

## Full-Time Faculty Position Request Form 2022 - 2023

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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 10, 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

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.)

**Projected**

Fall 2018	Spring 2019	Fall 2019	Spring 2020	Fall 2020	Spring 2021	Fall 2022	Spring 2023
<input style="width: 50px;" type="text" value="44.1"/>	<input style="width: 50px;" type="text" value="29.4"/>	<input style="width: 50px;" type="text" value="30.3"/>	<input style="width: 50px;" type="text" value="27.8"/>	<input style="width: 50px;" type="text" value="35.7"/>	<input style="width: 50px;" type="text" value="28.1"/>	<input style="width: 50px;" type="text" value="53.6"/>	<input style="width: 50px;" type="text" value="46.9"/>

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

Fall 2018	Spring 2019	Fall 2019	Spring 2020	Fall 2020	Spring 2021
<input style="width: 50px;" type="text" value="640.6"/>	<input style="width: 50px;" type="text" value="593.4"/>	<input style="width: 50px;" type="text" value="595.5"/>	<input style="width: 50px;" type="text" value="539"/>	<input style="width: 50px;" type="text" value="616.4"/>	<input style="width: 50px;" type="text" value="558.3"/>

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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 2018	Spring 2019	Fall 2019	Spring 2020	Fall 2020	Spring 2021	Fall 2022	Spring 2023

#### 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 ten courses, six of which are general introductory-level survey courses (History 1 and 2 – Western Civilization; History 3 and 4-World History, 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.

- 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 2018	Spring 2019	Fall 2019	Spring 2020	Fall 2020	Spring 2021
34	34	33	36	28	32

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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 2018	Spring 2019	Fall 2019	Spring 2020	Fall 2020	Spring 2021
143	132	129	127	112	116

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. 9 History courses fulfill CSU (Area C) & IGETC (Area 3). 10 courses fulfill CSU (Area D) and IGETC (Area 4). All of the history courses are capped at 44 students per section, and all History courses have DE approval.

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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 critical component to the College. They are vital for a Liberal Arts education and are required for transfer. In addition to the History Transfer Degree, our courses are also required for Degrees in Global Studies, 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, the Student Learning Outcomes Committee, and advise the Queer Straight Alliance and History Club. History faculty were instrumental in creating LGBT Studies courses.

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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.)

The History Department technically had four full time faculty positions and is currently down to two full time faculty. In Spring 2019, our Emergency Hire request to fill Dr. Stuart McElderry's position was approved by the FHPC and the Academic Senate, the then interim President denied the request (and it is our position that a department should not be negatively impacted because one of its own joins the Administrative staff). The World History emergency hire position was approved the following year, but halfway through the interview process it was abruptly paused because of the Covid-19 pandemic. In light of the two positions we have lost in the past several years, not filling this faculty position request would impact the program's course offerings and quality of instruction. The History Program continues 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. Staffing is our greatest challenge and is more difficult when covering sabbatical and workload banked leaves. History is routinely asked to add sections when the college needs to increase numbers. 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 part-time hiring.

Furthermore, it is increasingly difficult for the History Program to expand course offerings to meet student demand. Dr. McElderry's 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 Equity and Anti-Racism goals of the Presidential Task Force and the Educational Master Plan, to reintroduce those courses into History's offerings as we consider developing new interdisciplinary degrees in the humanities and social sciences. Although we are only seeking on faculty position in World History, it is our hope that the successful candidate will also be qualified to help us develop and offer courses in those fields.

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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, the President's Office, and was "paused" due to a District Hiring Freeze after the first level of interviews. We hope that the committee will strongly consider that when it ranks the position requests.

Our Fall 2020 class cancellations due to the hiring pause on the World History replacement position 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 African American History and Mexican American History further negatively impacts our students and college as a whole. Our goal with this position replacement is to hire a qualified faculty member who can teach World History as well as African American and/or Mexican American History. The entire campus culture and in particular students of color will benefit from such a hire.

Signatures:

*Teri Ann Bengiveno*

Requestor

08/23/2021

Date

*Stuart McElderry*

Dean

*Kristina Whalen*

Vice President