2014-15 Proposal to Fill a Full-Time Faculty Position

1. Faculty position being proposed

Full-time, Anthropology

2. Proposal Being Made by (List Name(s) and Title(s))

Jo Rainie Rodgers, Instructor
Mike Holtzclaw, Dean

3. Summary description of the position

A full time faculty member will serve as the first permanent full time anthropologist in one of the largest departments in the Science Division. This faculty member will serve in a leadership role within the department and will act as the primary department liaison to the Dean and the college. In addition to a teaching assignment that includes Physical Anthropology (Anth 101), Cultural Anthropology (Anth 102) and one or more specific topic classes in anthropology such as Archaeology or Survey of North American Indians, this faculty member will lead the department’s ongoing program review and planning efforts. The full time faculty member will serve as the lead in the department’s development of anthropology curriculum, will work to enhance the new AA degree and Certificate programs in anthropology, and will expand the department’s travel program to include Study Abroad opportunities.

This position will assume administrative tasks that include department scheduling, faculty recruitment, SLO creation and tracking, faculty communication and support, serving as department representative to college committees and facilitating the annual faculty retreat. The full time position will also be responsible for the department budget, management of the forensic anthropology/archaeology worksite, and for the purchase and storage of tools, skeletal remains, casts and other department resources.

Finally, the full time faculty member will serve as the primarily anthropology liaison to law enforcement and the public. This faculty member will also represent the department in development of museum, storage and classroom space in the new Science building and will manage anthropology resources in the Swing Space.

4. Rationale for filling this position: include examples of how this position impacts students, program needs, and college goals

Ohlone students need the benefit and support of a full-time anthropology faculty member. The primary goal of the department is to meet student demand through its degree, certificates and general education course offerings. To more efficiently serve Ohlone students, these programs need the attention and management of a full-time position. Students need a full-time faculty member that they can rely on for information about anthropology degrees and certificates, mentoring and help planning their academic and career goals.

The college needs a full-time faculty member in anthropology to ensure that required administrative tasks are completed. The department is required by the college to create and track SLOs, perform program reviews, schedule courses, recruit and retain faculty, complete course reviews on a six year cycle, and procure and manage department resources. A full-time position in Anthropology will greatly improve the organization and reliability of the department, as well as ensure that required assessments and reports are completed in a timely manner. The college has long relied on part-time support for administrative tasks and the department’s 10 part-time faculty members have worked diligently to meet college requirements. A permanent full-time position will enable the department to continue as a vital contributor to the college science program.

The anthropology department faculty need a permanent full time position to aid in their efforts to support their students. The department currently offers 18 sections of anthropology, 8 of which include additional lab sections. The department is finding it increasingly difficult to recruit and retain enough faculty member, especially in the high demand physical anthropology field. In addition to the required activities mandated by the college and the State of California, the department also serves its students through its Anthropology Club programs and activities, the Anthropology Career Day, conference participation, exposure to professionals in the field of anthropology, and research projects.
The college needs a full-time faculty member in anthropology to support its goals to enhance college-wide interaction with, and acceptance of, diverse peoples, cultures, arts, and perspectives and to increase access to higher education of underserved and underrepresented demographic groups in the District and local communities. Anthropology offers students a unique, holistic perspective, with its focus on the study of human and cultural evolution and the application of that knowledge to the development of intercultural skills. Anthropology offers Ohlone students and the college community a better understanding of the diversity of cultural groups found in today’s societies and on the Ohlone campus. Through its scholarship program and multicultural course content, the department works to encourage increased success of students from underrepresented ethnic groups.

The college needs a full-time faculty member in anthropology to help advance its goals to support the economic vitality of the community through educational programs and services that respond to identified employment needs and to lead and educate the community in environmental sustainability. Besides offering a diverse group of general education courses, the anthropology department works to provide students with real world experience and skills to succeed in our changing world. Cultural anthropology students are often assigned group projects and volunteer opportunities in their local communities as they develop oral and written communication skills, and learn to apply cultural relativism to their jobs and their lives. Physical anthropology students are taught to apply the scientific method, along with critical thinking skills, to readings, discussions and their laboratory work. The forensic anthropology/archaeology worksite has been designed to provide students with hands on experience in the excavation of artifacts and skeletal remains and the Forensic Institute is being designed to better meet the needs of local law enforcement agencies. Archaeology students are offered opportunities to work on local and state archaeology projects that provide them with real world experience in cultural resource management and an in-depth understanding of early environmental sustainability efforts in native populations.

5. Are there any externally imposed requirements such as a specialized program accreditation that would put this program in jeopardy if a full time position is not filled? If so, please explain.

6. Any other rationale to support the position proposal:

With the introduction of the first permanent full-time faculty in this department, the college has an opportunity to increase the efficiency of the department and to support the continued growth of the Science Division.

**The remaining questions to be completed by Deans**

7. A statement by the Dean of the division housing this position, which includes data, evidence, and analysis.

Anthropology is the largest department at Ohlone that is exclusively staffed by PT faculty. It makes it very difficult to do all the program review, SLO assessment, and course review requirements without a FT faculty member to lead the department. All of this has fallen on a group of very dedicated adjuncts, particularly Jo Rainie Rodgers. In addition, we have recently lost some long-serving adjuncts in the department due to other jobs and health issues and it has been difficult to find replacements. This has negatively impacted the FTES of the department, which has declined by over 10% since FA2010. We have recently completed and got approval for an ADT in Anthropology and this meant we needed to create new curriculum for this pathway. It also means that we will have to add additional courses and sections but with our difficulty in finding adjuncts, this will be a challenge. I hope that we can finally get a much needed FT position in this department so that we can continue to provide quality instruction, access for and assessment of the students.

**DATA SUMMARY:**

8. What is the department FTES?

| FTES | 55.0 |
9. What is the ratio of full-time to part-time faculty in the department?  
0:100

10. What is the ratio of full-time faculty to department FTES?  
No FT

11. What is the current WSCH/FTEF in the department?  
470

12. What is the number of sections taught by full-time faculty and number taught by part-time faculty?  
0 (FT)  18 (PT) Keep in mind that many of the 18 sections also have labs that need staffing.

13. Does the position address an area of growth? If yes, include a three year trend line for FTES.  
No.