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**COMPLETE**

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Page 1: Full-Time Faculty Position Form

**Q1** Please enter the following:

Department	<b>Art</b>
Position Title	<b>Full Time Faculty</b>

**Q2** How will the position support or advance one or more of the goals your department/discipline identified in this year's program review? (200 words or less) (Rubric Criterion 3)

Marie Ramos' retirement has left the Art Department 100% adjunct as of December 31, 2019. In order to continue to maintain current levels of student retention and success (the Art Department retention rate remains strong at 90% and our student success rate is at 82% over a 5-year-period, Spring 2020 enrollment was at 90%), to build new curriculum focused on digital arts and to successfully merge the Graphic Design and Art Departments as outlined in the 2018-2019 Comprehensive Program Review, to reach across instructional programs and form relationships with STEM departments, and to fully address the Art Department's equity gap a critical need exists for full-time tenure track faculty member. A department that is 100% adjunct does not have the time to dedicate to accomplishing these goals, LED caps simply won't allow for it.

**Q3** How will this position specifically support or advance one or more of the College's four strategic priorities? Acceleration Guided Student Pathways Student Validation and Engagement Organizational Health (200 words or less) (Rubric Criterion 4)

21st century careers in the arts are increasingly based in technology, in order to adapt to the changing landscape in art/design we must update the department to meet current industry standards and offer new curriculum on par with CSU/UC majors (Acceleration). Working across instruction with STEM and Graphic Design departments [on developing a new Industrial Design degree or certificate for transfer (Annual Program Review Update New Goal 2)] and working with Student Services will reduce student confusion and streamline Guided Student Pathways. Hiring a full-time Art faculty member will go a long way to improve departmental moral. Not only that, having a full-time position dedicated to one institution, rather than adjuncts splitting their time between 2-4 college districts, allows for that individual to assume an effective leadership role in the department that will ripple up through the institution (Organizational Health). Closing gaps in equity will take time to look into curriculum revisions, student outreach, and recruiting/hiring new diverse faculty (closing equity gaps, as detailed in our Spring 2020 Program Review Annual Update New Goal 1, will ultimately positively serve Student Validation and Engagement).

**Q4** Describe why this position is essential to your program and/or service area and how it will improve student learning and achievement. (200 words or less) (Rubric Criterion 3)

All Department Chair duties, including schedule continuity, program review, budgeting, community engagement, college engagement, and hiring all have been impacted by Marie's retirement. An adjunct faculty has stepped away from the classroom to fill this administrative void while future sections, once taught by FT faculty, have been left open, without any current adjuncts to fill them because they are already at the LED max. Student learning and achievement is tied whether or not we can continue to offer the same level of instruction, regularly offer the courses listed in the college catalogue to transfer/certificate, keep up with the demand of a student body that is increasing in size every semester. Aside from instruction, the Art Department has hosted multiple community engagement events each semester in the past, including the Annual Student Art Show which usually has 300+ people in attendance and generates nearly \$2000 in awards to students. Without a FT faculty member these events cannot continue due to limited to the availability of adjunct faculty.

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**Q5** 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? (150 words or less) (Rubric Criterion 3)

In the F18/SP19 year 1448 students took and art class, with an 89% student retention rate in the department. With a total college student population that hovers around 8824, this means that one in ten students took an art class during the year. Since 2014, enrollments have increased by 25% leading the F18/SP19 ratio of students to full-time staff that averaged 724:1 per semester. As of SP20 the ratio of students to full-time faculty is 724:0 and climbing. If enrollments continue to trend upward, the department will be unable to keep up with the rise in demand for classes. Without a dedicated individual to lead the department, it won't take long for the word to get among students that they need to look elsewhere to find classes. This will create a ripple that affects the department, the division, the college, and ultimately the district. Students have already indicated to faculty that they have already gone to Southwestern, Palomar, Mira Costa, and Mesa Colleges to find courses that are part of their transfer certificate that are not offered, or have been canceled, here at Cuyamaca.

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**Q6** Has there been or is there any evidence to demonstrate that 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. (150 words or less) (Rubric Criterion 2)

From F14 to SP20 the Art Department has increased its primary section count by 32%. In SP19, our weekly student contact hours (WSCH) over full-time equivalent faculty (FTEF) reached 451.59. Full-time equivalent students (FTES) over full-time equivalent faculty (FTEF) was 15.05. This was a 5.67 load cushion before Marie Ramos retired. Enrollments have trended upward, as have waitlist pressures. Adjuncts have been called upon to bear the brunt of the increased demand. For example, course caps in online sections have risen to 50, (this number is 30% higher than equivalent course sections in other college districts like SDCCD and Mira Costa) which has put a strain on adjunct faculty who have been asked to "step it up" to meet rising enrollment demand. Furthermore, an increase in demand for in-person course offerings has led to the creation of new curriculum in our studio art classes. Yet, lack of available PT Faculty LED, combined with an 80% fill rate goal by our VP, has created a situation where these courses are only offered once a year, sometimes once every two years. This has had a negative impact on acceleration for transfer majors in Art/Design and has put the brakes on growth for these course sections.

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**Q7** Is this a new position, replacement for a retirement/upcoming retirement or replacement for internal promotion (faculty to administrator), or replacement for other circumstances? Please explain. (100 words or less) (Rubric Criterion 3)

This is a replacement for retirement position. Marie Ramos retired effective 12/31/20, leaving the department without any full-time faculty to fill the void created by her absence.

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**Q8** 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 help inform the prioritization process.

**Yes, I have discussed this position request with the Division Dean**

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