

## FACULTY REQUEST

FOR FISCAL YEAR 2013-14

|       |                      |   |
|-------|----------------------|---|
| BCP # | DEPT. PRIORITY NO. 1 | DEPARTMENT: English for Multilingual Students |
|-------|----------------------|---|

**PLEASE CHECK THE BOX REPRESENTING THIS CATEGORY OF FACULTY REQUEST**

|   |  |   |
|---|--|---|
| <b>FACULTY POSITION REQUEST</b><br><input checked="" type="checkbox"/> New position<br><input type="checkbox"/> Replacement<br><input type="checkbox"/> Full-time Temporary<br><input type="checkbox"/> Conversion (grant to GU001) |  | <b>BUDGET AUGMENTATION –</b><br><input type="checkbox"/> Ongoing<br><input type="checkbox"/> One-time funding<br><input type="checkbox"/> Other – explain (e.g. matching) |
|---|--|---|

TITLE OF INSTRUCTOR POSITION

PLEASE PROVIDE A SUMMARY AND RATIONALE OF FACULTY POSITION REQUEST (You may copy and paste from your COMPREHENSIVE OR ANNUAL PROGRAM REVIEW.)

A new EMS position is necessary in order to staff the necessary sections. Fall 2013, sections were full with waitlists, and a new section could have been opened, but there was not one adjunct available to teach a section. Every adjunct instructor in the English for Multilingual department is already working at their capacity. In fact, one adjunct commutes from Fresno. Each semester from 24-30% of FTEF is adjunct. The reason finding adjunct instructors is difficult is because CSUB offers no Master's in TESOL or Applied Linguistics, so everyone comes from outside Bakersfield. Applicants for the adjunct pool usually do not meet minimum qualifications, and currently there is no one in the pool other than those who are already teaching.

Many English for Multilingual Students enroll in ACDV or English classes due to the lack of sections offered in the EMS department, and, after failing once or twice, find success in our writing sequence: ENSL B70, B60, or B50. The EMS department has a high retention rate, of 90.8% in 2012-2013, and a success rate of 68.2% the same year, increasing from 58.6% in 2009.

Although Bakersfield College has been labeled a Hispanic Serving institution, with 53.9% Hispanic students, the EMS department is not sufficiently staffed to offer classes to many of our Spanish speaking students; consequently, we are not meeting the needs of the people in our service area. Although a core value of Bakersfield College is to "maintain strong ties with the surrounding community, and respond to their needs," without the staff necessary to grow, our department cannot meet the needs of the multilingual community in Kern County. Without another fulltime EMS faculty member, this section of the student body will continue to be underserved.

In order to support our high retention and success as well as meet the growing needs of the multilingual community, a new EMS position is necessary.

INTERNAL REVIEW OF POSITION

A. Explain why the work cannot be reassigned to other staff within the department

There are no available adjunct faculty in the pool. The current adjunct are all working at maximum capacity. With the new regulations (Affordable Care Act), adjunct are not allowed to work any overtime whatsoever, including substituting, so it is impossible to add a section when waitlists are full.

B. Impact on College/District if position is not filled

We will not be fulfilling our mission of achieving diversity, or our core value of serving our community, or helping underserved populations reach student success – number one in our strategic goal. In addition, being an HSI, the college risks disproportionate impact because of not offering sufficient numbers of English for Multilingual Students classes given the numbers of students who come from homes where they speak another language.

C. Is a temporary employee currently performing the work of this position?

Yes       No

D. New position: How is the work assigned to this position presently accomplished? It's being done by adjunct instructors, but sections cannot be added as there are not enough adjunct instructors.

**ESTIMATE THE COSTS ASSOCIATED WITH THIS FACULTY REQUEST**

**TOTAL SALARIES AND WAGES (include benefits)**

**SUPPLIES or OPERATING EXPENSES**

**EQUIPMENT EXPENSES**

**Total** **\$ 75,000**

| SOURCE OF FUNDS                                  | ORG Number |  | ORG |
|--|------------|--|-----|
| <input checked="" type="checkbox"/> GENERAL FUND |            | <input type="checkbox"/> Categorical FUNDS |     |
| <input type="checkbox"/> SPECIAL FUNDS           |            | <input type="checkbox"/> OTHER FUNDS       |     |

|                            |              |             |      |
|----------------------------|--------------|-------------|------|
| PREPARED BY Jeannie Parent | DATE 9/23/13 | REVIEWED BY | DATE |
|                            | DATE         |             | DATE |

IF PROPOSAL AFFECTS ANOTHER DEPARTMENT, DOES OTHER DEPARTMENT CONCUR WITH PROPOSAL? Name the department \_\_\_\_\_

YES       NO      ATTACH COMMENTS OF AFFECTED DEPARTMENT, SIGNED AND DATED BY THE DEPARTMENT DIRECTOR OR DESIGNEE.