

2018-2019

**Program Review & Planning  
Request for Full-Time Faculty Position**

Please upload and submit this completed form through the SurveyMonkey program review module.

**Note: Staffing Prioritization Task Force will consult your program review as part of the rating process. Please reference appropriate sections of your program review as needed in your responses.**

<b>Department</b>	Humanities, Philosophy, Religious Studies
<b>Position Title</b>	Humanities Instructor, Full-time

**1. How will this position specifically support one or more of the College's four strategic priorities? (Rubric Criterion 4)**

1. Acceleration
2. Guided Student Pathways
3. Student Validation and Engagement
4. Organizational Health

The addition of a full-time Humanities instructor will support **student validation and engagement** at Cuyamaca College. Moreover, this appointment will help foster student engagement in the community at large given that most of our Humanities course offerings require students to visit and study local arts and culture in San Diego. One of our courses in particular, Humanities 115: Arts and Culture in San Diego, has been shown to build a sense of engagement in the San Diego community as well as within the class itself. In a survey of students enrolled in this class during fall 2018, **all** students reported that they would be likely to recommend this course to a fellow student, and **85%** said they would be likely or very likely to enroll in another Humanities course. With this kind of student satisfaction and engagement, our department is in need of a full-time Humanities instructor who can help serve the needs and interests of our students by providing a significant and stable campus presence. Currently, we only have adjunct instructors to fill this role, and thus we have been unable to build the Humanities discipline into the kind needed and desired by so many of our students. In addition, the enrollment trends for Humanities are on the rise statewide. Data from the State Chancellor's Office Course Enrollment and Success Report reported a **19% (10,000 students)** increase in online Humanities classes in just one year.

**2. Describe why this position is essential to your program and/or service area. How will this new position improve student learning and achievement? (Rubric Criterion 3)**

Due to documented student interest, Cuyamaca should address the needs of our students by hiring a full-time Humanities instructor. A full-time faculty member could create a local AA degree in Humanities to enable students to transfer directly to SDSU's bachelor's program in Humanities. They could also create new and engaging classes such as "Heroes and Superheroes," and "Appreciation of Film" to attract students. Further, a full-time instructor could help channel student engagement through a more significant campus presence, the development of a Humanities Club, and mentoring of majors. Our current adjunct instructors are unable to provide this kind of support, and thus the discipline lacks the essential ingredient to improving student learning and engagement. In line with Cuyamaca's own values, a full-time Humanities instructor could ensure that our program offers courses that are "conducive to students' varied educational and experiential backgrounds," "values innovation and creativity in order to encourage our students to question and expand their thinking," and "recognize(s) our role in the cultural, educational, technological, and economic/workforce development of the communities we serve."

**3. How has the lack of this position impacted your program and/or service area? What will be the impact to the program and/or service area if this position is not filled? (Rubric Criterion 3)**

With the retirement of our full-time Religious Studies/Humanities Instructor in 2017, we have been left with only one full-time faculty member in the entire Humanities, Philosophy, Religious Studies department. This faculty member is only qualified to teach Philosophy and Religious Studies, and so our Humanities program is without the guidance of a full-time instructor. It would be impossible in this current state for the program to grow and develop in a way necessary to serve the needs and interests of our students. Without a full-time instructor, we won't be able to capitalize on the current trends that show an incredible growth in enrollments in Humanities statewide. With our current enrollment issues, this would be one way to attract an already eager cohort of students.

- 4. Has there been or do you believe there will be an increase in demand for your programs and/or services? Please discuss supporting data from recent semesters. For example, enrollment trends, waitlist pressures, or wait time for appointments and support services as they apply to this position. (Rubric Criterion 2)**

As mentioned above, data from the State Chancellor's office reports a 19% increase in online Humanities courses in just one year from 2017-2018. This was a gain of 10,000 students.

Within our own college, one of our online classes, Humanities 110, was full with 50 students and 22 on the waitlist 2 weeks before the semester even began.

- 5. Is this a new position, replacement for a retirement or upcoming retirement, replacement for a tenure failure, replacement for internal promotion (faculty to administrator), or replacement for other circumstances? Please explain. (Rubric Criterion 3)**

As mentioned above, our previous Humanities instructor retired in 2017, and since then we have had to rely on our hard-working adjuncts to fill his shoes. Thus, this would be a replacement for a retirement.

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- 6. 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 inform, in part, the prioritization process.**  
**{ X } Yes, I understand.**

**The Staffing Prioritization Task Force will also consider the program review data provided by the IESE Office in reviewing this request. (Rubric Criterion 1)**

