



## 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 7<sup>th</sup>, 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 11<sup>th</sup>**, 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:**

- New (Professor of Art Foundations)
- Replacement: [list person(s) being replaced]

**DIVISION:** FINE AND APPLIED ARTS

**DIVISION CHAIR:** ETHAN HARTSELL

**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)

"A new art faculty member would address the growth, challenges, and changes the Fine Art department is experiencing. . . Each semester both full-time faculty members have been overloaded and all our adjunct instructors have full teaching loads. With the Video Production program scheduled to launch in Fall 2022, one of the full-time faculty will concentrate his teaching load in that new area. . . The new art faculty position will remedy this problem and enable further growth. And if this faculty member also has expertise in 3D Animation, it would allow us to accomplish Goal #2 as well. **There are enough art courses in the current schedule to hire 2 additional full-time faculty. We are only asking for one art faculty member.**"

Fine and Applied Arts Program Review 2022, Page 6.

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.  
  
Computer, office space and equipment, desk, phone
  
4. List any classes likely to be taught by this individual. If the position is primarily non-teaching, please describe the person's assignment.

**Art Foundations Courses in:**

- 2-D Design (Art P106)
- 3-D Design (Art P107)
- Introduction to Sculpture (Art P123)
- Fundamentals of Drawing (Art P103)
- Introduction to Painting (Art P116)
- Illustration (CMRT P103)

**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		829	821	671	776	893
Average number of students per section		28.6	24.9	21	23.5	24.1
First Day Waitlist		150	96	69	39	135
FTEF	TOTAL	7.53	8.13	8.00	8.40	8.40
	Full-Time	4.000	3.998	3.999	4.198	3.999
	Overload	0.668	0.866	0.468	0.732	0.933
	Adjunct	2.532	2.532	3.132	3.066	3.067
	Summer	0.333	0.733	0.400	0.400	0.400
FTES		112.6	104.3	80.5	97.5	112
Degrees & Certificates						
<i>Studio Art AA-T</i>		8	9	3	11	13
<i>Commercial Art AA</i>		2	4	3	2	4
<i>Digital Video Production</i>		-	-	-	3	9
<i>Liberal Arts &amp; Humanities</i>		136	76	93	85	71
AA						

**OTHER JUSTIFICATION:**

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

- **Availability of part-time/overload faculty:**

The current two full-time art faculty, Jackie Buttice and Diran Lyons, are deeply overloaded, and qualified and available adjuncts are scarce.

In Fall 2025, Buttice is set to launch a new certificate in **User Experience Design**, which will introduce three new courses, in addition to her current teaching load in the Commercial Art

Associate in Arts Degree. Currently, she teaches **three** foundational courses in drawing, advanced drawing, and illustration.

Similarly, Lyons is also set to launch a new **Digital Video Production AD-T** in Fall 2025, which will introduce **three new courses**. Lyons currently teaches foundations courses in painting and advanced painting.

Given the strain on existing faculty and the scarcity of available adjuncts, it is essential to hire a new full-time **Professor of Foundations** to support the foundational courses in the art department. This new hire would be responsible for teaching key courses such as 3-D Design, 2-D Design, Introduction to Sculpture, Fundamentals of Drawing, and others. Without this crucial hire, the quality of foundational courses will be compromised, and the department's ability to support new degree and certificate programs will be severely limited.

- **Compliance with state regulations/accreditations:**
- **Maintaining “one-full-time-faculty” program:**

According to the latest Full-Time Equivalent Faculty (FTEF) data, Fine Art is currently managing a workload equivalent to **over four full-time instructors (8.40)**. This is based on the **46 sections** offered in the last academic year. With the addition of **6 new courses** mentioned above, a total of **52 course sections** will be offered, and FTEF data will further increase.

By Fall 2025, we will be overseeing **three distinct programs** offering degrees in Fine Art, Video Production, and Commercial Art, as well as **three CTE certificates**: two in Video and one in User Experience Design.

Additionally, the demand for Art Studio Fundamentals courses has surged, as evidenced by the increasing number of sections offered and the consistent waitlists, which jumped from **39 students** in 2022-2023 to **135** in 2023-2024. In Fall 2024, **12 sections of Art Studio Fundamentals** were offered, a record for the department.

The challenge of recruiting qualified experts in the diverse fields of Fine Arts remains significant. Given the specialized nature of the curriculum—including courses in painting, drawing, sculpture, video, and digital media—hiring adjunct faculty is neither a sustainable nor practical solution. The limited availability of qualified candidates in the Central Valley of California, combined with the commuting distance, further complicates the situation. Without adding a full-time professor for the foundations courses, the stability and quality of these programs will be compromised.

The data over the past three years clearly reflect both increasing enrollment and the growing demand for Fine Arts courses. Enrollment numbers have consistently risen, particularly since 2022, with an increase in both the total FTEF and the demand for foundational courses. The

steady waitlists, despite offering more sections, point to a continued upward trend in student interest. Without a full-time professor to support these foundational courses, we risk falling behind this demand, negatively impacting both program growth and the quality of education. A full-time Professor of Foundations is essential to ensure we keep pace with the expansion of the Fine Art, Video Production, and Commercial Art degrees and their associated certificates, while maintaining the integrity and sustainability of the programs.

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

In its report to the college, the "Core of the Core" Committee recommended aligning our curriculum with the Porterville Unified School District (PUSD) "Pathways." Greater alignment is needed with the Academy of Digital Design and Communications (DDC) and the Multimedia and Technology Academy (MTA)—PUSD "Pathways"—in our Commercial Art program. This alignment has been reinforced by Lyons' with a CTE certificate in Video Production. The forthcoming Video Production AD-T, an additional certificate in Video Production for Business, and a certificate in User Experience Design will be great additions in Fall 2025.

A new faculty member specializing in 3D printing would play a pivotal role in these enhancements. As 3D printing technology continues to expand across industries such as manufacturing, product design, architecture, healthcare, and the arts, the demand for professionals with expertise in this area is rapidly increasing. By incorporating 3D printing into our foundational curriculum, we equip students with cutting-edge skills that are becoming indispensable in today's job market.

Hiring a new Foundations professor with a focus on 3D printing would allow the college to offer hands-on experience with industry-standard tools and software, preparing students for a wide range of careers, from technical fields like industrial design and engineering to creative industries like animation and set design. Moreover, 3D printing is also fostering innovation in sustainability, as the technology enables more efficient use of materials, which aligns with growing environmental concerns. By integrating these practices into our program, we position our graduates as leaders in a technology-driven, sustainable future.

This alignment would ensure that Porterville College stays competitive by providing students with highly relevant, transferable skills that meet the evolving needs of both the local economy and the broader marketplace. It would also create a clear pipeline from high school pathways through higher education and into the workforce, strengthening our relationship with PUSD and supporting our mutual goals of student success and career readiness.

- **Maintaining certificate/degree/transfer program:**

Foundations courses are integral to all creative degrees and the certificates for Digital Video Production and User Experience Design.

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

The new faculty member would be responsible for teaching several essential courses that are integral to our core programs and graduation requirements. These courses ensure that students receive the foundational skills needed for both Studio Art AA-T and Commercial Art AA degrees, while also fulfilling general education requirements for transfer.

1) 3-D Design (Art P107): A core course for both the Studio Art AA-T and Commercial Art AA, providing students with critical skills in spatial reasoning and three-dimensional design. Students will also have hands-on experience with the five new 3D printers that were recently acquired with CTE funding.

2) Introduction to Sculpture (Art P123): An elective for the Studio Art AA-T, offering students practical, hands-on experience with sculptural materials and techniques, including access to the five new 3D printers, enhancing their skills in contemporary sculpture methods.

4) 2-D Design (Art P106): A core course for both the Studio Art AA-T and Commercial Art AA, focusing on foundational principles of design that are applicable across artistic fields.

5) Fundamentals of Drawing (Art P103): A core course for the Studio Art AA-T and an elective for the Commercial Art AA, essential for developing fundamental visual communication skills.

6) Introduction to Painting (Art P116): An elective for both the Studio Art AA-T and Commercial Art AA, providing students with foundational painting techniques and color theory.

7) Illustration (CMRT P103): A core course for the Commercial Art AA, focused on the development of technical skills in visual storytelling and illustration.

By hiring a new faculty member to teach these core and elective courses, Porterville College will continue to meet the growing demand for Fine Arts and Commercial Art programs while ensuring that students are well-prepared to pursue both further education and professional opportunities. This position is vital to maintaining the integrity of the curriculum and keeping pace with the expanding needs of our students and programs.

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

The expectation is that the new faculty member will stabilize the curriculum as a full-time Foundations instructor with a diverse set of skills, including Drawing, Painting, 2D Design, and Illustration. Additionally, this faculty member will incorporate 3D printing into the courses, offering students hands-on experience with cutting-edge technology in design and production.

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

The new full-time faculty member will bring multi-discipline expertise to Porterville College by teaching across several foundational areas, including Drawing, Painting, 2D Design, Illustration, 3D Design, and Sculpture. This wide range of expertise is crucial to the Fine Arts and Commercial Art programs, where students require a strong foundation in both traditional techniques and modern technologies.

Additionally, with the increasing relevance of 3D printing in various fields, the new faculty member's ability to incorporate this technology into 3D Design and Sculpture courses will enhance students' practical skills in this emerging discipline. The versatility of this faculty member will not only address current curriculum needs but also provide the flexibility to adapt to future program expansions, such as courses that bridge fine art with digital media and technology.

By offering a diverse set of skills across multiple disciplines, this position will meet the growing demand for well-rounded art instruction that prepares students for a variety of creative careers, while also addressing the need for innovation in teaching methods and tools like 3D printing.

- **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:**

In alignment with the college's objectives, the Fine Art department served 10 students with academic accommodation plans (AAPs), which constituted nearly 10% of all the college's AAPs in the Fall 2023 semester. This highlights our commitment to supporting those who might face academic challenges in comparison to the general college demographic. The department's mandate extends beyond imparting traditional art skills, as it emphasizes the cultivation of critical thinking, writing proficiency, analytical skills, problem-solving abilities, and open-ended creative ideation. Through this comprehensive approach, students are empowered to harness their inherent talents, develop resilience, and lead projects to successful completion. These essential skills are not merely instrumental for personal growth but are also highly sought after in the professional realm. They lay a robust foundation for diverse career trajectories, encompassing roles in museums and galleries, and fields such as illustration, animation, graphic design, photography, videography, and teaching.

- **Other relevant areas not addressed in this list:**

In the Fall 2024 semester, Lyons has 28 students enrolled in his painting course, Buttice has 28 in her drawing course, and the adjunct-led sculpture course is filled to maximum capacity. Foundations courses are full and vibrant, with student enthusiasm overflowing. To sustain this energy and momentum, a full-time professor is essential as Lyons and Buttice shift their focus to expanding our programs.