

FACULTY REQUEST

For FISCAL YEAR 2018-2019

BCP #	DEPT. PRIORITY NO.	DEPARTMENT: Spanish
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 17-18 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:

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

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

- **We had a full time temporary position for the 2014-15 school year and since Spring 2016 a full time temporary position has been continuously approved and filled to cover both the main campus and the Delano center and other rural areas. Currently, we have two adjunct instructors teaching on an Excessive Load contract. This would mean that we will have had a full time temporary position with excessive loads for the last 2 YEARS. This clearly shows the need for a full-time tenure track position that should be filled through a hiring committee. Without this full time position, we are currently not able to serve our Hispanic students in Delano and other rural areas because our full time instructors are needed to cover classes on the main campus.**
- We currently offer 27 sections of Spanish B1 which includes online courses and 4 courses being taught through the Inmate Scholars Program. This does not include 7 Dual Enrollment courses. Additionally, we have 3 sections of Spanish B2, one section of B3 and one section of B4. We also have 6 sections of B35 and 2 sections of B36 – our Heritage Language courses – for a total of 41 sections. We recently added a late start face to face and an online course – both of which filled even though they were added after regular classes had begun.
- **The Spanish Program historically has had four full time instructors for 5 years while we have seen an increased over the past 3 years of nearly 700 students. Our sections have also increased from less than 20 to over 40 or more than doubling in the last 5-6 years.**

- **Finding qualified adjunct instructors to teach from 8am until 5pm is difficult because the most experienced and qualified instructors are often employed at the local high schools and often are not available until 6pm. With dual enrollment – we are losing even more instructors because they max out on the number of classes they can teach.**
- **Our Spanish B1 and B2 courses are now 4 units. This has had the effect of being able to offer more day time courses for which we also need an instructor that is available during the day. Our full-time faculty have increased their course load by approximately 25% to accommodate increased enrollment in the Spanish Program.**

Student success

As the department looks to expand offerings and continue to provide courses for the AA-T in Spanish, this position is critical. While there are adjunct faculty available to teach these courses, rarely are they available for day time course offerings. Full time faculty are generally more available and engaged in efforts that directly affect student success including working with students during office hours and generally being available to them as well as participating in campus committees. Opportunities to mentor students and to work with other department members on projects affecting student success are more plentiful for full time instructors.

Assessment

Additional full-time faculty will enable the department to make a stronger effort at increasing the scores on all assessments.

Budget Decision Criteria

1. The courses taught by this instructor:

- apply to the Spanish AA-T degree
- receive priority, as they are part of the AA-T degree
- transfer broadly and meet specific CSU and UC requirements

This request meets the criteria for “Transfer” from the Budget Decision Criteria.

2. Courses taught by this instructor:

- Will improve (or at a minimum, maintain) student success in transfer.
- Will contribute to the Spanish AA-T degree
- Will contribute to matriculation to improve success.

This request meets the “Student Success” criteria in the Budget Decision Criteria.

ESTIMATE THE COSTS ASSOCIATED WITH THIS FACULTY REQUEST

TOTAL SALARIES AND WAGES (include benefits) **\$90,000**

SUPPLIES or OPERATING EXPENSES

EQUIPMENT EXPENSES

Total **\$90,000**

SOURCE OF FUNDS	ORG Number		ORG
<input checked="" type="checkbox"/> GENERAL FUND	212FL1	<input type="checkbox"/> Categorical FUNDS	<input type="checkbox"/> SPECIAL FUNDS
<input type="checkbox"/> OTHER FUNDS		<input type="checkbox"/>	

PREPARED BY David Neville	DATE 9/17/2018	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.