

# FACULTY REQUEST

For FISCAL YEAR 2019-2020

BCP #	DEPT. PRIORITY NO. 1	DEPARTMENT: Social Science-History
<b>PLEASE CHECK THE BOX REPRESENTING THIS CATEGORY OF FACULTY REQUEST</b>		
<b>FACULTY POSITION REQUEST</b> <input checked="" type="checkbox"/> New position <input type="checkbox"/> Replacement <input type="checkbox"/> Full-time Temporary <input type="checkbox"/> Conversion (grant to GU001)	<b>POSITION DEFINITIONS:</b> <b>NEW:</b> Position is not in the 18-19 budget <b>REPLACEMENT:</b> Position is in the 18-19 budget, currently vacant or will be vacant in 19-20.	<b>BUDGET AUGMENTATION</b> <input checked="" type="checkbox"/> Ongoing <input type="checkbox"/> One-time funding <input type="checkbox"/> Other – explain (e.g. matching)

**TITLE OF INSTRUCTOR POSITION: History Professor, Tenure-Track: Delano Campus/ Wonderful Academy**

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.**

We recognize the respect shown our department in the last wave of hires, when we were granted two tenure-track positions instead of the original one. We are far from ungrateful. Yet, these positions did not increase our ability to offer history courses. It was a return to our departments’ true status quo. It did not result in growth.

In context, one of these new hires replaced Ann Wiederrect, who retired. The second new hire balanced out with the frequent multi-year 100% administrative reassignment of another member [whom we wish to continue to pursue his good works with Veterans’ Affairs and student services]. The two positions acquired in 2018 simply returned us to full-time “capacity” levels from four years prior.

While unduplicated-student enrollment in history courses has ballooned nearly 41% in the last four years and census-day enrollment by nearly 49%, our program has the same number of full-time faculty as prior to this growth.

For our priority one position, we’re requesting a full-time, tenure-track historian in order to meet our contractual obligation to Paramount Farm’s Wonderful Academy.

While, we strive to meet this commitment, challenges persist.

- Paramount’s Wonderful Academy had hired a faculty member to be their designated Dual Enrollment BC faculty [Ms. Winters].
  - She covered 3 classes per term.
  - She is no longer working for Wonderful Academy.
  - To meet the needs of her absence, we had to hire a 1 semester temporary full-time faculty member to cover her load for this fall.
- Conflicting schedules between campuses for full-time faculty, as well as legal limits to adjunct teaching loads, undermine our responsibility to equitably serve the students of Wonderful Academy.
- Frequently, adjuncts have declined courses offered there, due to the distance and the student body.
- Moreover, the range of expertise warranted to teach six courses for Wonderful Academy, in at least two prep fields, requires a full-time faculty member developing pedagogy aimed to teach high school students at the college level, while also demonstrating expertise over a broad range of historical topics.

Every semester for the past 2 years we have offered 6 history courses at Wonderful College [or more]. In addition, we have had 3-5 courses taught by Adjuncts at the Delano Campus each semester.

This equates to a semester minimum of 9 classes, and a maximum of 11, that we are having difficulty filling. Hiring a tenured professor for this load will make meeting student education attainment benchmarks more attainable.

- We would have more consistency in educational integration with Wonderful and Delano.
- We would have more consistency in educational pedagogical development at both locations.
- We would find it easier to staff 4-6 classes with adjuncts than we do currently staffing 9-11.

As a department and institution, we are committed to Rural Initiatives and to ensuring not simply instruction, but quality, expert instruction. Therefore, we request a full-time, tenure track historian grounded in World History, with sufficient skills in US History, in order to foster enriched, engaged learning for the students of Wonderful Academy.

We understand that the situation in regards to Wonderful Academy may change at some future date. For that reason, we wish the listing for this position to be a split assignment between Wonderful Academy and Delano Campus.

In this manner, we can guarantee sufficient courses are available for the tenured professor through a combination of the two locations- which are less than 10 miles apart.

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 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 a split assignment of the Wonderful Academy/Delano Campus, in order to allow appropriate completion of our contractual needs to Wonderful Academy, and to meet the educational needs of the students in our greater service area.

**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 Jason M Stratton

DATE 9/14/2018

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.