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**COMPLETE**

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Page 1: Full-Time Faculty Position Form

**Q1**

Please enter the following:

Department	<b>Art</b>
Position Title	<b>Full-Time Tenure Track Faculty in Digital Art</b>

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**Q2**

1. Which program review goal(s) is this request supporting? Please state how the position will help advance the specific goals. (Rubric Criterion 3) (300 words or less)

A FT faculty position in Digital Art would support both Comprehensive Program Review goals 2 and 3. The Graphic Design and Art programs share the same Academic Career Pathway; however, neither program has any full-time faculty members. Our ACP has lost a combined total of 3 FT faculty since 2016 without replacement. Currently the WSCH/FTEF in the Art program (525.07 over 5 years) with an average fill rate of 72% could support 2 full-time faculty members, not including the critical need in Graphic Design.

The Art department would like to align with Grossmont College by adopting their Art program area of emphasis in "Digital Art." Additionally we would like to align and/or merge Cuyamaca's Graphic Design program through course cross listing with courses in our Art program or by other means. This would allow our ACP to fully align with Grossmont's AA areas of emphasis and/or certificates in "Digital Art" and "Art and Design." A FT faculty member, versed in this area of emphasis, is essential to facilitate this alignment. This would serve students across the district and help to unify and grow our Academic Career Pathway Visual and Performing Arts.

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**Q3**

2. 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. (Rubric Criterion 4) Acceleration Guided Student Pathways Student Validation and Engagement Organizational Health (300 words or less)

1. Acceleration: 2/3 of our ACP students will be able to earn degrees and/or certificates in 2 years by taking courses at either campus within our district. By expanding our areas of interest, we can offer AA's supported by job data in the creative industries.

2. Guided Student Pathways: By clarifying and streamlining our areas of emphasis and aligning them with our sister college and by adopting an AA area of emphasis in Digital Art we will provide a clear pathway for all students interested in careers in this field which accounts for more than 70% of the creative economy in the state of California. Currently no clear pathway for students exists at Cuyamaca College that leads to the totality of career fields related to digital art. Graphic Design is small sub-sector of the digital arts which only accounts for less than 20% of all careers in the fields related to Digital Art and Design.

3. Student Validation and Engagement: Currently we do not adequately serve students that are interested in careers in digital art and related medias because we don't offer AAs or certificates in these growth industries beyond graphic design. How can we even begin to serve student demand if we don't offer classes in Digital Art and Design?

4. Organizational Health: The majority of career fields in the arts have become multi-disciplinary and increasingly digital in the 21st century. Programs focused exclusively on Fine Art are in the decline. Graphic Design represents a small subsector of a much larger area of the creative economy in general. Our ACP is in decline within our college. We need to expand and align our programs with our sister college to remain competitive as an institution. We need a qualified FT faculty member to support growth across our ACP. (300 words or less)

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**Q4**

3. How will this position improve student student learning and achievement, and close equity gaps in access and outcomes in your program. (Rubric Criterion 2) (300 words or less)

Currently the Art Program has no FT faculty members. All work with regards to equity and student achievement is being done by a department chair whose attention is split between teaching assignments across 3 separate districts. Their cumulative load equates to 1.529 (not including writing the CPR). Additionally, the Graphic Design program has no FT faculty members. To focus fully on the needs of Cuyamaca College's Visual and Performing Art ACP, additional faculty must be replaced.

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**Q5**

4. Has there been or is there any evidence to demonstrate that there will be an increase in 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 as they apply to this position. (Rubric Criterion 2)(300 words or less)

Currently 25% of Grossmont's Degrees awarded annually come from the area of emphasis of Digital Art. Students are being adversely affected at Cuyamaca because currently this area of emphasis is not available to them. Additionally, current job data supports the addition of Digital Art as an option for students. According to the Otis 2020 Report on the Creative Economy in California, there are 2.7 million jobs in creative industries statewide representing \$209.6 billion in labor income. \$148 billions of labor income or 71% of the Creative Economy workforce in our state was represented by careers in Entertainment and Digital Media.

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**Q6**

5. What are the racial and gender demographics of the faculty within the program? What steps will your program take to ensure that the recruitment for this position will encourage/promote faculty diversity? (Rubric Criterion 1)(300 words or less)

Currently the Art program has no FT Faculty members, however the combined adjunct faculty pool is diverse. It is generally split evenly across genders; 50% identify as male while 50% as female. Additionally, 50% of our faculty identify as BIPOC while 50% identify as white.

A concerted effort has been made over the last 5 years to diversify our adjunct hiring pool. All new adjunct hires have identified as BIPOC in the last 2 years.

Careful consideration must be given to diversifying any new FT faculty hires across our ACP. However, this will be challenging. According to the data compiled by the National Endowment for the Arts' "Artist's and Other Cultural Workers: A Statistical Portrait" 63% of working creative professionals nationally identify as White. Additionally, in the field of Digital Art 75% identified as white and 45% identified as female. So, statistically racial and gender inequity currently permeates these fields of study and future employment.

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**Q7**

6. Describe why this position is essential to your program and/or service area. 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 1,3)(300 words or less)

The last FT faculty hire in the Art program was more than 20 years ago. The last FT faculty position that was filled in Graphic Design was 22 years ago. Both programs share a critical need for support from Cuyamaca College. Our programs have yet to join the 21st century when it comes to offering degrees and/or certificates that meet current industry standards in fields that relate to the whole of the Digital Arts. To facilitate program growth across our ACP a FT position with emphasis in Digital Art is critically necessary.

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**Q8**

7. Is this a new position, replacement for a retirement/upcoming retirement or replacement for internal promotion (faculty to administration), or replacement for other circumstances? (Rubric Criterion 3)(100 words or less)

This position could be considered a replacement for the retirement of Deborah Babylon (Art) in 2016, a replacement for the retirement of Tim Buckles (GD) in 2016, and/or both. Again, we are trying to streamline and align our programs with Grossmont College and remain relevant to students.

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**Q9**

7. 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**