

#19

COMPLETE

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Page 1: Full-Time Faculty Position Form

Q1

Please enter the following:

Department	Behavioral and Social Sciences
Position Title	Social Work

Q2

No

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

Q3

Respondent skipped this question

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)

Within California and across the nation, there has been a shortage of healthcare providers across specialties, and particularly mental health. Data show an increase in individuals who seek mental health services, yet many face barriers to care, including the inability to see a provider. There has been an increase in demand for social workers- specifically those who earn certificates and/or AA degrees. Individuals who earn a certificate and/or AA in social work have the necessary skills to bridge the gap between the client and provider, as well as provide early intervention via basic social and emotional learning.

Currently, the department only has two part-time faculty, making it difficult to intentionally grow the program, yet there is increased demand and state support for funding these programs. The Social Work Program at Cuyamaca has seen a steady increase in enrollment in the last few years and is the 6th highest awarded degree at the college (222 degrees awarded over the last five years).

The load for part-time faculty in Spring 2025 will be 1.0, an increase of .4 since Fall 2023. The recent increase in the part-time faculty load is due to the renewed interest in Social Work at the state level. We have received funding to establish a Social Work Certificate program to provide employment opportunities for students. We also applied for a HCAI Wellness Coach grant and are waiting for news on whether it is funded. While the Department Chair, one adjunct faculty, and the Dean were involved in writing both grants, a full-time faculty member who is a discipline expert and has connections with local stakeholders is necessary to provide students with real-world experience and increase enrollment.

Social Work is only offered at Cuyamaca; therefore, a full-time faculty member would be beneficial for enrollment specifically at Cuyamaca.

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 we have two adjunct faculty; one female who identifies as Latino/a/x and one male who identifies as Black/African American.

We have hired two adjunct faculty to start in Spring 2025. Both identify as male; one is White, and the other is Black/African American.

The department chair has completed the Equity-Minded Teaching and Learning Institute (EMTLI) as well as co-facilitated EMTLI in her prior role as Student Success and Equity Coordinator. There has been intentional decision to recruit diverse part-time faculty, as is evident by the new hires starting in Spring 2025.

There are a few things that will be done to ensure recruitment for this position promotes faculty diversity:

- Form a diverse hiring committee
 - Proactively advertising the job in spaces beyond the district job posting
 - Emphasize equity-minded teaching and interactions with students at all stages of the hiring process
 - Emphasize culturally relevant teaching and curriculum development at all stages of the hiring process
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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)

A proactive approach will be used to ensure the new hire is retained. Onboarding will focus on fostering a sense of belonging as well as providing logistical information. Upon hire, the new faculty member will be invited to meet with the Department Chair who will provide a campus tour and essential logistical information. The new faculty member will be welcomed by the BSS Department during flex week and will be asked to participate in THRIVE events and the AFT Mentorship program. Additionally, the Department Chair will encourage other full-time faculty to check in with the new faculty, particularly throughout the first two academic years. To integrate the new faculty with the larger Cuyamaca community, they will be asked to participate in EMTLI, and the Department Chair will connect them with other departments interested in cross-discipline collaboration.

The tenure review process will be designed to be supportive as opposed to punitive and the Department Chair will strive to create a space in which the new faculty member feels safe to voice their opinions about department-level decisions.

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)

While we have added a new course (SW 130) and slightly modified existing courses as part of our certificate program, these edits have been content specific at the COR level. A full-time faculty member would be able to dedicate the necessary time to modifying the curriculum to ensure it is even more inclusive than it already is to the college's diverse student population.

It is essential that the Social Work program offer ZTC/OER materials, as the nature of the field often works with underserved populations who do not have the resources to seek out-of-pocket services. Offering ZTC/OER materials for the entire program models helping behavior and creativity accessing resources, an essential skill for social workers. A full-time faculty member is necessary to be able to find or create these materials and supporting curricula as this is outside the scope of adjunct faculty.

Although program review has been completed the last few years, it has been tied to sociology, which is a separate and distinct program, and there has not been any discussion of the program review data with adjunct faculty (understandable as it should not be the responsibility of the sociology program). A full-time faculty would allow for a detailed exploration of success rates and devise a plan to increase equitable access and success rates.

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)

The Social Work Program has seen a steady increase in enrollment in the last few years. From Spring 2023 to Spring 2024 there has been a nearly 100% increase (90 students in Spring 2023 to 176 students to Spring 2024). Additionally, retention rates have been in the 90 percentiles for the last academic year.

In addition to demand, the social work program is also one of the highest degree-awarding disciplines. During the 2023-2024 academic year, Social Work awarded 38 degrees, making it the 4th highest degree-earning discipline that academic year (of note- the three higher awarded degrees all fall within the University Studies category). Furthermore, of the 38 degrees awarded, 30 students transferred to SDSU in Social Work without an ADT (Cuyamaca is one of the only colleges that does not offer an ADT in Social Work).

Currently, the department has two part-time faculty members but does not have a full-time faculty member. In Fall 2023, the part-time faculty load was .60, which increased to .80 in Spring 2024 and Fall 2024. The load for part-time faculty in Spring 2025 will be 1.0. The recent increase in the part-time faculty load is due to the renewed interest in Social Work at the state level. We have received funding from Strong Workforce and have used the funds to establish a Social Work Certificate program to provide employment opportunities for students. We also applied for a HCAI Wellness Coach grant and are waiting to hear back on whether it is funded. The funding opportunities alone demonstrate the state's commitment to social work and related disciplines. While the Department Chair, one social work adjunct faculty, and the Dean were involved in writing both grants, having a full-time faculty member who is a discipline expert and has connections with local stakeholders is necessary to provide students with real-world experience.

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)

This request is supporting all three program goals, as outlined below:

Goal 1: Hire a full-time, tenure-track instructor in Social Work to focus on developing the Social Work program, including closing equity gaps. Hiring a full-time faculty member would allow us to meet this goal.

Goal 2: Increase number of social work courses that are zero-textbook cost (ZTC) or low-cost textbook. A full-time faculty member would have the bandwidth to research ZTC options and have conversations with part-time faculty about how ZTC resources can increase equitable access, persistence, and retention.

Goal 3: Explore strategies to close equity gaps in social work classes: While the Department Chair is working to review program-level retention and success data with faculty, this is not a long-term solution to closing equity gaps. A full-time faculty member would be able to engage in detailed discussions about course success and retention data as well as re-design the curriculum to be more equity-minded and culturally responsive.

Historically, individuals from marginalized groups face barriers to accessing mental health services, including cultural stigma around mental illness. This is especially true at Cuyamaca, where many students report experiencing depression/anxiety or other mental health issues yet do not seek professional help. A diverse faculty member in Social Work will help students from diverse backgrounds normalize that mental health is just as important as physical health for overall well-being. Potential long-term impact includes an increase in utilization of mental health services (both on and off campus) among students as well as increased diversity in enrollment to the social work program.

Q11

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

This is a replacement position. There has not been a full-time Social Work faculty in at least 10 years.

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)

The request inherently supports the College's mission, vision, and values because Social Work as a discipline primarily works with underrepresented and underserved populations and promotes social justice. Each of the strategic priorities are outlined below along with how this position will advance each one.

Increase equitable access (enrollment): Hiring a full-time faculty member will allow for an increase in the number of courses offered, as well as different modalities and times, thereby increasing equitable access. Courses have primarily been offered online, which may deter students who prefer in-person courses from exploring this discipline.

Eliminate equity gaps in course success: The part-time faculty members have been doing an excellent job but have not been provided with tools or support to design equity-minded curriculum. A full-time faculty member could dedicate time to exploring best practices and come up with a plan to provide equity-minded curriculum across courses.

Increase persistence eliminate equity gaps: A full-time faculty member will be able to foster deeper relationships with social work majors and design equity-minded curriculum, as well as create a sense of community on campus that has been largely missing among social work students.

Increase completion and eliminate equity gaps: While the program has a high rate of graduates and transfers, Cuyamaca is one of the only community colleges that does not have a Social Work ADT. A full-time faculty member would be able to build relationships with various transfer institutions and submit the necessary curriculum to add an ADT degree to the program and increase the number of transfer students.

Increase hiring and retention of diverse employees: We aim to intentionally recruit candidates for this position from diverse backgrounds as well as have a plan in place to aid in retention.

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 Chair of the Department

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