

FACULTY REQUEST

For FISCAL YEAR 2019-2020

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| BCP # | DEPT. PRIORITY NO. 4 | DEPARTMENT: Social Science-History |
| PLEASE CHECK THE BOX REPRESENTING THIS CATEGORY OF FACULTY REQUEST | | |
| FACULTY POSITION REQUEST <input checked="" type="checkbox"/> New position <input type="checkbox"/> Replacement <input type="checkbox"/> Full-time Temporary <input type="checkbox"/> Conversion (grant to GU001) | POSITION DEFINITIONS: 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. | BUDGET AUGMENTATION <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: Panorama/BCSW/Arvin campus.

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.

As stated in our Priority One History request, 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.

For our priority two position, we’re requesting a full-time, tenure-track historian assigned to BC’s Panorama Campus, but with multiple anticipated assignments at the BCSW location. This allows us to grow our department and meet the increasing student needs at our newest satellite campus.

Existing law requires 50% of all classes be taught by full-time faculty, but 55% of our college’s history courses in 2017-2018 relied on adjunct instructors. History’s FTEF Workload reached 45.7 in 2017-18; for Fall semester, however, we have only 13 full-time historians on staff, one of whom is on 100% administrative reassignment, and another of whom has reassigned time to run a campus institute. Someone from the Social Sciences program would be the department chair, with the attendant reassigned time- and the chair just so happens to be from our program: history.

Even with these reassigned times, the average teaching load for our program is a 1.3, as the 13 of us, even with the reassigned times, teach at least a 17.5 load. This means that we are currently volunteering to teach the equivalent of 4 full time professor's loads as overload.

Our tenuous ability to meet student needs each term is dramatized when we have unplanned interruptions. 3 years ago we lost a professor half way through the fall term. The realities of the situation meant we didn't know exactly when said professor would return, and we had to scramble to cover classes each term as we found out it wouldn't be that spring, or the following fall. Eventually, this led to a retirement, and we were able to request a replacement.

This term we have found ourselves in a similar situation when one tenured History faculty had to leave for the term in the second week, leaving 7 CRNs without their professor. We have finally filled 4 of them, and are working on filling the other 3 CRNs this coming week. Unfortunately, this occurred with specialized courses that most adjunct applicants have no background in, and at a time when all our existing adjuncts are booked to the maximum.

This resulted in students experiencing nearly six weeks of disruptive subbing and disjointed lectures. Despite our best efforts, an inability to meet enrollment need, this time, came at significant cost to the quality of student education.

In the context of our overall discipline need, it's important to note that in the Academic Year 2017-2018, over 28% of all B.C. students were enrolled in one of our classes by census day. With a total of 7,942 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 21.7 for Academic Year 2017-18. This is a productivity rating of nearly 35% higher than the campus average.

This number of students represents a 37% increase in student enrollments from four years ago, growing from 5,755 unduplicated students to 7,942 unduplicated students. This is faster than the college's 30% growth over the same period. Despite this growth, our number of fulltime faculty remains the same, even with an ever-growing responsibility to teach in expanding locations, including the Southwest and the Wonderful Academy. Even with this growth, accommodated by expansion of adjunct and overload, our discipline still had 417 students on waitlists on the first day of class, the equivalent of approximately 10 additional course offerings.

Moreover, the percentage of history courses taught by full-time faculty dropped by 13% in the last year and 18% percent in the last four years. Furthermore, the new faculty contract has placed defined limits on large-size courses that resulted in our department requiring roughly 3 excessive load agreements for this fall term. And on average, a history class contains 30% more students than most other BC courses despite faculty's commitment to significant writing assignments aimed at critical thinking and argumentation. Despite the addition of two new Tenure-Track faculty, and one temp full-time faculty, we are still stretch so thin that we cannot expand to meet the needs/demand at BCSW yet, and we consistently struggle to meet needs in Rural Initiatives and Inmate Scholars Programs.

The amount of overload taught, combined with excessive loads, and the classes cancelled due to lack of faculty [most were ghosted], has resulted in our program not expanding to meet the demands of the students. We really need a second tenured faculty member in History for Panorama Campus/BCSW/Arvin, to complement the new position for Wonderful Academy/Delano.

It was noted that we have a faculty member on 100% administrative reassignment- and we support him in that endeavor. We need tenured faculty in History. However, the college needs a passionate advocate for Veterans Affairs also. We respect our absent colleague, and are not, in any way, asking to have his position removed from him. We are simply identifying that what may have seemed to be 'growth' in the last hiring cycle [the addition of a second tenured faculty member] was, in all honesty, simply bringing us up to par; but not allowing for growth.

Another point of concern that justifies hiring a new History faculty is that we have added 30 new sections to our course offerings over the past year, and had 7 ghosted classes that we were unable to open, due to lack of skilled faculty to staff them. Furthermore, if we are to be able to provide an all-online degree, we will also need to expand our online offerings, which further necessitates the inclusion of more faculty for our college.

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 Panorama Campus, 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 |
|--|------------|--|-----|
| <input type="checkbox"/> GENERAL FUND | | <input type="checkbox"/> Categorical FUNDS | |
| <input type="checkbox"/> SPECIAL FUNDS | | <input type="checkbox"/> OTHER FUNDS | |

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|------------------------------|--------------|-------------|------|
| PREPARED BY Jason M Stratton | DATE 9/14/18 | 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.