Vacancy Replacement Request

1. Title of position: Full-Time English Faculty
2. Job description: English faculty member to English courses in the department and help with other duties across the college.
3. Does the vacancy bring that department to having no full-time faculty? No
4. Are there any special regulations such as law, Title 5, Education Code, Student Success Initiative, or accreditation standards, etc., that would require a minimum of one full-time faculty member? N/A
5. How does the position support the goals of the Educational Master Plan or other strategic college plans?

We facilitate learning and development of reading, writing, and thinking critically, fostering their success in coursework across the curriculum and helping them to attain communication skills that will contribute to their growth as individuals and as citizens. Our courses include basic skills, transfer, and lifelong learning levels. Our courses are required for an AA or AS and transferring.

One of the most significant changes over the last few years has been the adoption of AB705 and all of the course and curriculum changes necessary to comply. Our department has been at the forefront of redesigning our pathway. This has taken significant time and energy from our full time faculty. While we love and appreciate our adjunct faculty, they cannot and should not be expected to invest the huge number of hours that we have spent over the last several years to make these changes. Now that the changes are implemented, we need to ensure that students aren’t falling through the cracks. We need to be deeply involved in coordinating with support services and developing our Writing Center.

1. Describe program review or other data that indicate a demonstrated program/service need.

The recent changes to pathways really necessitate full time faculty who can engage in those changes and develop courses and coursework. In addition, many of our full time faculty are spread thin trying to help facilitate AB705 implementation work and coordinate with the rest of the campus community to ensure that student success is still at the center of the work that we do. Full time faculty have the bandwidth to be involved in activities that improve our success and retention. For example, this semester we have several faculty involved in the FLP. Several other faculty are very involved with the Writing Center.

Our department is not really facing lower enrollment numbers. Despite overall lowered enrollment at the college, we have actually increased our face-to-face offerings of English 100 from 13 in Fall of 2014 to 19 in Fall of 2018. Our fill rate has remained consistently over 100%. Our online offerings of English 100 have only increased by one section, but the fill rate has increased from 78.8% in Fall of 2014 to 97.4% in Fall of 2018. Our number of sections of English 110 has also remained steady (increasing by one section) despite overall declines in enrollment while maintaining a high fill rate. Our online offerings of 110 increased from 2 in Fall 2014 to 5 in Fall 2018, and our fill rates increased from 76.9% to 93.1%.

We still have the FTE to fill 12 full time positions although we only have 8. Losing a full time position would have a huge impact on our ability to serve our students and keep up with all the changes at the state level.