



# FACULTY STAFFING REQUEST FORM

## Qualitative Criteria

**School: Social and Behavioral Sciences**

**Department: Child Development and Family Studies**

**Position Title (number of requested positions): CDFS and Education Joint Hire**

**Number of FT Faculty in Fall 2021: 3 in CDFS, 0 in Education**

**Number of PT Faculty teaching in Fall 2021: 5 in CDFS, 1 in Education**

**Please submit your responses to the prompts below (no more than 800 words) to the Office of Academic Affairs by October 15, 2021 at 5 PM.**

- Potential Load and/or Potential Direct Student Contact:** (*FTE, Courses, number of sections, student/counselor ration; no need to submit days/times of teaching schedule at this time*): Teach a full-time equivalent load (5 courses) in the department of Child Development and Family Studies and Education. The faculty would teach the EDUC 001: Elementary Teacher Education course; help manage the student teaching portion of the course (such as finding student teaching sites at local public schools); coordinate scheduling with other departments that offer specialized courses for the major such as Occupational Education, Math, and Geology; and market the new AA-T degree in Elementary Teacher Education. The faculty member would also teach CDFS courses such as CDFS 038 and CDFS 064 (courses offered in both Education and CDFS degrees).
- Availability of qualified hourly faculty to teach and serve students:** At present, we have one adjunct faculty who wrote the EDUC 001 class and teaches in CDFS, who is qualified to teach the EDUC 001 course. However, she recently took a full-time position and can only teach the course online. No other currently employed CDFS adjuncts have elementary teacher education experience. It is valuable to note that in the last several years, five of our adjunct faculty members have received full-time teaching positions at other colleges and in the community because we haven't been able to hire ourselves. Our pool is dwindling.
- Why is it important to have a FT faculty in this role?** The responsibilities associated with starting and maintaining the new AA-T degree in Elementary Teacher Education requires the time and dedication of a full-time faculty member. From teaching coursework, to marketing, grant-writing, program development, writing program reviews, updating curriculum, assessment, etc., the program requires considerable attention that should not fall solely in the lap of an adjunct faculty who is not paid for these extra responsibilities. Despite the large number of students interested in teaching at the elementary school level and the program being listed in the college catalog for over a year, we are having a hard time getting this program off the ground without full-time support. We need a driver at the wheel who specializes in elementary education. Further, with the current teacher shortage, the CA Department of Education as well as the Chancellor's office is offering millions of dollars in stipends supporting teacher preparation programs that we are not taking part in. Having a full-time faculty to be the point person is necessary to bring those funds to Solano College.

In terms of CDFS, in years past, we had 4 full-time faculty in Child Development and Family Studies. Since a retirement in 2016 was not replaced, we are down to three. A joint hire would meet the needs of both programs.



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4. **Areas where additional expertise is needed:** The full-time faculty in CDFS do not have teaching experience or expertise in public elementary schools (K-6). Our expertise is in early childhood education. None hold elementary teaching credentials and thus are not best suited to lead students in an Elementary Teacher Education degree.
5. **What will be the impact (students, program, College, other) if this position is not filled?** If we do not get full-time faculty who can advertise, support and run the ADT program in Elementary Teacher Education, the degree may fail and students will lose a valuable pathway to become teachers. We tried to offer EDUC 001, the foundational course for the Elementary Teacher Education degree, fall 2021, but we had to cancel the class due to low enrollment. We had no one advertising the new program, and missed out on previous grant money to do so. Graduating with an ADT guarantees student's acceptance into a CSU, and if we can't offer the program, we are failing to serve our students and community.
6. **How does this position help fulfill the mission of the college and our commitment to antiracist practices?** Both CDFS and EDUC fall perfectly in-line with the college's mission of workforce training and transfer. We support students to become industry ready in their teaching practices, which requires holistic skill development around self and other. Students learn about child development and techniques for interacting with children, families, and the community with respect and compassion. Antiracist practices are at the heart of quality teaching and our pedagogy. Multicultural/anti-bias education is embedded in all our coursework, and our program requires courses that specialize in skill development such as CDFS 053: Teaching in a Diverse Society. Societal change comes through quality education and our programs are uniquely positioned to help students self-reflect, listen, and develop antiracist practices, so they can do the same for the communities they work with.
7. **Other compelling factors not identified in responses 1-7 above:** According to California Labor Market data, between 2018-2028, there will be 1,740 elementary teacher job openings and 550 preschool job opening in Solano County. There is a huge need for teaching training in our community and Solano College should be at the forefront of these efforts.

The number **ONE** degree awarded to Solano College students between 2012-2017 was University Studies, Liberal Studies with an emphasis in **Education**; with a minimum of 200 degrees awarded each year in that time frame. The University Studies and Interdisciplinary Studies degrees were removed and replaced with the ADT that better prepares students for transfer. There are MANY students who want to become elementary school teachers and they need a full-time faculty member with expertise in the area to lead the charge.

The position was identified in a previous program review: Yes or No

If no, what changed necessitating a request for a full-time faculty member?