Request for Tenure Track Faculty

Program: Art (Eureka)

Initiator(s): Erin Wall, Cindy Hooper, Shannon Sullivan

1. Program(s) Supported by the Discipline:

Liberal Arts Fine Arts Degree

Studio Arts ADT

general education courses.

2. Job Description. Separate requests are required for each position sought. Please indicate if this request is site specific and the location(s).

The Assistant Professor of Art (Eureka Campus) is a full-time, tenure track position. The assignment includes teaching lower division digitally-based studio courses and introductory art history courses. Digital art courses include Adobe Suite-based beginning graphic design and introduction to digital art. Art history courses include a two-semester Western and global art survey for both majors and non-majors, and a lower division modern and contemporary art survey. Depending on interest and qualifications, courses taught may also extend to other studio courses and art appreciation. We seek a flexible generalist with diverse intellectual and technical skills, as well as a strong and enthusiastic commitment to the diverse interests and learning styles of community college students.

Teaching assignments may include night and weekend assignments and teaching courses through on-line or other distance venues.

Preferred Qualifications:

- Coursework, teaching and/or professional experience that complements preparation in the field.

- College-level teaching experience.

- Knowledge of Macintosh-based art applications (including Photoshop, InDesign, and Illustrator), a strong commitment to contemporary art issues and practices, and an active exhibition and/or publication record are highly desirable.

3. Please check ONE of the following categories: Faculty Replacement Position, Growth Position or New Program/Discipline. Provide related information. (0-5 Points)

Faculty Replacement Position (check one)
Stable or growing discipline or program needs replacement for FT faculty who have left within this academic year

Stable or growing discipline or program needs replacement for FT faculty who have left within 1-2 years

Stable discipline or program needs replacement for FT faculty who have left within three-four years

Stable discipline or program can justify replacement for FT faculty who have left within five years or more

Outside accreditation is at risk without FT hire

Provide justification and documentation. Include when the position became vacant and the incumbent to be replaced.

Garth Johnson has been on leave for one year. We have received notification that he does not intend to return to his position. He oversaw the art history and digital areas. Over the last year and a half, we have needed to hire 5 associate faculty, and have had to postpone offering courses such as Art 6 because we lacked faculty with specialization to teach certain core courses. The L.A. Fine Arts degree is incredibly popular with 188 students who are currently enrolled at CR as of fall 2014, and have declared this degree program as their goal. The Studio Arts ADT, (which has only been available for students to declare for only a year) already has 88 students currently enrolled as of fall 2014, who have declared this degree program as their goal.

Both the L.A. Fine Arts degree and the Studio Arts ADT are not only rapidly growing degree programs, but they also enjoy success and retention rates above the District’s averages (at 73% and 89% respectively). As we transition to a funding model based on completions, we as a district will need to adequately support successful programs like the Fine Arts and Studio Arts degrees, offering the courses these degree-seeking students require. The Art Department, furthermore, is also moving forward in developing the Art History ADT, since nearly all the courses already exist and are C-ID approved. This position will not only strongly support the existing Art program, but also this forthcoming program of study.

Growth Position (check one)

- Enrollment data over past two years indicate program is growing
- Enrollment data over past two years indicate program is stable
- Enrollment data over past two years indicate program is declining
- Independent marketing or other data indicate growth potential

Provide justification and documentation.

New Program/Discipline Position
Program Initialization process complete
State curriculum approval complete
Program has grown significantly without FT faculty
Independent marketing data suggests viability of new program

*Provide justification and documentation.*

4. FT/PT Ratio: Indicate which statement/s are confirmed by the data: (0 -5 points)

- Program has no full-time faculty
- FT/PT ratio below 50/50 percent
- FT/PT ratio below 60/40 percent
- FT/PT ratio below 75/25 percent
- FT/PT ratio results in critical lack of effective oversight for associate faculty
- Reliable pool of well-qualified associate faculty is unavailable

(In the case of non-teaching faculty positions, the criteria will be the deviation from norms obtained from like institutions)

*Provide justification and documentation.*

The FT/PT ratio in Art is currently 25/75, and will remain imbalanced should Garth Johnson’s position not be replaced. While the Art Department has been able to maintain a long-term stable pool of excellent associate faculty in some areas, in other areas (such as art history, digital art, photography, and jewelry) the Arts and Humanities Dean has had difficulty finding and keeping qualified associate faculty. The Art Department at HSU is thriving, for example, so it has been particularly difficult for the Dean to staff sections when CR associate art faculty regularly move on either to HSU or to other positions outside of our service area.

Furthermore, in the Art Department, there are sections where only one instructor teaches the class, which in many cases is an associate faculty member. There are also multi-section section courses taught exclusively by associate faculty. This situation makes it difficult for the Arts and Humanities Dean to coordinate assessment and curriculum activities and updates for these numerous (and sometimes revolving) associate faculty. This ongoing and excessively burdensome challenge leads to occasional snafus and missed deadlines. More full-time art faculty to support this important work is greatly needed.

5. Program/Student Outcomes (0 – 5 points)

Provide a narrative justifying need for full-time faculty in order to maintain and/or improve program and student learning outcomes (one-page max), based on the following: (0 – 5 points)
• Demonstrate a clear need for FT faculty in order to maintain program outcomes
• Justification demonstrates a clear need for FT faculty in order to achieve student learning outcomes

Narrative:

As stated earlier the Art Department has had to postpone offering some courses needed for their degrees because associate faculty with appropriate specializations are difficult to find and keep. Even with our very engaged, current associates faculty the coordination and completion of course level assessments is challenging. Couple this with high turnover in some areas and assessment deadlines get missed. The amount of time spent hiring, orienting, and evaluating all the new associates makes it difficult to provide needed support for current associates to complete their curriculum and assessment work.

REDWOODS COMMUNITY COLLEGE DISTRICT

RUBRIC FOR PRIORITIZING FULL-TIME FACULTY POSITIONS

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OR

Growth Position

• Enrollment data over past two years indicate program is growing
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• Enrollment data over past two years indicate program is declining
• Independent marketing or other data indicate growth potential

OR

New Program/Discipline Position

• Program Initialization process complete
• State curriculum approval complete
• New program has shown significant growth without FT faculty
• Independent marketing data suggest viability of new program

FT/PT Ratio

• Program has no full-time faculty
• FT/PT ration below 50/50 percent
• FT/PT ratio below 60/40 percent
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<th>Other (Shared Interest)</th>
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<td>• Shared interest determined by the Faculty Prioritization Committee. Scoring rubric will be mutually agreed and will be based on the nature of the shared interest.</td>
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| TOTAL                                                                            |               |