

## 2017 - 2018 Proposal to Fill a Full-Time Faculty Position

1. Faculty position being proposed

Communication Studies, Director of Forensics

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

Brenda Ahnholz, Professor, Communication Studies  
Larissa Favela, Instructor, Communication Studies  
Teresa Massimo, Professor, Communication Studies  
Shelly Spratt, Instructor,  
Mark Lieu, Dean Language, Communication, and Academic Success

3. Summary description of the position

This full-time teaching load includes classes such as public speaking, argumentation and debate, oral interpretation, performance studies, critical thinking, communication theory, intercultural communication, and directing forensics. The Director of Forensics will be required to coach, travel, recruit and manage a budget, develop campus outreach including campus debates, board presentations and supervising coaching staff.

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

We need a full-time Communication Studies Department faculty member/Director of Forensics (DOF). In the last nine years, we have had 6 part-time faculty in Forensics. The program has been significantly impacted by not having a full-time DOF, and this turnover has affected program maintenance, consistency, growth, and competitiveness. The program is constantly facing the threat of turnovers every year due to the increased number of faculty positions at other colleges and lack of opportunity at Ohlone College. The Forensics program could be so much more competitive and successful like other Bay Area colleges with a full-time faculty member as Director of Forensics. COMM 111 - Public Speaking is one of the largest course offerings at the college (23 sections in Fall 2017). This course is one of the primary courses that feeds into the Forensics program. Additionally, Oral Communication is a golden four required GE transfer area, which is why we have 18-25 sections of COMM 111 every semester. Therefore, enrollment is not the issue. We have the enrollment. We don't have completers – students are not receiving certificates in Forensics because there is no full-time faculty member dedicated to overseeing the program. We need a full-time faculty member to teach forensics and communication courses, and direct and develop this academic, inter-collegiate program. Students are unable to complete certificate and AA degree requirements due to the absence of a full-time Director of Forensics. Courses such as Voice and Diction, Performance Studies, Oral Interpretation, and Critical Thinking remain unavailable to our students because of this position vacancy.

The viability of a successful, competitive Forensics team has been difficult to develop and maintain because of the lack of full-time dedication and retention. The job of Director of Forensics is a full-time position and the management of this position has suffered. Currently, one full-time faculty member has constantly had to recruit and train coaching staff, on top of their other full-time obligations, only to lose them to other colleges every other semester. It is difficult to keep this position staffed with a part-time faculty member because of the number of hours of one-on-one teaching and coaching, weekend-long tournaments, in-class lecture and lab teaching responsibilities, and the increasing and growing amount of administrative paperwork and reporting that is required for this position. Ohlone pays part-time forensics faculty only \$188 for taking a group of students to a tournament for an entire weekend (Friday night until Sunday night). Out of all the Bay 10 colleges that have a forensics program, Ohlone is the only college that does not have at least one full-time faculty dedicated to forensics. Now is the time for a full-time COMM/Director of Forensics faculty position.

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.

No.

6. Other information to support the position proposal: **(Include qualitative data if applicable)**

Additional reasons for adding a full-time Communication Studies/Director of Forensics position in the COMM department include access to underrepresented students and active participation in campus activities.

First, our department has a commitment to providing a voice to those students from underrepresented populations. Their active participation and involvement in forensics and the department increase their retention and success rates. Basically, forensics is life changing.

Second, the Forensics team is an active presence and contributor to the college community. The Forensics team members are students who are active in campus clubs and activities, often students who are involved in student government, media and broadcasting, journalism, and other campus clubs. Additionally, the Forensics team is an award winning, competitive presence but is limited in its potential due to the lack of leadership. Ohlone's debate team members are ranked as 6<sup>th</sup> and 7<sup>th</sup> best among community college debate teams. Forensics team members are also active in the Communication Lab (the first community college COMM lab to be nationally certified) as tutors and interns.

**The remaining questions to be completed by the Division Dean**

7. A statement by the Dean of the division housing this position, which includes data, evidence, and analysis. **Include all relevant information you would like the committee to consider.**

At the current time, the Communication Department is the sixth highest FTES generating department at the college, with the highest percentage of courses taught by adjunct faculty among the top six at 67%, the second highest of any department with full-time faculty.

The department shows a steady increase in FTES over the last seven years.

The importance of the 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 Communication Department to provide the courses needed for successful completion of degrees and preparation for transfer. Communication courses are also options within GE requirements for the Social and Behavioral Science requirements.

The Forensics program is being overseen by yet another adjunct director this year. The director is working closely with a full-time faculty member, and together they have brought the team to national success. Furthermore, the team has increased in size more than three-fold to 10 members. While having an adjunct oversee the program has worked in the short term, a full-time faculty member is needed in the long term to fully integrate Forensics into the larger Communication Department. 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.

8. Is the position part of a Career Technical Education (CTE) Program? \_\_\_ Yes \_\_\_X\_\_\_ No

**QUANTATIVE DATA SUMMARY: (Refer to datasheet provided by the Research and Planning Office)**

9. What is the department FTES? (*This data is available on the Program Review data sheet – Research and Planning website.*)

Fall 2017: 134.8 FTES

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

33:67

11. What is the ratio of FTES by Adjuncts?

33:67

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

386

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

Enrollment has increased 6.9% since 2010. Growth is modest but steady.