# FACULTY REQUEST

For FISCAL YEAR 2017-2018

| BCP # | DEPT. PRIORITY NO. 3 | DEPARTMENT: Social Science- Economics |
|---|---|---|

**PLEASE CHECK THE BOX REPRESENTING THIS CATEGORY OF FACULTY REQUEST**

| **FACULTY POSITION REQUEST** | **POSITION DEFINITIONS:** | **BUDGET AUGMENTATION** |
|---|---|---|
| ☐ ☒ New position<br>☐ Replacement<br>☐ Full-time Temporary<br>☐ Conversion (grant to GU001) | **NEW**: Position is not in the 17-18 budget<br>**REPLACEMENT**: Position is in the 17-18 budget, currently vacant or will be vacant in 18-19. | ☐ ☒ Ongoing<br>☐ One-time funding<br>☐ Other – explain (e.g. matching) |

**TITLE OF INSTRUCTOR POSITION: Professor of Economics: Tenure- Track [Delano and Rural Initiatives sites]**

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.**

The Economics Program at Bakersfield College needs the addition of a Tenure-Track Professor of Economics, with a primary assignment in Delano/Wonderful Academy.

B.C.'s Strategic Goals include expansion of the Rural Initiatives program, as well as fulfilling our contractual obligations to Wonderful Academy to provide faculty for college courses taught there. The Ag Business degree requires Economics courses as well, and the expansion of this pathway through offerings at sites such as Wasco, Arvin, and others has put our program in a precarious position.

Our program is stripped down and functioning at optimal efficiency- for the needs of the Panorama Campus. We currently have two tenured faculty in our program, and their course offerings are consistently full here.

We also have added a few new adjuncts to our program in the past 18 months. Yet, we have a difficult time obtaining qualified Adjuncts who meet two necessary characteristics: they are available during the daytime hours needed, and they are willing to drive to Delano/Wonderful Academy.

We have been put into a position where we have had to cancel 2-3 desired/planned courses per semester at those sites, due to lack of ability to staff the classes during the day.

- This does NOT count the 2-3 ghosted sections we were unable to offer due primarily to shortage of available faculty.
- This puts the 'lost' section total at closer to 5 per semester of face to face, that were lost.
- This does not take into account the number of sections we didn't even think of offering, due to staffing issues.

In addition, the most recent faculty contract's identification of pay steps for larger sized classes means that some of the online offerings will require another section be created to maintain the same level of student enrollments.

It is projected that there will be sufficient demand to offer at least one more online section of *each* of the two Economics courses per semester.

When all of these variables are taken into account, projections indicate that there will be sufficient course needs to justify hiring another tenured faculty- as long as the primary assignment for said faculty is centered in Delano and Wonderful Academy.

If we had a third tenured faculty on the Panorama Campus, we would still have a difficult time staffing daytime classes in Delano, at the Wonderful Academy, or through the Rural Initiatives and Ag Business programs.

Again, due to both a dearth of qualified adjuncts with daytime availability, as well as due to adjunct intransigence at the idea of being assigned to Delano or similar places.

Our program has witnessed a 30% increase in unduplicated headcount students over the past 2 years, without the ability to expand our program adjunct staff at a significant level. These challenges have required Excessive Load agreements from tenured faculty for at least 2 of the previous 3 semesters.

Our classes are almost 40% larger than the college average. We have an average of 42 students per face-to-face class, and 77 per online class- compared to 30 and 47 respectively for college-wide students per section. Despite the financial considerations that reward colleges for higher numbers of students per section, pedagogy indicates that smaller student to faculty ratios are more likely to result in increased learning- which is directly related to the college's Institutional Learning Outcomes.

Furthermore, to meet another strategic goal of offering an all-online degree, we will 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 Economics Professor with a primary assignment at Delano/Wonderful Academy.

| 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** |
|---|---|---|---|
| ☐ ☒ GENERAL FUND | | ☐ Categorical FUNDS | |
| ☐ SPECIAL FUNDS | | ☐ OTHER FUNDS | |

| PREPARED BY<br>jason m stratton | DATE12/13/2017 | REVIEWED BY | DATE |
|---|---|---|---|
| | DATE | | DATE |

IF PROPOSAL AFFECTS ANOTHER DEPARTMENT, DOES OTHER DEPARTMENT CONCUR WITH PROPOSAL? Name the department N.A.

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