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

1. Faculty position being proposed
   Speech & Communication Studies/Director of Forensics

2. Proposal Being Made by (List Name(s) and Title(s))
   Brenda Ahntholz, Professor, Speech and Communication Studies
   Larissa Favela, Instructor, Speech and Communication Studies
   Teresa Massimo, Professor Speech and Communication Studies
   Mark Lieu, Dean Language and Communication Studies

3. Summary description of the position
   This full-time, tenure track, faculty position is in Speech and Communication Studies/Director of Forensics. Teaching responsibilities include a variety of lower-division general education/transfer courses, as well as recruiting, coaching, managing, and traveling with the Ohlone College Forensics Team. Experience teaching with instructional technology and in a communication lab is desirable.

4. Rationale for filling this position: include examples of how this position impacts students, program needs, and college goals
   This position is an especially important full-time faculty position to fill as speech communication classes fulfill General Education requirements in the areas of Oral Communication, Critical Thinking, Social Sciences and Humanities. The department currently has twenty-five adjunct faculty and three full-time faculty members, with additional hires expected for spring 2015. The department supports and manages many programs and activities that promote student engagement, excellence and success such as the Forensics Team, Sigma Chi Eta Honor Society, two Communication Labs and a Speech Club. Our WSCH has steadily increased over the past few years and the department has increased its course and program offerings to include the AAT in Communication Studies. It has also developed new interdisciplinary- certificates (Gender & Women’s Studies, International Studies, and Mass Communication) and another in Health Communication has been proposed. The addition of this curriculum has also increased our enrollment.

   Currently we do not have a full-time faculty member managing Forensics. This is vital to recruiting for the Forensics Team and remaining competitive in our division (Northern California Forensics Association). The lack of recruitment and subsequent enrollment in forensics stands in stark contrast with enrollment in the department overall. The department has 20-25 sections of Public Speaking (SPCH 101) each semester. This is more than has ever been offered before and there are more degree and certificate earners than ever before. Thus, the department is growing enormously, yet forensics is suffering due to the lack of full-time faculty in our department. This program is an important non-athletic competitive extra-curricular activity that highlights the best and brightness of the Ohlone student body. An additional full-time faculty member could help us develop the Forensics program as well as develop the size of the Ohlone College Forensics Team and as a competitive educational activity.

   Finally, with the addition of another full-time faculty member in the Speech Communication Department, the college can provide excellence in the classroom and also provide the support for extra-curricular programs (Forensics, Speech Club, Sigma Chi Eta) so necessary for student success in a field that is informed by both theory and practice.

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.
   Our team is a part of the Northern California Forensics Association (NCFA) who strongly recommends that a full time Communication Studies Faculty member also direct the Forensics Team because the competitive activity of forensics is so embedded in our general education curriculum. Also, one-on-one coaching and traveling 10-12 weekends a year are unsustainable by an adjunct faculty member.

6. Any other rationale to support the position proposal:
We are urgently in need of more faculty in the Communication Department and planning to hire a minimum of two more adjunct faculty just to fill the spring 2015 schedule.

**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.

At the current time, with the exception of departments where there are no full-time faculty, the Speech Communication department has the second worst ratio of FT to PT faculty at 22:78. The three existing full-time faculty coordinate a growing number of part-time faculty to create an extremely cohesive department.

Over the last four years, in spite of the limitations on sections and growth at the college overall, FTES generated by the Speech Communication Department has increased by over 5%. As the college returns to growth mode, the Speech Communication Department is poised to add additional sections, with a general fill rate of over 95%.

The importance of the Speech Communication Department cannot be overstated. Speech courses fulfill the Oral Communication requirement of CSU GE and IGETC. As we improve our services and processes to bring students to success, there will be increased demand on the Speech Communication Department to provide the courses needed for successful completion of degrees and preparation for transfer. Speech courses are also options within GE requirements for the Social and Behavioral Science requirements.

The Forensics program is being overseen by an adjunct director this year. However, to fully integrate the forensics program into the Speech Communication department, a full-time faculty member is needed. Only a full-time faculty member can adequately recruit and coordinate the work of forensic coaches, not to mention travel with the forensics team to tournaments and competitions.

**DATA SUMMARY:**

8. What is the department FTES?
   132.91

9. What is the ratio of full-time to part-time faculty in the department?
   22:78

10. What is the ratio of full-time faculty to department FTES?
    52

11. What is the current WSCH/FTEF in the department?
    370

12. What is the number of sections taught by full-time faculty and number taught by part-time faculty?
    12:36

13. Does the position address an area of growth? If yes, include a three year trend line for FTES.

   The FTES in the department has grown 5.40% over the last three years, from 126.10 in Fall 2010 to 132.91 in Fall 2014.