



Request for New/Replacement Faculty Position: 2024-25

The role of Academic Senates in the determination of the need for new faculty positions is contained in KCCCD Board Policy 8703:

8703 Position Identification/Approval

- a. The need for contract faculty positions shall be determined cooperatively through a well-defined, thoughtful planning process involving the College Academic Senate, faculty in the discipline, and College administrators. This process shall be agreed to by the College President and the Academic Senate.
- b. A contract faculty position requires the approval of the College President and the District Chancellor prior to the commencement of the selection process.

In keeping with the Academic Senate's role in the process, the Academic Senate requests that faculty making requests for new and replacement faculty positions submit their requests formally through the use of this form and the process outlined below.

This form is to be completed by the Academic Divisions and submitted by each Division Chair for *each* new faculty position being requested. Completed forms are to be submitted *via email* to the Academic Senate President *no later than Monday, October 7th, 2024, at 5 p.m.* Please answer all appropriate questions on this form and include as much relevant information as possible in support of your request. Supplemental documentation may be included as separate documents; please clearly title any additional files such that they can be easily identifiable from the file name (such as 'PC Social Science Division New Faculty Position Request 2024-25').

Oral presentations in support of position requests will be made as part of the Academic Senate meeting on **Friday, October 11th**, starting at 8 a.m. Presentations should be made by the Division Chair or their faculty designee. *Each position request will receive a maximum of 5 minutes.* Please submit any slideshows *before* the meeting or arrive early so that presentation time is not taken in transferring or uploading files. All presentations will be recorded and posted to the PC Academic Senate webpage for later viewing. *Discussion (including questions) of all position requests will take place immediately after all presentations have concluded.*

Per PC Academic Senate tradition, the Senate voting members will rank all of the positions requested by submitting individual Senate voting members' ballots of their ranking for all faculty positions requests directly to the Senate President *prior* to the next regular Senate meeting. Division representatives should ensure time to confer with their divisions in preparing their ballots. In coordination with requirements of the Brown Act, in which secret ballots are not permitted in Brown Act committees, ballots cast by members of the Academic Senate will be included as part of the Academic Senate meeting proceedings and indicate the rankings of each voting member of the Academic Senate. The cumulative results of the rankings will be presented and discussed at the next regular Senate meeting subsequent to the presentations. The Academic Senate President shall have the responsibility to promptly forward the Senate's cumulative rankings to the College President and College Council for review, along with all documents provided in support of each request. The College President, in consultation with the KCCCD Chancellor, will make the final decision regarding all faculty hires, and inform the Academic Senate in a timely manner about such decisions as part of the collegial consultation process.

POSITION REQUESTED: Administration of Justice

New
 Replacement: [list person(s) being replaced]

DIVISION: Career Education

DIVISION CHAIR: Stephanie Cortez

GENERAL INFORMATION REGARDING POSITION REQUEST:

1. Which of the following areas of need will be addressed by this position? (check all that apply)
 Transfer to 4-year colleges and universities
 General Education
 Vocational instruction
 Instructional Support Services
 Student Support Services

2. Is this position addressed in the college's Educational Master Plan and/or the most recent Program Review for the area?
 Yes (please cite below)
 No (please explain why below)

Request for position listed in the most recent program reviews and baccalaureate application.

3. Identify any resources the hiring of this position will require. Do not include salary and benefits, but please list things such as a computer, office space, equipment, and other related resources the new faculty member would require.

N/A

4. List any classes likely to be taught by this individual. If the position is primarily non-teaching, please describe the person's assignment.

Faculty member will oversee the Porterville College (PC) Law Enforcement Academy (ADMJ 066A and 066B) and teach Administration of Justice courses (ADMJ P101, P106, P108, P109, P117).

PROGRAM REVIEW DATA-BASED JUSTIFICATION:

Provide the following data measures for the past 5 academic years in classes/subjects to be taught by the faculty (as applicable). Program review data can be obtained by subject from the Institutional Research web page below (include with supplemental materials any additional data or relevant past program review content). Faculty needing assistance with collecting relevant data are encouraged to contact our Institutional Research Director, Michael Carley. Programs with a substantial number of crosslisted (piggyback) classes should also contact Michael Carley for customized data on the number of sections and students per section.

<https://www.kccd.edu/institutional-research/annual-program-review-data.html>

| | | 2019-20 | 2020-21 | 2021-22 | 2022-23 | 2023-24 |
|--|----------------|---------|---------|---------|---------|---------|
| Enrollment at Census | | 1,045 | 671 | 626 | 586 | 813 |
| Average number of students per section | | 28.1 | 21.6 | 19.4 | 20.5 | 28.9 |
| First Day Waitlist | | 58 | 15 | 13 | 4 | 6 |
| FTEF | TOTAL | 7.33 | 6.87 | 7.60 | 6.60 | 6.40 |
| | Full-Time | 1.000 | .400 | .600 | .600 | 1.200 |
| | Overload | | | | | |
| | Adjunct Summer | .200 | .800 | 1.200 | .600 | |
| FTES | | 117 | 74 | 72 | 73 | 104 |
| Degrees & Certificates | | 67 | 61 | 57 | 30 | 80 |

OTHER JUSTIFICATION:

Provide here qualitative/narrative information that supports hiring this full-time position:

The requested faculty position oversees an important and popular area of the Administration of Justice (ADMJ) program at PC. This faculty member is responsible for acting as the coordinator of the law enforcement academy, which involves maintaining compliance with the Commission on Peace Officer Standards and Training (POST), oversight of numerous professional experts, securing on and off campus training sites, weekend and weekday teaching responsibilities, maintenance of relationships with public safety agencies and leaders throughout the county, and more.

- Availability of part-time/overload faculty:

The ADMJ program has one full-time tenured faculty member that oversees the program. This faculty is consistently overloaded to ensure courses are being offered and students' needs are being met efficiently. The law enforcement academy courses (ADMJ P066A and B) are 17.5 units total, they require specific professional qualifications to teach, and the demands exceed the responsibilities of part-time or adjunct faculty.

- Compliance with state regulations/accreditations:

The recent passage of Assembly Bill 89 (the PEACE Act) dramatically increased the required education levels for prospective peace officers in the state of California (from high school or GED to a college degree). California Community Colleges (CCC's) have been tasked with developing the new curriculum outlined in the legislation, as well as delivering the bulk of the education to

future peace officers. This historical shift in employment standards for law enforcement statewide highlights the need for ADMJ programs to grow and support this need at a critical time.

Approximately 80% of California's peace officers are educated and trained at CCC's (CCCAOE, 2020). The California Community Colleges Chancellor's Office Modern Policing Task Force released recommendations that call for CCC's with law enforcement academies to develop baccalaureate degrees to address the legislative changes and support the needs of students.

- Maintaining "one-full-time-faculty" program:

N/A

- Long-term community needs/support (Document with Advisory Committee, Program Review or other recommendations for increased staff):

The need for an additional full-time tenure track faculty member in ADMJ has consistently been documented within the last several program reviews.

When PC receives approval for the Modern Policing Baccalaureate Degree Program, existing ADMJ faculty will be tasked with creating and teaching 11 new upper division Modern Policing courses and the management of baccalaureate degree cohorts.

The local Law, Justice, and Ethics Advisory Board and Kern Community College District Baccalaureate Degree Task Force have expressed support for additional staff to address program needs.

- Maintaining certificate/degree/transfer program:

The ADMJ program at PC offers a transfer degree program, two local degrees, and two certificate programs. During the 2023-24 period, the ADMJ program produced 80 degrees and certificates. 46% of those program completers obtained an ADMJ transfer degree. Students who obtain ADMJ degrees and/or certificates are eligible for hiring in legal or public safety fields locally and throughout the state.

- Courses are part of a core program and/or a graduation requirement (Identify program(s) and/or applicable graduation requirements):

The courses that would be taught by this position are essential to the success of students and the ADMJ program. PC's law enforcement academy continues to grow in popularity, surpassing pre-pandemic levels of enrollment and setting program records for enrolled students (nearly 40 students per section during the 2023-24 period). The law enforcement academy courses at PC (ADMJ P066A and B) propel students into the start of their law enforcement careers. Completion of

this course sequence is required for their completion of the Law Enforcement Officer Reserve (COA), which makes them eligible for employment.

- Potential for development in a related and/or emerging discipline (Identify source for growth potential):

As previously discussed, PC has expressed their commitment to the development of the college's first baccalaureate degree program in Modern Policing. This Bachelor of Science degree program would allow our students to access a local and affordable four-year degree for the first time in the college's history.

Furthermore, the KCCD Board of Trustees PC's Academic Senate, Counseling and Advising, Curriculum Committee, and the Career Education Division have voiced support for the creation of this degree program. Additionally, the Tulare County Police Chiefs Association, Porterville Police Department, Exeter Police Department, Lindsay Police Department, Tulare County Probation, and the local Law, Justice, and Ethics Advisory Board have written letters of support for this degree.

To support the changes in statewide legislation and the development/implementation of this degree, the ADMJ program will need the support of an additional full-time tenure track faculty member. Part of the assessment process of baccalaureate applications at the state level includes an inquiry into the personnel resources available at the institution.

PC and the surrounding area are located more than 50 miles from accessible four-year universities. Many people in this rural area are place-bound for a variety of social, cultural, and economic reasons, making educational opportunities and upward economic mobility less attainable. Implementation of this degree would satisfy the educational requirements outlined in the legislation and allow PC to offer this critical resource to the community, allowing for entry and mobility in both police and probation officer professions.

- Potential for multi-discipline expertise (Cite discipline and justify need within each discipline):

The law enforcement academy courses require unique expertise. Faculty within this role must possess the minimum education requirements, as well as law enforcement background that includes supervisory experience. This position will allow for oversight of the law enforcement academy, as well as teaching other courses with the ADMJ program.

- Potential for aiding the college's goals of closing achievement gaps, aiding underserved populations, or other areas of the college's mission that may have an impact beyond the program itself:

Recent data provided by PC's institutional research indicate achievement gaps within the college's male population. Male student enrollment in the law enforcement academy is consistently higher than female student enrollment. For example, the fall 2023 class began with 30 males and 9 females. The fall 2024 class contains 25 males and 15 females. In addition to preparing students for law enforcement careers, the academy is in alignment with the 2022-25 Porterville College

Student Equity Plan, which aims to “increase male enrollment to close the gap between percentage of female and male students between 2022-2025.” This was addressed in the equity plan under the successful enrollment metric because of a significant drop in male student enrollment over the past several years.

Furthermore, acquiring this new faculty position would increase PC’s chances of obtaining the college’s first baccalaureate degree program. It would also ensure students and the program’s needs were adequately met upon implementation. The Central Valley needs Porterville College’s proposed baccalaureate degree program. Locally, the area’s unmet workforce needs, evolving law enforcement standards, high levels of poverty, and low levels of educational attainment are calling for the development of an affordable and accessible baccalaureate program. This baccalaureate program would allow the local population to obtain relevant career training from industry professionals, leading to local and statewide employment pathways as well as career mobility in the law enforcement, legal, and probation fields.

- Other relevant areas not addressed in this list:

At PC, this position has typically been funded as contingent on funding by a Strong Workforce Program grant. Therefore, retention of talented faculty who meet the unique professional requirements to serve in this capacity has been difficult. The responsibilities, expertise, and value of this role should be reflected in the offering of a tenure-track faculty position.