Request for Tenure Track Faculty

Program: English (Eureka)

Initiator(s): Erin Wall, Peter Blakemore, Sean Herrera-Thomas, David Holper, Pam Kessler, Susan Nordlof

1. Program(s) Supported by the Discipline:

CR General Education Pattern Associate of Science degrees in the following programs: AJ, AG, AT, BUS, BT, CT, DA, DHET, DM, DT, ECE, FOR, FT, HRC, HO, HP, IS, MT, MS

CSU Lower Division GE Pattern ENGL 150 is a recommended preparation for all transfer level courses.

ENGL 350/102 provides entry-level skills for a large percentage of CR students.

Associate of Arts degree in Liberal Arts: Humanities, Language, and Communication

Recently approved English ADT

The Writing Center courses (English 52 now English 53A, 53B, 54, and 55) provide support for students in any CR course that requires critical reading and writing.

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

The Eureka campus of College of the Redwoods seeks a full-time, tenure-track Assistant Professor of English experienced in teaching composition, precollegiate to transfer-level. Required qualifications: Master’s degree in English composition, literature, or comparative literature or the equivalent.

Preferred qualifications include 1) the ability to teach a wide range of English courses, 2) experience with innovative developmental English pedagogy, 3) current knowledge in the use of computers and electronic research, as well as in computer-assisted composition instruction. 4) online teaching and course development experience, as well as experience with course learning management software.

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)

X 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.

The English Department is less than half the size it was ten years ago due to retirements that have not been replaced. With the retirement of Pam Kessler at the end of spring 2015 there will be only 4 full-time faculty teaching English at the Eureka Campus. The English Department offers approximately 38 sections per semester on the Eureka Campus, not including the Writing Center per semester. Oversight of curriculum and assessment activities will be severely strained.

These conditions will render it difficult to orient, mentor, and evaluate PT faculty and to maintain coherent standards and curriculum. Graduates from HSU MATW program typically have little training in teaching reading and basic skills in general and require extensive mentoring to teach these courses at CR, which make up over 50% of our core curriculum.

The department has also been embracing acceleration principles in our developmental course sequence and has been piloting a new accelerated developmental curriculum, ENGL-102, that takes students at the ENGL-350 level to ENGL-1A (transfer-level) in one semester instead of the traditional two semester sequence. If successful, as it has been at other California Community Colleges, it will result in higher number of students completing ENGL-1A, which will help the College increase the number of degree completers. We will be examining initial data from the pilot at the end of fall 2014. Expansion of this program will be stifled without adequate number of full-time faculty available to support and mentor associate faculty in teaching this new way.

The English department and curriculum serve as a gateway for virtually every other program at the college. English is a GE requirement for all Associate of Science and Associate of Art Liberal Arts degrees, as well as for all CSU and IGETC transfer. Additional full-time faculty are essential for the department to meet all their professional responsibilities and to maintain consistency over the curriculum, insuring high academic quality on the Eureka Campus.

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

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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 in English this past year was 32/68 district-wide.

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:

Currently on the Eureka Campus, there are fourteen associates in English at Eureka who need assistance in assessing and improving English 350, 102, 150, 1A, and 1B, with 5 FT faculty to
attend to this work. With the loss of Pam Kessler there will be only 4 full-time faculty and an increase in the number of associates. This many associates per full-time faculty, spread out over approximately 38 sections per semester, will almost surely lead to slips in assessment and insufficient oversight of the curriculum.

REDWOODS COMMUNITY COLLEGE DISTRICT

RUBRIC FOR PRIORITIZING FULL-TIME FACULTY POSITIONS

Faculty Replacement Position
- 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
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- Outside accreditation is at risk without FT hire

Growth Position
- 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

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 ratio below 50/50 percent
- FT/PT ratio below 60/40 percent
- FT/PT ratio below 75/25 percent
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(In the case of non teaching faculty positions, the criteria will be the deviation from norms obtained from like institutions)

Program/Student Outcomes
- Narrative justification demonstrates clear need for FT faculty in order to maintain program outcomes
- Narrative justification demonstrates clear need for FT faculty in order to achieve student learning outcomes
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<th>Other (Shared Interest)</th>
<th>Points (0-5):</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>
<td>TOTAL</td>
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