

January 22, 2024

Vacancy Replacement Request: Communication Studies

James Carranza, Dean, Humanities and Social Sciences

1. Title of Position: **Communication Studies** (Full-Time, Tenure Track, Fall 2024 start)
2. Job Description: A full-time faculty member in Communication Studies will be responsible to teach communication studies classes, develop the program, and advise in course scheduling. A full-time faculty member will develop curricula, participate in course development, stay abreast of current teaching techniques, methodologies and technologies, maintain campus office hours, consult with students, fulfill division and college duties, affirm the college's commitment to educating a racially and socioeconomically diverse student population, and perform other duties as required.
3. If applicable, justify any proposed changes in the position or job description since last hire:
N/A
4. Does the vacancy bring that department to having no full-time faculty?
Yes. The Communication Studies department currently has no full-time faculty member.
5. Are there any special regulations such as laws, Title 5, Education Code, Student Success Initiative, or accreditation standards, etc., that would require a minimum of one full-time faculty member? No.
6. How does the position support the goals of the Educational Master Plan or other strategic college plans?
The position, and the Communication Studies program in general, promotes **College Goal 1** (Educational Master Plan, 2022 to 2027) by ensuring student access to transfer as oral communication courses, solely, fulfill the CSU Area 1, 1C, CSU GE requirement. With the implementation of CalGETC, this requirement will extend to all UC transfer students as well. Likewise, communication studies courses (150 and 180) fulfill IGETC GE Area 4: Social and Behavioral. Communication Studies curriculum, especially that of COMM 150, and similarly 130 and 140, promotes **College Goal 2** as students exam theory and knowledge of effective communication between cultures, individuals, and small groups, serving to underscore our college's focus on developing an anti-racist and equity minded community of learners.
7. Describe program review or other data that indicate a demonstrated program/service need. Communication Studies offers annually (fall, spring, summer) about 26 sections from the following courses:
 - COMM 110: Public Speaking
 - COMM 127: Argumentation and Debate
 - COMM 130: Interpersonal Communication

COMM 140: Small Group Communication
COMM 150: Intercultural Communication
COMM 180: Introduction to Communication Studies

COMM courses are AA and AA-T degree applicable, UC/CSU transferrable, and fulfill CSU Area 1, 1C, and IGETC Area 4.

The department currently relies on adjunct faculty whose availability and preferences vary. The sole reliance on adjunct faculty as of last semester, Fall 2023, has limited the potential growth of the department and limited F2F course taking opportunities for students as the majority of part-time faculty are only available to teach online.

The success rate for all students, 2021 to 2023, is 68% with a respectable retention rate of 83%. Courses are currently offered mostly in hybrid and online modalities, per adjunct faculty availability. With the anticipated increase in enrollment that will come with the CalGETC Oral Communication requirement for all CSU/UC transfer students, we are preparing for an 10% to 15% increase in enrollment, amounting to an additional 4-5 sections in the 2025-2026 academic year. This semester, Comm Studies courses on the whole are at capacity, with a department LOAD of 495.

8. (optional) Additional information that may be helpful to the Academic Senate and Planning and Budgeting Council in making recommendations, such as, but not limited to, how the position:
 - a. Addresses access, equity, retention issues
The replacement position plays a vital role in developing and maintaining curriculum and programming which fulfill transfer requirements.
 - b. Circumvents an extraordinary difficulty of hiring adjuncts
 - c. Addresses department plans and innovation
The replacement position is essential to maintaining a comprehensive Comm Studies transfer program of courses—AA to AA-T, to enriching GE area requirements, and to fulfilling CSU/IGETC Oral Comm specific requirements.