



## 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: Head Coach/Professor**

New

Replacement: [list person(s) being replaced] Ron Glahn, Darryl Williams, Greg Lanthier, Bonnie White

**DIVISION:**     Kinesiology    

**DIVISION CHAIR:**     vickie dugan    

**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)

**Position 1 and Position 2, Goal 1 and 2**

With the addition of an AA-T degree there is continued need to add faculty. We have added 3 more sports, increased our dual enrollment offerings, had our Personal Trainer Certificate approved and offered Fall 2024.and added 3 more lecture transferable courses.

The division currently offers only the bare minimum of classes to grant a degree. In order to not only sustain, but grow the program, we need to increase our course offering to attract students. The division relies heavily on adjunct coaches to teach most of the activity courses and some lecture classes. The division has gone from five full-time faculty to three full-time faculty in the last 14 years and has not been granted a position since 2005, when a replacement position was granted, which has since been replaced with an adjunct. Kinesiology degrees are offered at 22 of the 23 CSUs and is one of the most popular majors for transfer students in California.

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 and office space
  
4. List any classes likely to be taught by this individual. If the position is primarily non-teaching, please describe the person's assignment.  
Sport class of area of experience, health classes, weight training classes, fitness classes, Dual enrollment classes

**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.

		2019-20	2020-21	2021-22	2022-23	2023-24
Enrollment at Census		2138	1522	1544	1853	1940
Average number of students per section		20.3	15.5	18.4	18.9	18.9
First Day Waitlist		73	14	36	46	93
FTEF	TOTAL	17.25	15.31	15.13	18.02	19.27
	Full-Time	5.85	5.59	5.19	5.79	5.19
	Overload	.59	-	.35	.4	.2
	Adjunct	9.52	8.32	8.69	10.49	9.54
	Summer	1.3	1.4	.9	1.35	1.95
FTES		241	165	180	228	236
Degrees & Certificates		1	3	4	13	10

**OTHER JUSTIFICATION:**

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

- Availability of part-time/overload faculty: It is getting more difficult to find available part-time coaches/professors as they need to work at other jobs to survive financially.
- Compliance with state regulations/accreditations: We currently comply with all regulations and accreditations. However, the Central Valley Conference recommends full-time coaches. We have 1 full-time coach and 12 sports. The past 2 Athletic Reviews have also stated this need.
- 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): ): We serve the community by offering dual enrollment classes.. The community comes to campus to watch athletic events. By adding Men and Women's Track and Field, Men's Tennis, Men's Cross Country and Women's Soccer we have given the community more events to attend. This need for Professor/Head Coach has been addressed in both the Athletic Program Review and the Kinesiology Program Review.
- Maintaining certificate/degree/transfer program: We have added a certificate of achievement for Personal Trainer. Fall 2024 is the first time it is being offered.
- Courses are part of a core program and/or a graduation requirement (Identify program(s) and/or applicable graduation requirements): 3 units of health education or an activity classes are required for the local degree. Courses are required for the Personal Training Certificate. Courses are required for the transfer degree.
- Potential for development in a related and/or emerging discipline (Identify source for growth potential): The Personal Trainer Certificate allows students to enter the workforce directly after earning the certificate. The Bureau of Labor Statistics estimates that the personal training market will grow 13% between 2018-2028! As businesses, government, and insurance organizations continue to recognize the benefits of health and fitness programs for their employees, incentives to join gyms or other types of health clubs are expected to increase the need for fitness trainers and instructors. (Source: Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, 2016-17 Edition, Fitness Trainers and Instructors)
- Potential for multi-discipline expertise (Cite discipline and justify need within each discipline): N/A
- 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: Student athletes are a source of higher transfer, GPA and ethnic diversity for the college.
- Other relevant areas not addressed in this list: