FACULTY REQUEST

For FISCAL YEAR 2017-2018

BCP #	DEPT. PRIORITY NO. 1	DEPARTMENT: Social Science
PLEASE CHECK THE BOX REPRESENTING THIS CATEGORY OF FACULTY REQUEST		
FACULTY POSITION REQUEST ☐ ☑New position ☐ Replacement ☐ Full-time Temporary ☐ Conversion (grant to GU001)	**POSITION DEFINITIONS:** **NEW**: Position is not in the 17-18 budget **REPLACEMENT**: Position is in the 17-18 budget, currently vacant or will be vacant in 18-19.	**BUDGET AUGMENTATION** ☐ ☑Ongoing ☐ One-time funding ☐ Other – explain (e.g. matching)

TITLE OF INSTRUCTOR POSITION: Instructor (History)

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

Provide data that substantiates the proposed positions. Refer to the guidelines listed in the Budget Decision Criteria and College Strategic Goals documents.

In Academic Year 2016-2917, over 23% of all B.C. students were enrolled in one of our classes by census day. With a total of 7,626 Unduplicated Headcount students, we are the 3rd largest program on campus [behind English and Mathematics], with statistically insignificant variations on retention rates and success rates when compared to the two larger programs. We achieved this with a productivity rating of 22.7 for Academic Year 2016-17.

This number of students represents a 16% increase in student enrollments from the previous year, which was 14% larger than the year before. In two years, we have grown by 30%, from 5,755 unduplicated students to 7,626 unduplicated students. This is faster than the college's 21% growth over the same period.

We have more courses taught by tenured faculty than the campus average [by 4%], and we also have 4% more overload courses taught by tenured faculty. Furthermore, the new faculty contract has placed defined limits on large-size courses that resulted in our department requiring at least 7 excessive load agreements for this fall term. Our existing faculty are beyond the threshold for a full load already.

Over the past 3 years, the main area of concern has been staffing needs for the Delano Campus, the Wonderful Academy, and Rural Initiatives course offerings. This has become more critical over the past year.

- We have had a partial reassignment of a tenured professor that resulted in the need to utilize adjuncts to staff three daytime course offerings on the Delano Campus.
- Furthermore, we have a constant need for at least 2, and up to 5, History courses per semester for the Wonderful Academy, which, by their very nature, are daytime classes.
- We have had between 1 and 3 courses needed for the Ag program in Wasco as well, during the daytime hours.
    - This is a total of between 5 and 10 daytime courses per semester that we have to staff with adjuncts.
- We had two 'go to' adjuncts for the north county regions who have left us for full-time employment elsewhere.
    - These were people we could usually count on for up to 6 daytime classes, in the Delano/Wasco/McFarland area.

- These needs are in conjunction with the need for faculty for other rural centers, such as Wasco, Shafter, Arvin, McFarland and other sites.
- The largest problem is finding adjuncts who are qualified and available during the *daytime* hours that are needed for these courses.
    - We have added a few adjuncts, but, as many here know, most adjuncts have availability after 4-5pm, making morning and mid-day classes problematic.
    - Wonderful and Wasco courses tend to be these self-same daytime courses, as they are high school students, on their own campuses.
- Another problem is one of getting Faculty to agree to an assignment at these, more distant, locations.
    - We have had faculty prefer to not teach when offered a single, once-per-week, course in Delano, Wasco, and Arvin.

Thus, the needs of the department indicate that we need to hire a Tenured History professor with a primary assignment in Delano/Wonderful. Furthermore, we need more flexibility of scheduling by loosening up the restrictions on travel expenses that have hindered faculty acceptance of assignments at said locations.

Some may posit the idea of ending reassignment for the existing Tenured History faculty in Delano.

- If this were done, it would *reduce* pressure- *not eliminate the need*.
- Doing this would now leave the department with no less than 3 daytime classes that still needed to be staffed, and up to 7 daytime classes.
    - Other parts of the load could be made up in evening courses, or online assignments.

The only development that would negate this need would be the ending of our affiliation with Wonderful Academy and the discontinuance of our Rural Initiatives.

It should be obvious <u>I am NOT advocating for this discontinuation</u>- it is simply an objective identification of cause/effect.

It needs to be stated that there was sufficient demand for a full-time Tenured History presence on the Delano Campus *before* we began our course offerings at Wonderful and *before* we expanded our Rural Initiatives.

- Now we have all three going on, but have had a reduction in availability of qualified history faculty for these regions.

Wonderful Academy and other courses taught in Wasco are ones BC has contracted to teach, but we have had difficulty staffing appropriately- resulting in excessive loads and/or discontinuance of courses.

To meet our core values of commitment to diversity, community, our goal of being committed to leadership within the community, we need to embrace the needs of Delano/Wonderful Academy and the Rural Initiatives course needs by hiring a tenured professor dedicated to the North County daytime History needs, to compliment the existing tenured History faculty with primary assignment up there.

To meet Bakersfield College's Strategic Goals on Student Learning and Student Progression and Completion, it is evident that there is sufficient justification to hire a new Tenured History Professor for the Delano Campus, with co-assignment to Wonderful Academy, in order to allow the expansion of course offerings.

ESTIMATE THE COSTS ASSOCIATED WITH THIS FACULTY REQUEST	
TOTAL SALARIES AND WAGES (include benefits)	
SUPPLIES or OPERATING EXPENSES	
EQUIPMENT EXPENSES	
Total	**$**

SOURCE OF FUNDS	**ORG Number**		**ORG**
☐ ☑GENERAL FUND		☐ Categorical FUNDS	
☐ SPECIAL FUNDS		☐ OTHER FUNDS	

PREPARED BY Jason M Stratton	DATE 10/5/17	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.