

# FACULTY REQUEST

For FISCAL YEAR 2018-2019

BCP #	DEPT. PRIORITY NO.	DEPARTMENT: PHILOSOPHY
<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 type="checkbox"/> Ongoing <input type="checkbox"/> One-time funding <input type="checkbox"/> Other – explain (e.g. matching)

**TITLE OF INSTRUCTOR POSITION: Full-time, Tenure-Track Position (Delano) & Full-time, Tenure-Track Position (Inmate Education)**

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.**

**Faculty Members (Two full-time tenure track)**

1) We lost what is equivalent to 4 courses a semester when Dr. Williams took his position as Director of the Levan Center; we have also lost one long-time adjunct in Delano who has been teaching three or more courses for our department for the last decade. In essence, over the last year, we lost 7 plus courses a semester. We have all stepped up to teach overload except for one non-tenured faculty member, and have been able to offset and minimize the negative impact on our program. But teaching overload does not afford us the ability to serve the impending needs outside of the locations where we are teaching. For example, a faculty that has a full-load on BC campus will have a difficult time picking up an overload course that is in Delano, prison, or McFarland. Our overextended faculty by virtue of space and time, the facts of our physical finitude, are not able to teaching a fullload on the main campus and at the same time serve these areas that require a 45 minute drive to get there.

Thus, we are looking to hire at least one, but we are asking two, full-time tenure-track faculty members: one in Delano specifically, and another position that can also help meet the students’ needs and institution objectives of expansion by teaching courses for the rural initiative and prison programs. Moreover, a position dedicate to Delano will help our department to be formative part of the Early College Program begun in Delano. And if the second cannot be made

- a. Since we have lost what is equivalent to 7-8 courses/semester, or 22 courses/year, or approximately 75 FTES, we recognize that this is a significant loss of FTES to our program and creates a hole in our ability to serve areas outside of the main Bakersfield College campus.
- b. There is a constant demand placed on us to offer classes outside of the Bakersfield area, in the prisons and through the rural initiative (and more recently the Pre-College Program). Programs like the rural initiative and the institution’s interest in offering courses at the prison compel us to make this request. It is precisely because the demand is high in both the rural initiative and inmate education, we would like to place a full-time member in those locations.
- c. To accommodate this loss, each of the 7 full-time faculty members have agreed to teach overloads. This is not sustainable over the long-run, which when faculty members become unable to continue overload, FTES numbers will drop significantly. In fact, while we made the commitment, one of our members decided to go back to regular load over the last year because he is still not tenured and didn’t want to overextend himself.
  - i. The department actually marginally increased its unduplicated headcount from 3312 to 3467 ( 5% from 2017-18) and wants to help the institution reach its FTES’s and expansion goals but needs a new faculty member to keep

- this increase sustainable in Delano and the Rural Initiative/Prison. With 7 full-time faculty members, our department's FTEF is 17.2 and we would like to continue our trend of serving students to the best of our ability.
- ii. Adding this one faculty request will put us at 8 full-time faculty members, making us able to provide the number of course offerings we need to in order to serve student needs in Delano; 2 faculty requests will put us at 9 faculty members and provide our department to be successful in providing courses in the rural initiative and prisons.
  - 2) Adjunct faculty members are not readily available in Kern County. There are no local institutions that support a M.A. in philosophy, making it difficult to attract adjuncts.
  - 3) Drawing on the budget decision criteria of whether this request is worth the cost, note that philosophy instructors are typically known for their high-level of productivity. We are among the best bang for your buck in the district. We can run 397.1 FTES on essentially faculty salaries alone. While the collegewide average for students/section for traditional courses is below 30 and online courses around 40, ours are 38 and 55 respectively.
  - 4) In order to be more aligned with state recommended courses for an AA-T in Philosophy, we need to offer two new courses, Modern Philosophy and Philosophy of Religion, which adds to the demand of our faculty to teach more preps.
  - 5) Also to meet the needs of our B.A. upper division course, we need faculty to be available to teach another prep that does not overextend her. For example, most of our faculty teach three to four preps a semester. To add yet another to an already challenging load of courses is not sustainable in the long run.
  - 6) In order to maintain our support for Allied Health and our core Critical Thinking function on campus, we need this replacement, as our retired faculty member mostly taught Phil B12 which is a class tied to the Allied Health prerequisites. This meets both the student success and Transfer mission of our institution.
    - a. More specifically, a new faculty will help us meet the new high demand for offering classes based on our rural initiative program, prison, and online goals. Without such a position, the Transfer mission of our institution will be negatively impacted for students outside the Bakersfield College area on a significant level.
    - b. Also, we need to maintain our Phil B12 offerings to help provide a smooth pathway for nursing students.
  - 7) Every one of our 90+ courses offered are waitlisted within a month or two into registration. Not a single traditional course is canceled for low enrollment. This suggests high demand for our course offerings.
  - 8) Philosophy professors initiate services (student pantry) and programs (Gadfly Cafe) that contribute to the overall growth, learning and citizenship in ways that far surpass our mere contribution to GE.
  - 9) We are among the few departments that created and already implemented a fully online ADT and in order to serve that area of need, Delano, Southwest, and rural as well as prison, we need faculty members that are dedicated to these areas, as all our faculty are working full and overloads and thus our department has maximized its workforce capacity.

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

**TOTAL SALARIES AND WAGES (include benefits)** **\$67,000**

**SUPPLIES or OPERATING EXPENSES**

**EQUIPMENT EXPENSES**

**\$0**

**Total** **\$**

<b>SOURCE OF FUNDS</b>	<b>ORG Number</b>	<b>ORG</b>
<b>GENERAL FUND</b>		<b>Categorical FUNDS</b>
<b>SPECIAL FUNDS</b>		<b>OTHER FUNDS</b>
PREPARED BY Michael McNellis	DATE 09/04/2018	REVIEWED BY
	DATE	DATE

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

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