

August 21, 2023

Vacancy Replacement Request: Ethnic Studies

James Carranza, Dean, Humanities and Social Sciences

1. Title of Position: Ethnic Studies (Full-Tenure Track, Fall 2024 start)
2. Job Description: A full-time faculty member in Ethnic Studies will be responsible to teach ethnic studies classes, develop the program, and advise in course scheduling. A full-time faculty member will develop curricula, participate in course development, stay abreast of current teaching techniques, methodologies and technologies, maintain campus office hours, consult with students, fulfill division and college duties, affirm the college's commitment to educating a racially and socioeconomically diverse student population, and perform other duties as required.
3. If applicable, justify any proposed changes in the position or job description since last hire:
N/A
4. Does the vacancy bring that department to having no full-time faculty?
Yes. The Ethnic Studies department currently has no full-time faculty member.
5. Are there any special regulations such as laws, Title 5, Education Code, Student Success Initiative, or accreditation standards, etc., that would require a minimum of one full-time faculty member? No.
6. How does the position support the goals of the Educational Master Plan or other strategic college plans?
The position, and the Ethnic Studies program in general, promotes **College Goal 1** (Educational Master Plan, 2022 to 2027) by ensuring student access to transfer as Ethnic Studies courses, solely, fulfill the CSU GE Area F Ethnic Studies, 3-unit requirement and the IGETC Area 7 Ethnic Studies, 3-unit requirement. Ethnic Studies courses fulfill transfer requirements which has created substantial demand on campus. Likewise, these courses are in very high demand among high school and community partners. For example, we are currently planning to offer two sections of Ethnic Studies with the East Palo Alto Boys and Girls Club in Summer 2024. Ethnic Studies ensures, particularly for BIPOC students, a college entry point through which they feel validated and recognized. Ethnic Studies curriculum at its core promotes **College Goal 2** as it educates students in the theoretical, historical, political, and cultural underpinnings of equity-mindedness and antiracism. Ethnic Studies directly supports **College Goal 3** to establish community connections. Pescadero High School and now the East Palo Alto Boys and Girls Club are "connected" to the Cañada College community. And we anticipate further "connections" in the community as we are able to increase the number of Ethnic Studies course offerings.

7. Describe program review or other data that indicate a demonstrated program/service need. Since its launch in Fall 2021, the Ethnic Studies program has offered 18 sections from the following courses:

- ETHN 108: Rethinking Race, Gender, and Nation
- ETHN 109: Borders and Crossings
- ETHN 103: Asian American Studies
- ETHN 105: African American History and Culture
- ETHN 107: Introduction to Native American Studies

All ETHN courses are Ethnic Studies AA degree applicable, UC/CSU transferrable, and fulfill CSU Area F and IGETC Area 7.

The department currently relies on adjunct faculty whose availability and preferences vary. The sole reliance on adjunct faculty as of this semester, Fall 2023, has limited the potential growth of the department and limited opportunity for students.

The success rate for all students, 2022 to 2023, is 76.5% with a notable retention rate of 90.2%. Outcomes by Demographics reveals that Latinx students are significantly overrepresented in ETHN courses—163 to 50 (Asian and White). Latinx students successfully complete at 77.3 % and are retained at 90.2%. The Latinx rates are comparable to those of Asian and White, the two highest achieving groups across disciplines. ETHN courses are currently offered in different modalities per adjunct faculty availability. For ETHN to meet the demand for ETHN courses on campus and in the community, we anticipate the program will need to add at least three sections per year over the next three years. Fall 2023, excluding a single low enrolled dual enrollment section, the fill-rate for the four on-campus sections is just over 100% for a LOAD of 727.5.

8. (optional) Additional information that may be helpful to the Academic Senate and Planning and Budgeting Council in making recommendations, such as, but not limited to, how the position:
 - a. Addresses access, equity, retention issues
The replacement position plays a vital role in developing Ethnic Studies curriculum and programming which fulfill both transfer requirements and community connections. The replacement position also represents the acknowledgement of Ethnic Studies as an academic department and valued discipline within the academy. The Ethnic Studies program of courses validates students' lived experiences, family histories, and cultural backgrounds.
 - b. Circumvents an extraordinary difficulty of hiring adjuncts
 - c. Addresses department plans and innovation
The replacement position is essential to building a comprehensive and expanded Ethnic Studies program—AA to AA-T, to enriching GE area requirements, and fulfilling CSU/IGETC Ethnic Studies specific requirements.