

FACULTY REQUEST

For FISCAL YEAR 2018-2019

BCP #	DEPT. PRIORITY NO.	DEPARTMENT: EMLS
PLEASE CHECK THE BOX REPRESENTING THIS CATEGORY OF FACULTY REQUEST		
FACULTY POSITION REQUEST	POSITION DEFINITIONS:	BUDGET AUGMENTATION
<input checked="" type="checkbox"/> New position <input type="checkbox"/> Replacement <input type="checkbox"/> Full-time Temporary <input type="checkbox"/> Conversion (grant to GU001)	NEW: Position is not in the 18-19 budget REPLACEMENT: Position is in the 18-19 budget, currently vacant or will be vacant in 19-20.	<input checked="" type="checkbox"/> Ongoing <input type="checkbox"/> One-time funding <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.)

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

See attached memo from State Chancellor’s Office recommending the creation of a college-level ESL course.

Budget Decision Criteria

Hiring a full-time faculty member aligns directly with the budget decision criteria of **student success**. The EMLS courses that a full-time faculty member teaches place students on a pathway toward a degree, certificate, transfer, and employment readiness.

Additionally, the reading, writing, and speaking courses that a full-time faculty member teaches develop the critical thinking skills necessary to help students “adjust to changing economic environments without having to continually come back to the college for retraining” (Bakersfield College Budget Decision Criteria). In fact, one of our program level outcomes is to “Evaluate and analyze expository essays and literature through the use of critical thinking techniques.” This aligns directly with the institutional level outcome to “Think critically and evaluate sources and information for validity and usefulness,” which aligns with the budget decision criteria.

Finally, the training and knowledge that students gain from our program are fundamental skills that are taught in each level of EMLS course. Part of the core mission of Bakersfield College is to “be able to continue to offer a range of courses” in all areas, including basic skills. A full-time faculty member in the EMLS Department will help Bakersfield College be true to its core mission.

College Strategic Goals

Hiring a faculty member aligns directly with strategic goal 2.7, “Increase the percentage of transfer-level English completion in the first year.” AB 705 mandates that students complete college level English within one year. The state chancellor’s office has strongly recommended that state-wide ESL programs offer a college-level or transfer-level English course. The EMLS Department is in the process of writing a new college-level English course. The department plans to offer this course in fall 2019. However, if we do not have an additional full-time faculty member, we will not have enough faculty to teach the new college-level EMLS course in addition to the existing EMLS courses. See attached document “AA 18-41 AB 705 Initial Guidance Language for Credit ESL” for recommendation from state chancellor’s office on transfer level ESL.

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
<input type="checkbox"/> GENERAL FUND		<input type="checkbox"/> Categorical FUNDS	
<input type="checkbox"/> SPECIAL FUNDS		<input type="checkbox"/> OTHER FUNDS	

PREPARED BY	DATE	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.