

#4

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Tuesday, December 10, 2024 10:41:33 AM
Last Modified: Tuesday, December 10, 2024 11:32:24 AM
Time Spent: 00:50:51
IP Address: 160.227.129.168

Page 1: Full-Time Faculty Position Form

Q1

Please enter the following:

Department	American Sign Language
Position Title	Full Time Faculty Member

Q2

Yes

1a. Did you request a position last year (2023-2024)?

Q3

Yes

1b. If yes, and that position was funded, do you want this position ranked as well?

Q4

No

1c. Is there dedicated funding for the position that is not unrestricted general fund (i.e. categorical/special funded programs)

Page 2

Q5

2. Why is this position essential to your program and college? Please discuss the potential impact of this position on the department, college, district and/or region (Rubric Criterion 1, 3).(300 words or less)

A full time position is essential in the rebuilding of our program. We have not had a full-time position since the Spring 2021 semester-100% of our courses are taught by adjunct faculty members. The number of courses and services we offer our students has decreased, including available tutors for ASL and the ASL Club. Having a full time faculty member would allow for a focus on the department and improving student success rates as well as focusing on improving the equity gaps in student learning within the department.

Q6

3. What are the racial and gender demographics of the faculty within your program? Outline your steps to ensure a recruitment of diverse candidates that reflect the mission, vision and values of the college. These steps could include: professional associations dedicated to the promotion of diversity in your content area (Rubric Criterion 1).(300 words or less)

Currently our department has three female and two male instructors who are all white/Caucasian. Recruitment for a diverse candidate would include reaching out to the local Deaf community as well as those in other diverse regions.

Q7

4. Please describe your planned onboarding process to support the new hires inclusion into community. Please share if there are any resources or collaboration that would assist. (Ex: AFT mentorship, THRIVE, Tenure Review, EMTLI, Communities of Practices, etc.) (Rubric Criterion 4: Support of Strategic Plan) Increase equitable access (enrollment) Eliminate equity gaps in course success (passing grade in class) Increase persistence eliminate equity gaps (re-enrolling the subsequent semester or year) Increase completion and eliminate equity gaps (graduating with a degree/certificate, or transferring) Increase hiring and retention of diverse employees to reflect the students and communities we serve (300 words or less)

The onboarding process would include working with other full time faculty members as well as a strong encouragement to participate in the EMTLI program based of the recommendation of department faculty members who have participated.

Q8

5. How will this position improve student learning and achievement, and close equity gaps in access and outcomes in your program? What steps are you taking to close equity gaps in access and outcome, for example: (Rubric Criterion 2: Program Student Achievement and Potential Growth) modify curriculum to reflect the college's diverse student population close equity gaps ensuring equitable access to courses that have pre-requisites removing barriers for students, especially those from historically marginalized groups adopt/create no cost/low-cost textbooks and course materials (300 words or less)

A full time faculty member in our department would allow for more focus on the current curriculum/SLOs and their impact on current equity gaps and modify as needed to better serve the student population. Reevaluating current curriculum and updating existing SLOs would strengthen the possibility of using Zero Cost textbooks which is currently being done in other ASL departments in the region.

Q9

6. Has there been or is there evidence to demonstrate that there will be an increase in student demand for your programs and/or services? How are students being adversely impacted without this position? Please discuss supporting data from recent semesters. For example, enrollment trends, waitlist pressures, or wait time for appointments and support services, students served, etc. as they apply to this position. (Rubric Criterion 2)(300 words or less)

Although there has been a slight increase in enrollment in the course, the success rates have not increased at the same rate. For example, we from the Fall 2022 semester to the Fall 2023, we increased enrollment by 11% however the success rate decreased by 1%. Without course growth, we have not been able to select a tutor to recommend to the tutoring center to help our students.

Q10

7. Which program review goal(s) is this request supporting? Please state how the position will help advance the specific goal(s). Please explain how this position would support historically marginalized groups? (Rubric Criterion 3: Critical Need - Critical to the Program/and Institution) Examples may include the following: Issues with Federal or State Mandates Replacement for Recent Retirement or Vacancy Specialty Areas within Discipline/Service Area results in difficulty in finding part-time faculty Required for Program, Courses, or Specific Service to Continue Ranking within division (per division dean feedback) Supporting students (300 words or less)

Having a full-time position in the department supports strategic priorities of increasing equitable access, eliminating equity gaps in student success and increasing completion. A full-time faculty member would be able to prioritize student enrollment as well as course offerings. By increasing both, the department will be able to continue to work on eliminating equity gaps.

Q11

8. Is this position new or a replacement? Please explain. (Rubric Criterion 3)(100 words or less)

Replacement for former full-time person resigning from the position in the Spring 2021 semester

Q12

9. Which strategic priority/priorities is this request supporting? Please state how the position will help advance the specific priority/priorities and the College's mission, vision and values. Note: the more goals addressed the stronger the request. (Rubric Criterion 4: Support of Strategic Plan) Increase equitable access (enrollment) Eliminate equity gaps in course success (passing grade in class) Increase persistence eliminate equity gaps (re-enrolling the subsequent semester or year) Increase completion and eliminate equity gaps (graduating with a degree/certificate, or transferring) Increase hiring and retention of diverse employees to reflect the students and communities we serve (300 words or less)

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Q13

10. Please confirm that you have discussed this faculty position request with the Division Dean and that you understand that Division Deans will be providing feedback to help inform the prioritization process.

Yes, I have discussed this position request with the Division Dean

Q14

If you would like to attach data to support your request in light of the rubric criteria, please upload a PDF, Word, or image file using the button below.

Respondent skipped this question