

## Digital Art & Animation Faculty Vacancy Replacement Request Fall 2021

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**1. Title of position:**

Assistant Professor/Associate Professor/Professor (placement TBD by HR)

**2. Job description (approximately two sentences):**

Teach a full load (15 units) of classes, contribute to maintenance and upkeep of department assets (studio, equipment). Assist in department outreach activities, extracurricular efforts (annual show, animation screenings, guest speakers). Other duties as necessary.

**3. If applicable, justify any proposed changes in the position or job description since last hire. For example, an English generalist instructor retires but the department would like to make an argument for a basic skills instructor.**

Hiring focus will be for an individual with a broad skill set to complement current full-time faculty/program coordinator in order to ensure all skill areas are as represented as possible.

**4. Does the vacancy bring that department to having no full-time faculty?**

No. The department currently has one full-time faculty.

**5. Are there any special regulations such as law, 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?**

This vacancy was created when Hyla Lacefield was promoted to dean of the Business, Design, and Workforce division, who was herself a replacement hire to fill the vacancy created when Professor Dani Castillo left Cañada. The need for two full-time faculty in this department has been demonstrated consistently for over 12 years, going back to when Professor Jeannie Mecorney was the program coordinator, and has not changed in the intervening time. In fact, with the growth of the department the need for another full-time faculty is greater than ever.

The Digital Art & Animation (MART) department offers a wide spectrum of digital career training in multiple disciplines. The nature and breadth of these offerings prevents one full-time faculty member from being an expert or even proficient in all of them, creating a need for a second full-time instructor whose background and skill set are within the training we offer and have little overlap with those of the current full-time faculty.

Aligns with:

College goal - Student Completion/Success

District Goal #1 - Develop and Strengthen Educational Offerings Interventions and Support Programs that Increase Student Access & Success

District Goal #3 - Increase Program Delivery Options Including the Expanded Use of Instructional Technology to Support Student Learning and Success

**7. Describe program review or other data that indicate a demonstrated program/service need.**

Using data from the most recent PRIE data packet available:

- FTEF: 4.50
- WSCH: 2,226
- Load: 495
- Sections: 26
- Fill rate: 73.2%
- Success rate (annual) 70.4%
- Retention rate (annual) 86.5%
- Annual unique headcount: 289
- Student gender:
  - Male: 147
  - Female: 133
  - Unreported: 9

As the data shows, there is more than sufficient FTEF hours to support a replacement full-time faculty, our WSCH are very high, Load is within a few points of the college's goal, and we have a high success and retention rate. Additionally, gender numbers indicate an increase in female and non-binary students in the department.

Additionally, in reviewing the PRIE department's Fall 2021 data on enrollment and faculty, the Full Time Obligation percentage is listed at 31.2%, meaning that over two-thirds of our classes are taught by adjunct faculty.

(Also, please note that the number of Full Time Faculty listed in the report has been revised. It is not two; it has been one since Hyla moved into the Dean position over a year ago.)

**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**

We have been fortunate in being able to hire adjuncts who are fantastic both in their fields and in the classroom. Students will frequently ask why a certain professor isn't teaching a class they're interested in if they see a different name in the Schedule of Classes.

A replacement full-time faculty will provide stability in scheduling and course listings, allowing students to know who they're going to see at the front of the room when they show up for class.

Additionally, over the years we have had a significant number of Middle College and Concurrent Enrollment students take classes in our program. An additional full-time faculty provides the kind of stability and connection with these groups of students that they are used to receiving at the high school level. As the department's and college's outreach to our feeder high schools increases, having "familiar faces" at the front of the classroom will help attract and retain these students, and provides them with a path and encouragement toward registering at Cañada as a fully-matriculated student after graduating high school.

**b) *Circumvents an extraordinary difficulty of hiring adjuncts***

As a Workforce program, the disciplines we train students in are very specific and unique from one another (although there are some commonly-shared crossover skills). Finding and retaining adjuncts who have the background and experience to teach in disciplines such as UI/UX design, game design, photography, animation, and graphic design is an ongoing challenge. Often these part-time individuals cannot commit beyond a semester or two, have to leave mid-semester due to work demands and deadlines, or leave the faculty altogether due to a job change that makes being on campus untenable.

Add to that the reality that many times an adjunct that is proficient in one discipline is not able to teach in another, making it necessary to find *additional* adjunct(s) to fill the gaps in our schedule.

What we are looking for is an individual who has a broad skill base who is interested in teaching at the college level. A replacement full-time faculty will significantly reduce the need we have had for the last year and a half for specialized adjuncts, greatly simplifying the hiring and scheduling process.

**c) *Addresses department plans and innovation***

Over the last several years, the Digital Art & Animation program has made significant changes to its course offerings; adding two new certificate/degree programs (Game Design and UI/UX Design) and banking a program that has waned in employer demand (Web Design).

As a Business and Workforce program, we are constantly updating our course and degree/certificate offerings to respond to the needs of industry. A replacement full-time faculty will help greatly in identifying and developing new courses and – when necessary – degree/certificate programs in the disciplines in which they specialize.