

**FACULTY NEEDS ASSESSMENT APPLICATION**  
**Fall 2016**

Name of Person Submitting Request:		<b>Colleen Calderon</b>
Program or Service Area:		<b>History Department</b>
Division:		<b>Social Sciences, Human Development and Physical Education</b>
Date of Last Program Efficacy:		<b>Spring 2016</b>
What rating was given?		<b>Continuation</b>
# of FT faculty- 3	# of Adjuncts 10	Faculty Load ( <b>per semester</b> ): 9.3
Position Requested:		History Instructor
Strategic Initiatives Addressed:(See <a href="http://www.valleycollege.edu/about-sbvc/office-of-president/college_planning_documents/documents/strategic-plan-report-working-doc-8-25-15-2.pdf">http://www.valleycollege.edu/about-sbvc/office-of-president/college_planning_documents/documents/strategic-plan-report-working-doc-8-25-15-2.pdf</a> )		Access and Student Success

1. Provide a rationale for your request. (Explain, in detail, the need for this position.)

This History Department is requesting a full time instructor position, specifically to teach World History courses.

Currently, the History Department is comprised of three full time faculty and ten adjunct faculty, who teach the maximum of three courses each. **According to our 2015-2016 EMP, we offer enough sections to have 9 full time faculty in our department.** This semester, our department offered 50 sections of 3 unit classes every semester. We have continued to offer more courses in the past year, growing from 333.14 in 2014-15 to 342.51 FTES for 2015-16 year, and our WSCH/FTEF is 553. Our success and retention numbers are slightly up, with our success moving from 65% to 67% and our retention inching up from 88% to 89%. While we are a successful program, it is difficult to staff classes as more full time positions open at other area colleges. If we lose one adjunct faculty, we would need to scramble to staff three classes in that one person's absence.

In particular, we are in great need for a World historian. We offer 10 sections of World History per semester, and it is increasingly difficult to find qualified faculty to teach in that specialty. The World History courses—History 170 and 171—are required for our transfer AA degree in History. In fact, History 170 and History 171 are 50% of the required courses for the History AA-T degree. Additionally, World History is a required course at the University of California, Riverside. All undergraduates must take one World History class to fulfill that undergraduate requirement. The new full time History instructor would also ideally be able to teach Women's History and/or Asian American History. Our department is currently developing these two courses while also expanding our offerings in African American history, Chicano History, and Ethnic and Racial Minorities in United States. These new classes will constitute what we envision as our future Social Justice program. To support this undertaking, two of our three current full-time faculty will shift their classroom teaching focus to the multicultural courses, leaving only one full-time faculty to support our United States and World History offerings. In order to grow our department in a way that meets the needs of our diverse student learning population, and especially in support of a new Social Justice degree, we greatly need another full time faculty

The History Department currently supports our college's Strategic Plan, by offering learning communities (Tumaini), transfer courses, and courses required for graduation. If we gain another full time faculty, we could participate in the First Year Experience, add additional sections of transfer courses, and offer additional sections of courses required for graduation. In gaining another full time faculty member, we can help to achieve the goals established in the Strategic Plan (1.3, 1.8, 1.10).

2. Indicate how the content of the department/program's latest Efficacy Report and/or current EMP supports this request and how the request is tied to program planning. (*Directly reference the relevant information from your latest Efficacy Report and/or current EMP in your discussion.*)

We earned a "continuation" rating from our Efficacy Report (Spring 2016). **More importantly, the 2016 Efficacy Report Response specifically noted, "An additional full-time faculty would greatly benefit this program."** Our EMP data shows that in our 2015-2016 sections, only 32% were covered by full time faculty load, leaving the vast majority of our sections—68% to hourly load. These numbers have worsened this year, as we continue to grow offering 100 sections (Fall 2016-Spring 2017), with only 30% of that load being covered by contract faculty. There is no feasible or responsible way to grow and expand our course offerings—not to mention supporting our proposed Social Justice degree program—without the addition of another full time faculty member. Taking such a step, would support our specific department, our division, college, and most important our diverse community of students.

3. Indicate any additional information you want the committee to consider (*for example, course fill rates, regulatory information, compliance, updated efficiency, student success data, planning, etc.*).

The History Department fills the majority of our courses offered. In 2014-2015, our FTES were 342.51 and our WSCH/FTEF is 553. Our success and retention numbers were 67% and 89% respectively, which demonstrates the current level of our success as a department. In our World History courses, only 20% are taught by a full time faculty member, leaving adjuncts to instruct 80% of this load. We find it unfortunate that our least experienced faculty are carrying this significant amount of our World History load. Our current full time department faculty do not possess the expertise required to teach these sections; only one of our full time faculty has the ability to teach the second half of the World History survey.

4. What are the consequences of not filling this position?

World History represents fifty percent of our required courses for the History AA-T degree. Due to the difficulties that we have had finding faculty to teach these sections, we have reduced our offerings from 12 to 9 sections in the past year. One tangible consequence of this reduction is it provides our college's History majors with fewer options for enrollment, in turn decreasing the possibility of these students completing our degree.

Additionally, it is difficult to continue to grow our program and develop the new Social Justice Degree if we are constantly scrambling to staff classes. Additionally, we need to be sure that we are providing a quality education for our diverse population of learners, which only comes from hiring highly qualified World historians.