

2018-2019

**Program Review & Planning
Request for Full-Time Faculty Position**

Please upload and submit this completed form through the SurveyMonkey program review module.

Note: Staffing Prioritization Task Force will consult your program review as part of the rating process. Please reference appropriate sections of your program review as needed in your responses.

Department	Athletics
Position Title	Full-time faculty/women's sports coach

1. How will this position specifically support one or more of the College's four strategic priorities? (Rubric Criterion 4)

1. Acceleration
2. Guided Student Pathways
3. Student Validation and Engagement
4. Organizational Health

This position will provide support for the Acceleration process of student athletes. Athletics is a model for Guided Pathways. A full-time faculty/women's sports coach will provide role modeling for our underrepresented groups, which will link to Student Validation and Engagement. Hiring a full-time faculty/women's sports coach provides support for Organizational Health and adheres to required Title IX legislation.

(200 words or less)

2. Describe why this position is essential to your program and/or service area. How will this new position improve student learning and achievement? (Rubric Criterion 3)

Cuyamaca College needs to support Title IX legislation. The athletic department has two full-time head coaches for male sports, but only one full-time head coach for a female sport. The retirement of Pam Farmer (Head Coach – Women's Tennis) in Fall 2018 created the inequity.

Cuyamaca College has only 27% (3 of 11) of its athletic teams served by a full-time faculty member. The quality of instruction is always improved when a student has greater access to a full-time instructor. The current plan is to expand intercollegiate athletics women's programs in Spring 2021. If only one coach is hired to replace Pam Farmer's retirement, in two years there will only be 33% (4 of 12) of the teams served by a full-time faculty member.

The college is required to make progress (Title IX – Prong Three) to meet Federal and State requirements. A single hire will only restore under-represented intercollegiate sports to 2016-17 levels.

(200 words or less)

3. How has the lack of this position impacted your program and/or service area? What will be the impact to the program and/or service area if this position is not filled? (Rubric Criterion 3)

A full-time faculty/women's sports coach will provide the ability to garner more student athletes for recruiting and initiate support for academic achievement for student athletes. The lack of having a full-time faculty/women's sports coach is lower retention for student athletes. This position supports the process of participatory governance throughout the college. This will increase student validation and engagement with a full-time faculty/women's sports coach.

(150 words or less)

- 4. Has there been or do you believe there will be an increase in demand for your programs and/or services? Please discuss supporting data from recent semesters. For example, enrollment trends, waitlist pressures, or wait time for appointments and support services as they apply to this position. (Rubric Criterion 2)**

We have low enrollment due to the fact that we have lost a full-time faculty member to retirement. Athletic faculty recruit the student athletes for their individual sports. The full-time faculty/women's sports coach will support the need for increasing our academic achievement.

(150 words or less)

- 5. Is this a new position, replacement for a retirement or upcoming retirement, replacement for a tenure failure, replacement for internal promotion (faculty to administrator), or replacement for other circumstances? Please explain. (Rubric Criterion 3)**

This is a replacement for the retirement of Pam Farmer (Head Coach – Women's Tennis) in Fall 2018.

(100 words or less)

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- 6. Please confirm that you have discussed this faculty position request with the Division Dean and that you understand that Division Deans will be providing feedback to inform, in part, the prioritization process.**
 Yes, I understand.

The Staffing Prioritization Task Force will also consider the program review data provided by the IESE Office in reviewing this request. (Rubric Criterion 1)