



Faculty Hire Proposal Form

DIVISION: Science, Math, & Engineering

POSITION: Tenure-Track Mathematics - 3 positions

Type of Position:

Replacement

On-cycle (announced by Sept. 30)

Off-cycle

Instructional Outlook Report (All positions that are not replacements)

Emergency (If accepted these will become one-year temporary positions)

Legally mandated or required. YES NO If yes, please explain below.

1. Use data from your Program Review, the Institutional Effectiveness page, and the Data Dashboard to justify the need for this position (success rates, retention rates, equity data; curriculum compliance, student to faculty ratio, Full-Time to Part-time faculty ratio).

The MJC Mathematics department is consistently impacted and offers more than 100 sections with fill rates greater than 90%. For the number of FTES generated by MJC the mathematics department is still very low in # faculty/FTES compared to other colleges in our cohort. It is difficult to find qualified adjunct in the area and the demand for mathematics and the replacements are needed to continue the work of AB705 and help meet the demand of current and incoming students.

2. Based on our community, projected demographic change, workforce and community need, justify this position.

The need for mathematics courses has remained large and there is no sign of a decrease. Almost every MJC student must take at least one math course. A lack of mathematical skill makes many highly valuable careers unattainable for our local population. Our community has many factors that put students at an educational disadvantage, causing them to struggle more than average to succeed in math courses, yet future jobs are expected to depend more than ever on math and science skills.

3. Program-department outlook: Justify the significance and role of this position in terms of completion of Certificates, Associate Degrees, majors, student success, transfers, job attainment, and advancement.

Almost every degree or certificate offered by MJC requires at least one math course or a demonstration of some level of mathematical attainment. Meeting the student demand in mathematics is amplified by AB705 and the new funding formula.

4. Include other elements from Program Review, and/or the IOR Priorities, (e.g. equity, etc.) to justify this position.

The shortage of full time math Faculty presents a bottleneck for student achievement of most program rewards.



Faculty Hire Proposal Form

DIVISION: Select division or enter custom text as needed

POSITION: World Music / Guitar

Type of Position:

Replacement

On-cycle (announced by Sept. 30)

Off-cycle

Instructional Outlook Report (All positions that are not replacements)

Emergency (If accepted these will become one-year temporary positions)

Legally mandated or required. **YES** **NO** If yes, please explain below.

1. Use data from your Program Review, the Institutional Effectiveness page, and the Data Dashboard to justify the need for this position (success rates, retention rates, equity data; curriculum compliance, student to faculty ratio, Full-Time to Part-time faculty ratio).

In Spring 2019 the success rate for music courses was 70.72%, the retention rate was 85.71% -- both rates exceed the college wide average. The average FTES/FTEF for the last three years has been 13.84. MUSG 101 – Music Appreciation is one of the top ten largest enrollment courses at MJC. Providing instruction relevant to students choosing careers in Music Therapy and Music Education is a priority of the Music Department. We also prioritize preparing our students for transfer to our nearby colleges, California State University, Stanislaus and the University of the Pacific. Both of these colleges have thriving Music Education programs. UOP has a nationally recognized Music Therapy program. The employment outlook for these two education and career paths are 6% growth for Music Education (Public Schools, 2016-2026) and 12% for Music Therapy. Both careers report average starting salaries of ~\$40,000.

2. Based on our community, projected demographic change, workforce and community need, justify this position.

The guitar is an important instrument in our community, used in Mariachi, Grupo de Harpa, and bands playing in different styles. A committed, active full time faculty member could engage with the existing musical heritages of our community and greatly increase recruitment and the visibility of the program, department and college in under-represented and under-served populations. We feel a fresh approach to both the world music and guitar offerings can deepen our student's understanding and experience of their own musical cultures and better celebrate the musical traditions that exist in our community.

3. Program-department outlook: Justify the significance and role of this position in terms of completion of Certificates, Associate Degrees, majors, student success, transfers, job attainment, and advancement.

Over the last four years the department has produced over 31 graduates with an AA or AA-T. We have transferred students in Music Therapy and Music Education and have numerous MJC graduates employed in Stanislaus County as music educators. Functional guitar skills are a requirement for Music Education and Music Therapy transfer students and for professional music educators and therapists. Another area we will explore with this position is to research and develop a guitar certificate that will lead to local job placement performing and teaching and help increase our recruitment, retention and completions.

4. Include other elements from Program Review, and/or the IOR Priorities, (e.g. equity, etc.) to justify this position.

Closing Equity gaps is a key Program Review goal for the Music Department. One approach we would take with this position to better reflect and represent the interests and needs of our diverse student population is to establish a local chapter of Guitars Not Guns, a national non-profit that provides guitar and music instruction to at-risk, under-privileged youth. This innovative program, facilitated by a full-time instructor, can inspire and help prepare our students for careers in Music Education or Music Therapy. Students in the Stockton chapter of Guitars Not Guns have demonstrated increased retention, more completions and better preparedness in their transfer programs.



Faculty Hire Proposal Form

DIVISION: Behavioral & Social Sciences

POSITION: Professor of Psychology

Type of Position:

Replacement

On-cycle (announced by Sept. 30)

Off-cycle

Instructional Outlook Report (All positions that are not replacements)

Emergency (If accepted these will become one-year temporary positions)

Legally mandated or required. YES NO If yes, please explain below.

1. Use data from your Program Review, the Institutional Effectiveness page, and the Data Dashboard to justify the need for this position (success rates, retention rates, equity data; curriculum compliance, student to faculty ratio, Full-Time to Part-time faculty ratio).

This position is to replace Bobby Hutchison who has averaged 180% load every semester for the past 20 years. Bobby has been the main instructor for PSYCH 110: Human Sexualities since Lisa Carlstrom moved 60-80% of her load from Psychology to Sociology to teach SOC 105 (Statistics).

PRODUCTIVITY AND EFFICIENCY DATA: ~600 FTES per year, FTES/FTEF = 22, WSCH = 658, 99% fill rate, 86% retention, 87% CLO/PLO success rates, current in all Curriculum, Program Review, and Assessment cycles.

73% of our sections are taught by PT/OL with only 27% full-time. This 27% is WITH the 3 full-time faculty who are leaving. Moreover, we are regularly having to increase adjunct faculty to over 60% load just to meet minimal course offerings.

2. Based on our community, projected demographic change, workforce and community need, justify this position.

The Psychology program trains counselors/therapists, who are in great demand in the community. Psychology courses are in high demand and all courses satisfy GE transfer requirements. Nursing students are required to take 2 Psychology courses (PSYCH 141 and SOC 105 (Statistics)). Psychology courses are also required for degrees in Education and Statistics is a required course for Administration of Justice (Police Officers). California is currently experiencing a shortage in all three professions. The Psychology department also hosts biweekly presentations that are open to the public and provide career information. Presenters cover a wide variety of topics such as Forensic Psychology, Psychiatry, and Marriage and Family Therapies.

3. Program-department outlook: Justify the significance and role of this position in terms of completion of Certificates, Associate Degrees, majors, student success, transfers, job attainment, and advancement.

We awarded 112 AA-T degrees in Psychology 2018-19, with degrees awarded increasing by 20-30% every year since the AA-T was established. Psychology courses also meet ADT requirements for Nursing, Administration of Justice, and Kinesiology.

In Fall of 2019, there are 834 declared Psychology majors at MJC. Replacing full-time faculty is essential to offering sufficient sections to meet student demand and ensure the degree completion for these 834+ students.

4. Include other elements from Program Review, and/or the IOR Priorities, (e.g. equity, etc.) to justify this position.

The Psychology program has historically generated 21-25% of the total FTES in the BBSS Division. We are highly productive and efficient, when FULLY staffed. We have offered a variety of high-demand courses with an average section size of 52 students. The number of students identifying Psychology as their major and attaining the AA-T degree is at an all-time high. After May of 2020, we will have our department faculty slashed from 6 full-time (2013) to 2 and will no longer be able to offer even basic course offerings. Even with five full-time faculty, the department is unable to meet the growing demand for classes on campus and within the community for dual enrollment. The foregoing replacement will simply keep the department at status quo.