

Request for Tenure Track Faculty

Program: Health, Physical Education & Kinesiology

Initiator(s): Bob Brown & Maggie White

1. Program(s) Supported by the Discipline: Area E GE Transfer, Administration of Justice

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

Full-time Health, Physical Education & Kinesiology Professor / Head Coach / Eureka campus

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.

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.

In the spring of 2014 the department completed and submitted for approval an ADT in Kinesiology. The program has been approved on all levels at CR and from the Chancellor's office as of the spring 2015. This fall currently has 29 students who have declared Kinesiology as their major with little to no marketing yet for the ADT. The addition of the degree is significantly impacting the workload of current faculty in program planning, required course offerings, course assessment and now program assessment, mentoring and support for the persistence and retention of new Kinesiology majors along with the already large number of students taking courses in Health & Kinesiology for Area E or PE activity for general elective transfer. This workload comes on top of faculty each carrying coaching positions with the exception of the Associate Dean.

There has been a lot of interest shown in students to major in this degree and we anticipate a significant growth from the early numbers once a more robust marketing effort is put forward. Once students are made aware that this degree can lead into bachelor's programs at CSU's in areas like athletic training, pre-physical therapy, fitness management, teaching and coaching, sports management, sports journalism, exercise science and sports nutrition we fully anticipate significant growth in students to match the demand in these expanding professions. If more faculty support is not provided, success of these new students as well as the large student body we currently support is in even more jeopardy and challenge than what has already been evidenced with the significant deterioration of full time faculty in our area over the past three years. The managing of all the workload even with the newly appointed Associate Dean position is becoming untenable.

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

- Program has no full-time faculty
- FT/PT ration 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.

2002-2003: 8 Full time faculty

2003-2004: 7 Full time faculty

2006-2007: 6 Full time faculty

2010-2011: 5 Full time faculty

2013-2014: 4 Full time faculty

2014-2015: 2 Full time faculty

2015-2016: 1.6 Full time faculty

Currently, we are down three faculty members over the last two years. Mike Woychak (retirement 2013), Mike Cox (retirement 2014) & Marla Gleave (transfer to Dean of CTE 2014). We have lost six faculty members with no replacements since 2003 and have requested for a replacement every year since that time.

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:

The position of full time faculty is critical to the success and stabilization of our program. The newly adopted ADT in kinesiology requires additional expertise and support in course and program development, assessment and student success. The program outcomes tied to the degree are will now require dialogue and collaboration with the Biology, Chemistry, Physics and Math departments to ensure kinesiology majors are meeting their outcomes and educational goals. In addition, this new responsibility will require continuous quality improvement to course and program outcomes. This additional responsibility along with a need to increase critical sections to the department must have additional faculty support in order to allow the degree to begin successfully and thrive.

In recent years, we have absorbed among the highest percentage of loss of full time faculty throughout the entire district through retirement and a transfer with no replacements! This while maintaining strong enrollments in the courses that have not been cut because due to budget or repeatability changes. Now we have growing enrollments in lecture based courses and more diversity than ever with our activity course offerings in response and in spite of those changes. There is a plan to expand course and athletic team offerings to meet the demand of the community and students. This additional student population needs more “people in the hallways” to provide guidance and create personal connection with students. The addition of another faculty member could potentially also serve in stabilizing a athletic program by serving as a head coach of a sport.

In addition, within the last two years our Athletic Director has been in many ways taken from our department and student support. His additional oversight of four other programs and dean responsibility has made his accessibility to students, staff and faculty on a daily basis significantly less despite his best efforts. An additional full time faculty member is critical to assist with planning, program review, assessment, academic progress reports, fundraising efforts and all other student service needs in the department.

REDWOODS COMMUNITY COLLEGE DISTRICT

RUBRIC FOR PRIORITIZING FULL-TIME FACULTY POSITIONS

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<p>OR</p>	
<p>Growth Position</p> <ul style="list-style-type: none"> • Enrollment data over past two years indicate program is <i>growing</i> • Enrollment data over past two years indicate program is <i>stable</i> • Enrollment data over past two years indicate program is <i>declining</i> • Independent marketing or other data indicate growth potential 	
<p>OR</p>	
<p>New Program/Discipline Position</p> <ul style="list-style-type: none"> • 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 	
<p>FT/PT Ratio</p> <ul style="list-style-type: none"> • Program has no full-time faculty • FT/PT ration 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 <p>(In the case of non teaching faculty positions, the criteria will be the deviation from norms obtained from like institutions)</p>	<p>Points (0-5):</p>
<p>Program/Student Outcomes</p> <ul style="list-style-type: none"> • Narrative justification demonstrates clear need for FT faculty in order to 	<p>Points (0-5):</p>

<p>maintain program outcomes</p> <ul style="list-style-type: none"> • Narrative justification demonstrates clear need for FT faculty in order to achieve student learning outcomes 	
<p>Other (Shared Interest)</p> <ul style="list-style-type: none"> • 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. 	Points (0-5):
TOTAL	