DAILY. It's a challenge, but required (and exciting!) to stay updated on current events in State and Local politics (laws, court decisions, propositions); International Relations (rapidly changing world events); Comparative Government (elections, new governments), etc. Of course, there is also the matter of maintaining and updating course curriculum to keep pace with all the changes.


Using Adjuncts means, possible using different adjuncts each semester, creates many "uneven" learning; indeed, when hiring/using adjuncts to teach so many classes (beyond being time-consuming), it can result in "uneven" teaching/learning and thus, effect student success. But it also effects having a real "department/program", one that allows students to do more than just take classes, but take the next step -- actually participate in the political world (e.g., internships, organize on-campus political events, field trips, etc.)

Of course, a new hire would help to "re-engerize" the discipline. (P.S. Spring 2015 full-time faculty was on Sabbatical.)

Thank-you for your consideration.

### Signatures:

  
Requestor

  
Dean

  
Vice President