

#7

COMPLETE

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Page 1: Full-Time Faculty Position Form

Q1

Please enter the following:

Department	American Sign Language
Position Title	Full Time Faculty Member

Q2

If this position has already been funded, do you want to continue with the current request?

Yes, the position has been funded, but I want to continue with the current request

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Q3

1. 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)

A full time position is essential in the rebuilding of our program. The position has been unfilled since Dorian Yanke's abrupt departure during the Spring 2021 semester. In the semesters prior to that, Mr. Yanke's focus was elsewhere and it impacted the department. Enrollment and course offerings have dropped. Having a full time faculty member would allow them to focus on the department and improving student success rates as well as focusing on improving the equity gaps in student learning within the department. Having a full time position would also allow us to pursue adding and offering an interpreting certificate element to our program. Interpreting positions are in demand in the area, offer high paying job opportunities and there is not an interpreting certificate program in the East County region.

Q4

2. What are the racial and gender demographics of the faculty within your program? What steps will your program take to ensure this position will promote faculty diversity to reflect the students the college serves, for example: (Rubric Criterion 1)- Participating in professional development related to equity and diversity in hiring- Participating in professional development related to equal employment opportunity (EEO)- Completing EEO Representative Training- Employing strategies to recruit diverse applicants(300 words or less)

Currently our department has two female and one male instructor who identify as white/Caucasian. A majority of our faculty are also neuro-diverse with visibility within the Deaf community. The department will work closely with the Dean in hiring part-time, and hopefully full time, with an equity lens. We will be intentional about using equity-minded language in the position announcement and description as well as the interview questions.

Q5

3. 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)- 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)

By having a full time faculty member, there can be a stronger focus on student learning outcomes and achievements such as working on improving the equity gaps. The current SLOs need to be re-evaluated and improved which more of a focus on learning, inclusion and diversity. With representation of the Deaf community in the classroom already present, having a full time faculty member can lead the department with campus equity work such as EMTLI, other professional development, EEO training, curriculum development from an equity lens and supporting students.

Q6

4. 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)

Without a full time position, we have seen a decrease in student enrollment (although that seems to be changing as current enrollment is improving) as well as student success. The ASL program has an efficient and productive schedule, especially for a discipline with a contractually-negotiated enrollment max of 30 students. The past five Fall semesters have seen a decline in one section per semester, going from 9 sections in Fall 2018 to 5 sections in Fall 2022, with the FTEF during that period dropping from 2.41 to 1.33. This is most likely due to the disengagement of the former full-time faculty member and department chair, Dorian Yanke, as well as the pandemic and the college's overall enrollment decline. However, the previous strong enrollment shows growth potential for the program. And, on the good side, the drop in FTEF has led to an increase in the program's schedule efficiency. In Fall 2022, the fill rate in the program was 103% and the FTES/FTEF rate was 15.3. There has also been an opportunity in finding and maintaining an ASL tutor in the tutoring center. The department would also like to re-establish the American Sign Language Association and increase our department's presence at campus events.

Q7

5. 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)

The request for a full time position in the ASL Department replaces the vacancy created in Spring 2021, but having the full time position would also allow the department to focus on creating more equity minded curriculum, increasing equitable access and better support our students. These tasks would best be led by a full time position.

Q8

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

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

Q9

7. 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) 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)

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.

Q10

8. 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. Note: The Division Dean will be providing feedback to help inform the prioritization process

Yes, I have discussed this position request with the Division Dean
Note: The Division Dean will be providing feedback to help inform the prioritization process

Q11

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