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

1. **Faculty position being proposed**
   
   **Full-time political scientist.**

2. **Proposal Being Made by (List Name(s) and Title(s))**
   
   Heather McCarty, PhD and Darren Bardell, ABD

3. **Summary description of the position**
   
   We seek a tenure track, full time faculty hire for political science. This position is to replace Alan Kirshner, who retired several years ago. Currently there are no full time faculty in political science.

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

   There are six main rationales for replacing our vacant position: 1) the history and political science department is down two full time faculty members and has been operating at half capacity for several years; 2) the political science program is essentially its own department without a fulltime faculty member and it is about to have a newly created transfer degree with no faculty trained in that discipline to serve as advisors or mentors; 3) the courses taught by the history and political science department are required for transfer and there are not other options available for students to meet the American Institutions Requirement; 4) the department as a whole is a top producer of WSCH for the college, but the political science program has greatly suffered as enrollments have dropped each year since our full-time political scientist retired; 5) we have very few social scientist on campus and this makes representation of the social sciences challenging on important committees like GE, Curriculum, etc as well as prevents Social Science majors from establishing mentorship relationships with full-time faculty; 6) our department recruits, trains, and produces campus leaders.

   At its peak the history and political science department consisted of four full time faculty—three historians and one political scientist. Several years ago that number decreased to three full time faculty (two historians and one political scientist); the vacant position was not searched and filled. With the retirement of Alan Kirshner several years ago, the department is down to two full time faculty—only two historians. There is no qualified full time political scientist faculty member.

   While history and political science are one department, they are two separate disciplines; political science is a social science and history is a humanities. Neither of the remaining full time faculty is qualified to teach the political science classes or advise/ mentor students in this discipline. In essence, the political science program functions as a department without a full time faculty member and all of the courses are taught by fully loaded adjuncts.

   Additionally, the transfer degree for political science will be completed this semester. This means we will be offering a transfer degree to students with no full-time faculty member trained in this discipline available to mentor students. This is a huge disservice to our students, and is unhealthy for our political science program and the social sciences as a discipline.

   The majority of students enrolling in history and political science courses either intend to transfer, complete an AA degree, or both. Offering core political science courses, like American Government (PS 102), International Relations (PS103), and Comparative Government (PS 105), are vital to students completing Plan A, Plan B, or Plan C, as well as for those students seeking to complete an AA in Social Science, Political Science, or History. Offering these courses is vital to assisting our students to graduate and/ or transfer. Additionally, all of the courses offered in the history and political science department are CSU and transferable.

   As noted earlier, all of the political science courses are taught by adjuncts. While adjunct faculty are often wonderful instructors, they are not on campus and available to students the way full-time faculty are and they are often only here for a semester or two. Ohlone College does not pay our adjuncts for office hours. This means that students seeking to be political science majors or social science majors do not have the opportunity to be mentored or advised by a political scientist. Additionally, the political science program...
has suffered enrollment losses each year since our full-time faculty member retired. Part-time faculty do not recruit and maintain programs; we need a full-time faculty member to do this.

It is not just the health of the political science program that has suffered with this vacancy; the health of the social sciences as a whole has suffered. Even with the replacement of sociology this past year, this area is still down faculty. The lack of faculty available for mentorship and advising hurts students choosing to major in this area, as they have limited opportunities to form mentorship relationships with full time faculty. A political science hire would not only serve students in the history and political science department, but students choosing the AA in Social Sciences as well. Additionally, it also hurts the college as a whole. It is incredibly difficult for the few social science faculty to cover all of the needed committee work on campus. The social sciences need representation on important committees like curriculum, GE, etc.

Lastly, part of the mission of the History and Political Science departments everywhere is to help create informed and engaged citizens. This is why faculty from these disciplines are often among the campus leaders at colleges and universities. At the community college level in particular, the mission of shared governance is especially valued by faculty in these fields. The service records of Alan Kirshner, Heather McCarty, and Daren Bardell at Ohlone College speak to this disciplinary tradition. While there is no guarantee that any newly hired faculty member will live up the high expectation of the college, Heather and Darren can at least guarantee that they will provide a model of faculty leadership and campus engagement for their newly hired colleague. They will also serve as mentors to the new hire and do their best to shepherd him or her in the direction of active engagement with our shared governance process.

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.

N/A

6. Any other rationale to support the position proposal:

Please refer to 4.

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.

This is a growing department, even in the midst of cuts. Enrollment demand is high. Currently, post-census, classes are 89% full. The department needs a full-timer, as explained above. Based on the data and the rationale, this position should receive high priority.

DATA SUMMARY:

8. What is the department FTES?

23.58

9. What is the ratio of full-time to part-time faculty in the department?

Zero full-time

10. What is the ratio of full-time faculty to department FTES?

Zero full-time

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

539

12. What is the number of sections taught by full-time faculty and number taught by part-time faculty?

Seven taught by part-time only
13. Does the position address an area of growth? If yes, include a three year trend line for FTES.

Despite all of the cuts in recent years, PS has been growing: from 22.17 in 2010 to 23.58 in 2014. It should continue at that rate if not more. 2014 = 23.58; 2015 = 24.08; 2016 = 24.58.