

**POSITION REQUESTED:** Ethnic Studies + Any SSCI Discipline - *Split Position*

New  
 Replacement: n/a

**DIVISION:** Social Science Division

**DIVISION CHAIR:** Karen Bishop

**YEAR DIVISION LAST HIRED A FULL-TIME FACULTY POSITION:** 2022

**GENERAL INFORMATION REGARDING POSITION REQUEST:**

1. Which of the following areas of need will be addressed by this position? (check all that apply)  
 Transfer to 4-year colleges and universities  
 General Education  
 Basic Skills Instruction  
 Vocational instruction  
 Instructional Support Services  
 Student Support Services
2. Is this position addressed in the college's Educational Master Plan and/or the most recent Program Review for the area?  
 Yes (please cite below)  
 No (please explain why below)

This position was not identified in these documents. In the case of the Educational Master Plan, this is likely because the completion and publication of the 2017-2021 document took place before the implementation of the new CSU General Breadth Area F Ethnic Studies requirement. In the case of the 2021 Social Science Division Program Review, the full impact of the Area F requirement had not been fully appreciated at the time of its publication.

3. Identify any resources the hiring of this position will require. Do not include salary and benefits, but please list things such as a computer, office space, equipment, and other related resources the new faculty member would require.

This faculty member will need office space, equipped with furniture and phone (if not already in place), and computer equipment.

4. List any classes likely to be taught by this individual. If the position is primarily non-teaching, please describe the person's assignment.

This faculty expert will teach and serve as the program lead and discipline expert for identified ETHN classes, as well as courses in one or more other social science discipline(s) for which they are qualified.

**PROGRAM REVIEW DATA-BASED JUSTIFICATION:**

Provide the following data measures for the past 5 academic years in classes/subjects to be taught by the faculty (as applicable). Program review data can be obtained by subject from the

Institutional Research web page below (include with supplemental materials any additional data or relevant past program review content). Faculty needing assistance with collecting relevant data are encouraged to contact our Institutional Research Director, Michael Carley.

<https://www.kccd.edu/institutional-research/program-review-data>

<i>ETHN P150 + SOCI P150</i>		2017-18	2018-19	2019-20	2020-21	2021-22
Enrollment at Census			27	52	19	220
Average number of students per section			27	26	9.5	28
First Day Waitlist				14	0	12
FTEF	TOTAL		0.2	0.4	0.4	1.6
	Full-Time		0.2	0	0	0.2
	Overload			0.2	0	0
	Adjunct Summer			0.2	0.4	1.4
FTES			2.5	5.1	1.7	21.9
Degrees & Certificates			n/a	n/a	n/a	n/a

**OTHER JUSTIFICATION:**

Provide here qualitative/narrative information that supports hiring this full-time position:

- **Availability of part-time/overload faculty:** We have no full-time instructors who meet minimum qualifications to teach ETHN classes as overload. We have a single (exclusively online) adjunct instructor who is qualified, currently teaching his max load every term. His three sections of ETHN P150 fill almost instantly. We recently hired one new adjunct instructor for HIST who also has a master’s degree in ethnic studies, but he is teaching max load in HIST and unable to take on more sections.
- **Compliance with state regulations/accreditations:** The state requires that Area F classes must be regularly taught as ETHN classes (not only their respective disciplines). Without hiring a full-time qualified faculty member, we cannot effectively fulfill that requirement and eventually will have to eliminate Area F classes for which we cannot meet this expectation. In the process, we will fail to meet the needs of our own students and will lose their enrollment to institutions who can.
- **Maintaining “one-full-time-faculty” program:** Ethnic Studies offerings have so far been managed by our single full-time sociologist, who has some background and experience teaching various ethnic studies courses but lacks the required master’s degree in ethnic studies to meet

minimum qualifications. At the same time, the Sociology AA-T program is itself a full and demanding program to manage, with 14-15 SOCI sections of seven different courses offered every term. We desperately need a full-time curriculum expert to manage the ETHN curricula and offerings that will clearly continue to grow every semester.

- **Long-term community needs/support (Document with Advisory Committee, Program Review or other recommendations for increased staff):** Our community is ethnically diverse, and our institution is an identified Hispanic Serving Institution (HSI). We need a local full-time expert to serve the needs of our community with their voice, connect with students, and engage in targeted outreach to promote relevant courses.
- **Maintaining certificate/degree/transfer program:** With a full-time ETHN curriculum expert, we will be able to develop and maintain degree, certificate, and transfer programs for a field that offers excellent transfer and career options in education for our students.
- **Courses are part of a core program and/or a graduation requirement (Identify program(s) and/or applicable graduation requirements):** The Area F requirement is a part of *every single transfer degree program* on the CSU Breadth checklist. Students who wish to transfer to any CSU must meet this requirement; if they are unable to meet it at PC, they will meet it elsewhere.
- **Potential for development in a related and/or emerging discipline (Identify source for growth potential):** The Area F requirement has, overnight, dramatically increased the value and marketability of ethnic studies interdisciplinary degrees. Our own circumstance at PC offers a case in point; we have difficulty finding qualified faculty to teach courses in the discipline. This demand for people in the field will translate to increases job offerings in the field, increases in degree programs and an increase in the demand among our students for lower division preparation for transfer into those programs.
- **Potential for multi-discipline expertise (Cite discipline and justify need within each discipline):** Ethnic studies, as a field, is interdisciplinary. Faculty with expertise in the field will often also have expertise in at least one other discipline. This position request makes that need explicit by advertising it as a split position, seeking candidates who meet minimum qualifications in at least one other social science discipline. We have need for faculty in them all.
- **Potential for aiding the college's goals of closing achievement gaps, aiding underserved populations, or other areas of the college's mission that may have an impact beyond the program itself:** Offering the voice and expertise of a full-time curriculum expert in this discipline will bring a much-needed academic perspective to ongoing conversations regarding the diversity, equity, and inclusion (DEI) goals and values that have been embraced by our institution. Our students will benefit from such an expert faculty voice in those policy and curricula conversations.

- **Other relevant areas not addressed in this list:**
  - **Exploding Local Demand** – In the span of *a single year, the enrollment in our Area F classes, increased by ten times*. Moreover, the table does not capture that every time we add another section, even after the schedule is published, it fills. For the Fall 2022 term, we offered nine Area F sections. For Spring 2023, we have proposed nine but could fill more. We cannot keep up with the dramatic increase in demand for our Area F classes among our local students. The other side of this is that when they are unable to get into our sections, students enroll elsewhere, and we lose those FTES.
  - **Increasing Curricula** – The second set of Area F companion courses (ANTH P105/ETHN P105) have already been approved, effective Fall 2022, with one section of ANTH P105 offered currently. As more people become aware that this course meets the requirement, enrollment will increase. Courses in HIST and other disciplines are either pending approval or under development, which will increase the visibility of, interest in, and demand for their companion ETHN courses at the same time.
  - **Expanding Broader Enrollment** - Currently, students all over the state of California turn to the CVC search tool to find Area F online classes because those that exist are impacted everywhere. Quality badged courses float to the top of those search results and Porterville College currently offers the only two quality badged Area F courses in the state. In addition, as one of only 20 or so colleges on the CVC Exchange, PC courses offer California students instant enrollment and automatic transfer of registration and financial aid information between their college and ours. This benefit saves students time and effort since they no longer need to use CCC Apply to enroll in online courses at PC. Together, these factors will further the visibility and demand for our courses and bring additional enrollment to our institution beyond that from the local community. In other words, *Ethnic Studies offers a clear and immediate growth opportunity* that will serve our institution well beyond the obvious need for a faculty expert in the discipline.