

## Fall 2017 RRP Position Proposals

<b>Position</b>	<b>Fall 2018</b>	<b>Spring 2019</b>	<b>Duration</b>
Business Department Coordinator	0.2	0.2	4 semesters (2 years)
English Department Coordinator	0.2	0.2	2 semesters (1 year)
Fine & Performing Arts Coordinator	0.2	0.2	2 semesters (1 year)
GE Pathways Coordinator	0.2	0.2	4 semesters (2 years)
Social Science Coordinator	0.2	0.2	4 semesters (2 years)

### Business Department Coordinator

- 1 = Strongly Disagree
- 2 = Disagree
- 3 = Neutral
- 4 = Agree
- 5 = Strongly Agree

	<b>CONSIDERATION #1</b> <i>(aligns with #10 on application)</i>  The responsibilities associated with this reassignment are NOT included as part of <u>faculty workload.</u>	<b>CONSIDERATION #2</b> <i>(aligns with #11 &amp; #12 on application)</i>  The position's proposed outcomes align with the colleges <u>strategic plan and initiatives.</u>	<b>CONSIDERATION #3</b> <i>(aligns with #6, #7, #8 and #9 on application)</i>  Amount/duration of reassigned <u>time requested is reasonable.</u>	<b>CONSIDERATION #4</b>  Duties are most <u>appropriately performed by a faculty member.</u>
Reviewer #1	2.5	3.5	4	5
Reviewer #2	5	5	5	5
Reviewer #3	4	4	4	4
Reviewer #4	3.5	5	3.5	5
Reviewer #5	3	3	4	4
Reviewer #6	2	5	3	5
Reviewer #7	3	5	4	5
Reviewer #8	4.5	5	N/A	4.5
Reviewer #9	4	5	3	5
Reviewer #10	3	5	3	4
<b>ACTUAL TOTAL</b>	<b>34.5</b>	<b>45.5</b>	<b>33.5</b>	<b>46.5</b>
<b>AVERAGE TOTAL</b>	<b>3.45</b>	<b>4.55</b>	<b>3.72</b>	<b>4.65</b>
<i>Individual Reviewer Comments (see columns to the right)</i>  <b>GENERAL GROUP COMMENTS (see below)</b> <ul style="list-style-type: none"> <li>• Emphasis on community outreach and employers looking for training definitely steps outside regular faculty workload.</li> <li>• However, emphasis on online tasks may overlap with the DE Coordinator. We don't want to split duties between too many people.</li> <li>• There also may be some overlap with CWA Coordinator.</li> <li>• Yes, but the idea was to develop a specific Business track inside CWA.</li> <li>• We're discontinuing the temporary Full Time ...</li> </ul>	<ul style="list-style-type: none"> <li>▪ Program development/ curriculum development are regular duties.</li> <li>▪ Very time consuming.</li> <li>▪ Includes instructional aspect.</li> <li>▪ Distance Ed aspect - needs to be faculty.</li> <li>▪ Outreach to Business is new territory.</li> <li>▪ DE course development is still course development.</li> <li>▪ Workload is deemed appropriate.</li> <li>▪ Duties listed generally seem to be a part of Faculty workload.</li> <li>▪ "Evaluate, update and revise existing courses and programs" is a part of Faculty workload.</li> <li>▪ The proposed workload seems reasonable.</li> </ul>	<ul style="list-style-type: none"> <li>▪ DE focused partnership. What justifies a "coordinator" with program?</li> <li>▪ We currently have a CWA Coordinator.</li> <li>▪ Pedagogy is very important part of college.</li> <li>▪ Meets the need of local workers.</li> <li>▪ Online degree programs = what does Cañada's student population look like?</li> <li>▪ Are there trends in online degrees in this area?</li> <li>▪ Developing online courses is a part of Strategic Plan.</li> <li>▪ Engaging community is part of Strategic Plan.</li> <li>▪ There is a need for increased online opportunities for our students.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Request is reasonable given the assessment outcomes.</li> <li>▪ No fully explained on time required for duration and amount of request - requires a more concrete time management plan.</li> <li>▪ Should be closer to what SS Coordination is (2 units per term).</li> <li>▪ 2 years seems reasonable.</li> <li>▪ ALL departments need this but only some ask.</li> <li>▪ Asking for 2 years - can it be done in less? (possibly 1 year)</li> <li>▪ This is a continuous need.</li> <li>▪ The proposed reassignment seems reasonable.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Community respects Business teaching expertise and it is best to have a Faculty member represent Cañada in the community.</li> <li>▪ Some activities can involve existing DE resources.</li> <li>▪ Work is appropriately performed by a Faculty member. The work of collaboration may mean that someone else on CWA may need additional time as well.</li> <li>▪ Developing a successful online business program requires a faculty expert.</li> <li>▪ Some overlap - duties may be outside because program is new and the hours required may be much higher (but application did not include the hours).</li> </ul>

<b>GRAND TOTAL (average)</b>	<b>16.37</b>
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### Business Department Coordinator (cont.)

	<p style="text-align: center;"><b>CONSIDERATION #1</b> <i>(aligns with #10 on application)</i></p> <p style="text-align: center;"><b>The responsibilities associated with this reassignment are NOT included as part of <u>faculty workload</u>.</b></p>	<p style="text-align: center;"><b>CONSIDERATION #2</b> <i>(aligns with #11 &amp; #12 on application)</i></p> <p style="text-align: center;"><b>The position's proposed outcomes align with the colleges <u>strategic plan and initiatives</u>.</b></p>	<p style="text-align: center;"><b>CONSIDERATION #3</b> <i>(aligns with #6, #7, #8 and #9 on application)</i></p> <p style="text-align: center;"><b>Amount/duration of reassigned <u>time requested is reasonable</u>.</b></p>	<p style="text-align: center;"><b>CONSIDERATION #4</b></p> <p style="text-align: center;"><b>Duties are most <u>appropriately performed by a faculty member</u>.</b></p>
<p><i>Comments(cont)</i></p>				
<p>....Faculty Coordinator for CWA.</p> <ul style="list-style-type: none"> <li>• If the college really values getting degrees online, this position should be considered.</li> <li>• We currently already have a faculty member receiving release time for DE work.</li> <li>• It's very hard to assess exactly how much time these duties would take without specific numbers.</li> <li>• Our students would certainly value and appreciate online degrees and programs in business.</li> </ul>	<ul style="list-style-type: none"> <li>▪ "Participation in articulation..." is a part of Faculty workload.</li> <li>▪ It would be helpful to get more information on the time needed to complete the listed tasks.</li> <li>▪ It is not explained how the core responsibilities are different than what is already included in Faculty workload.</li> <li>▪ Collaboration and Marketing could be a part of Appendix D1.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Online courses are important to enrollment and increasing access.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Core responsibilities did not include time per week.</li> </ul>	

## English Department Coordintoar

- 1 = Strongly Disagree
- 2 = Disagree
- 3 = Neutral
- 4 = Agree
- 5 = Strongly Agree

	<b>CONSIDERATION #1</b> <i>(aligns with #10 on application)</i>  <b>The responsibilities associated with this reassignment are NOT included as part of <u>faculty workload.</u></b>	<b>CONSIDERATION #2</b> <i>(aligns with #11 &amp; #12 on application)</i>  <b>The position's proposed outcomes align with the colleges <u>strategic plan and initiatives.</u></b>	<b>CONSIDERATION #3</b> <i>(aligns with #6, #7, #8 and #9 on application)</i>  <b>Amount/duration of reassigned <u>time requested is reasonable.</u></b>	<b>CONSIDERATION #4</b>  <b>Duties are most <u>appropriately performed by a faculty member.</u></b>
Reviewer #1	4	5	5	4
Reviewer #2	2	4	2	4
Reviewer #3	3	3	4	2
Reviewer #4	3.5	4	3.5	5
Reviewer #5	3	4	4	4
Reviewer #6	3.5	4	4	4
Reviewer #7	2	3	2	2
Reviewer #8	4.5	5	4.5	5
Reviewer #9	3	4	3	5
Reviewer #10	5	5	5	5
<b>ACTUAL TOTAL</b>	<b>33.5</b>	<b>41</b>	<b>37</b>	<b>40</b>
<b>AVERAGE TOTAL</b>	<b>3.35</b>	<b>4.1</b>	<b>3.7</b>	<b>4</b>
<p><i>Individual Reviewer Comments(see columns to the right)</i></p> <p><b>GENERAL GROUP COMMENTS (see below)</b></p> <ul style="list-style-type: none"> <li>• There is a lot to be done in this department. Some of the goals and initiatives (multiple measures, sister-college partnership/ coordinating) for this department deserve release time.</li> <li>• The department has approximately 45 sections. There's a large number of people to handle departmental tasks.</li> <li>• CSM and Skyline's English departments are more or less aligned; Cañada's department is trying to join.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Some duties are - but key initiative work relies on Faculty partnerships.</li> <li>▪ Large number of Faculty members in English Department (45 sections).</li> <li>▪ Much of the work is concentrated in one person versus spread among Faculty - why?</li> <li>▪ How will this position be properly assessed?</li> <li>▪ Transition to Canvas is part of Faculty workload.</li> <li>▪ Many duties are a part of faculty workload but I acknowledge that large departments (or all departments) could benefit from a department chair for coordination.</li> <li>▪ Multiple Measures coordination may be above/beyond faculty wkld.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Supports Multiple Measures</li> <li>▪ Coordinate Districtwide Curriculum changes.</li> <li>▪ Research - requires a different type of coordination.</li> <li>▪ SLO development is important but not unique to this department.</li> <li>▪ Aligned with EMP goals 1:1.</li> <li>▪ English read/write affects student success in ALL disciplines. It is crucial to the college that it be well staffed.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Above and beyond what is supported by the Dean.</li> <li>▪ Hours are questionable</li> <li>▪ Depth - could have been enumerated/elaborated with respect to how many students are affected.</li> <li>▪ Should be increased to 2 units per term</li> <li>▪ Seems reasonable to streamline work and align it to be submitted in another application.</li> <li>▪ Requesting one year - though acknowledges this is continuous.</li> <li>▪ Need for clear assessible outcomes.</li> <li>▪ ALL departments need this.</li> <li>▪ Most of the time needed to complete this work is ...</li> </ul>	<ul style="list-style-type: none"> <li>▪ Multiple Measures placement has been effective.</li> <li>▪ Coordinator can work with the PRIE office to see how many students have been placed in English 100 but are not doing well.</li> <li>▪ Help align English sequences with English 105 curriculum changes.</li> <li>▪ Much of the work presented is scheduling - not necessarily need to be performed by a Faculty member.</li> <li>▪ One Faculty member should be sufficient.</li> <li>▪ Many of the tasks listed fall under Appendix D. Why should the tasks fall on one person? Can each faculty member be responsible for these duties: collate office...</li> </ul>

<b>GRAND TOTAL (average)</b>	<b>15.15</b>
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### English Department Coordinator (cont.)

	<p style="text-align: center;"><b>CONSIDERATION #1</b> <i>(aligns with #10 on application)</i></p> <p style="text-align: center;"><b>The responsibilities associated with this reassignment are NOT included as part of <u>faculty workload</u>.</b></p>	<p style="text-align: center;"><b>CONSIDERATION #2</b> <i>(aligns with #11 &amp; #12 on application)</i></p> <p style="text-align: center;"><b>The position's proposed outcomes align with the colleges <u>strategic plan and initiatives</u>.</b></p>	<p style="text-align: center;"><b>CONSIDERATION #3</b> <i>(aligns with #6, #7, #8 and #9 on application)</i></p> <p style="text-align: center;"><b>Amount/duration of reassigned <u>time requested is reasonable</u>.</b></p>	<p style="text-align: center;"><b>CONSIDERATION #4</b></p> <p style="text-align: center;"><b>Duties are most <u>appropriately performed by a faculty member</u>.</b></p>
<p><i>Comments(cont)</i></p> <ul style="list-style-type: none"> <li>• The form lists specific amounts of hours for every single duty. This was extremely helpful for committee members in assessing the proposal.</li> <li>• The outcomes for this proposal were very vague. There are needs that will continue in perpetuity.</li> <li>• So many of the duties listed are part of regular faculty workload.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Could any of these duties be completed by the Dean or Division Assistant? (scheduling, hiring, etc)</li> <li>▪ Appreciated very clear duties/times as well as explanation as to what is described as above and beyond.</li> <li>▪ Many duties listed are regular duties for faculty members such as SLO work and updating curriculum.</li> </ul>		<p>... required of all faculty members (Appendix D).</p> <ul style="list-style-type: none"> <li>▪ Coordination is above and beyond Appendix D1 because of hours required.</li> <li>▪ "Check in with..." listed as 1 hour - Does it really take that long? Can check-ins also be done via email or phone calls?</li> <li>▪ Coordination work is endless. 3 units makes it feasible. Less than that creates complex hard to work schedules that reduce effectiveness.</li> </ul>	<p>... hours, scheduling, evaluations, etc.?</p> <ul style="list-style-type: none"> <li>▪ Must have Faculty expertise and contact.</li> </ul>

### Fine & Performing Arts Coordinator

- 1 = Strongly Disagree
- 2 = Disagree
- 3 = Neutral
- 4 = Agree
- 5 = Strongly Agree

	<b>CONSIDERATION #1</b> <i>(aligns with #10 on application)</i>  The responsibilities associated with this reassignment are <b>NOT</b> included as part of <u>faculty workload</u> .	<b>CONSIDERATION #2</b> <i>(aligns with #11 &amp; #12 on application)</i>  The position's proposed outcomes align with the colleges <u>strategic plan and initiatives</u> .	<b>CONSIDERATION #3</b> <i>(aligns with #6, #7, #8 and #9 on application)</i>  Amount/duration of reassigned <u>time requested is reasonable</u> .	<b>CONSIDERATION #4</b>  Duties are most <u>appropriately performed by a faculty member</u> .
Reviewer #1	4	2	3	3
Reviewer #2	1	1	1	1
Reviewer #3	2	3	3	2
Reviewer #4	3	3	2.5	5
Reviewer #5	2	2	4	4
Reviewer #6	2	4	3	5
Reviewer #7	2	2	2	2
Reviewer #8	1.5	1.5	1.5	1.5
Reviewer #9	2	4	2	5
Reviewer #10	3	4	3	4
<b>ACTUAL TOTAL</b>	22.5	26.5	25	32.5
<b>AVERAGE TOTAL</b>	2.25	2.65	2.5	3.25
Individual Reveiwer Comments (see columns to the right)  <b>GENERAL GROUP COMMENTS (see below)</b> • The duties listed are almost all part of Appendix D.  • The outcomes are vague and reflect the basic ongoing needs of any department.	<ul style="list-style-type: none"> <li>▪ Outreach and recurring are not faculty duties.</li> <li>▪ Not very descriptive.</li> <li>▪ Curriculum development is a core Faculty duty.</li> <li>▪ More justification needed to prove duties are outside the scope of Faculty workload.</li> <li>▪ More cross-disciplinary collaboration is needed in all departments.</li> <li>▪ Did not answer the question completely.</li> <li>▪ Coordination and speaking engagements are part of Faculty workload.</li> </ul>	<ul style="list-style-type: none"> <li>▪ How does position specifically coorelate to our College's Strategic Plan and Initiatives?</li> <li>▪ Creating career pathways and community connection.</li> <li>▪ How does presenting career paths directly effect student completion?</li> <li>▪ Fits goal to serve community</li> </ul>	<ul style="list-style-type: none"> <li>▪ Request is reasonable for what is listed.</li> <li>▪ It is not clearly defined if time requested is reasonable.</li> <li>▪ It is unclear if time requested is reasonable.</li> <li>▪ If funded, should be at 1.5/2 unites per term.</li> <li>▪ Renewal - asking for another year but needs more after the term ends.</li> <li>▪ I do not have enough information to support the need for a 3 unit reassignment.</li> <li>▪ More data needed including hours and times of events and hours per month.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Duties are appropriately performed by a Faculty member but all of us could benefit from attending community events and outreach.</li> <li>▪ Marketing and Outreach - can these duties be performed by a Classified Professional?</li> </ul>

<b>GRAND TOTAL (average)</b>	<b>10.65</b>
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### GE Pathways Coordinator

- 1 = Strongly Disagree
- 2 = Disagree
- 3 = Neutral
- 4 = Agree
- 5 = Strongly Agree

	<b>CONSIDERATION #1</b> <i>(aligns with #10 on application)</i>  The responsibilities associated with this reassignment are NOT included as part of <u>faculty workload.</u>	<b>CONSIDERATION #2</b> <i>(aligns with #11 &amp; #12 on application)</i>  The position's proposed outcomes align with the colleges <u>strategic plan and initiatives.</u>	<b>CONSIDERATION #3</b> <i>(aligns with #6, #7, #8 and #9 on application)</i>  Amount/duration of reassigned <u>time requested is reasonable.</u>	<b>CONSIDERATION #4</b>  Duties are most <u>appropriately performed by a faculty member.</u>
Reviewer #1	5	5	5	5
Reviewer #2	5	5	5	5
Reviewer #3	5	5	4	4
Reviewer #4	3.5	5	5	5
Reviewer #5	5	5	5	5
Reviewer #6	5	5	5	4
Reviewer #7	5	5	5	5
Reviewer #8	5	5	5	5
Reviewer #9	5	5	5	5
Reviewer #10	5	5	5	5
<b>ACTUAL TOTAL</b>	48.5	50	49	48
<b>AVERAGE TOTAL</b>	4.85	5	4.9	4.8
<i>Individual Reviewer Comments (see columns to the right)</i>  <b>GENERAL GROUP COMMENTS (see below)</b> <ul style="list-style-type: none"> <li>This is the only proposal which clearly seemed outside faculty workload. This sentiment was agreed upon by all</li> <li>It fits within our planning, state initiatives, etc. It's also a model for other campuses.</li> </ul>	<ul style="list-style-type: none"> <li>State initiative - new program.</li> <li>Duties fall well outside of Appendix D.</li> <li>Focus on collaborating intradisciplinary programs outside of all departments.</li> <li>Great overview of the job duties.</li> </ul>	<ul style="list-style-type: none"> <li>If we can rely on Guided Pathways then GE Pathways Coordinator aligns.</li> <li>Guided Pathways is a college-wide initiative and may be another key partner in a larger effort.</li> <li>Position fits well with multiple goals of the college.</li> <li>This work can be funded through Guided Pathways as this is an impact of a statewide initiative. As such, I would advocate for funding this work through that channel.</li> <li>Aligns with strategic plan.</li> <li>Teaching and learning, completion (cohort building), community connection.</li> <li>This is part of the state-wide initiatives.</li> <li>"Pathways articulate a clearer pattern for Honors students...."</li> </ul>	<ul style="list-style-type: none"> <li>Request is reasonable - if we focus on developing Guided Pathways.</li> <li>Is the time requested enough time?</li> <li>Time requested is reasonable if this work/role can also align more closely with supporting developing Guided Pathways.</li> <li>Request to continue position - time is reasonable based on past reassigned time.</li> <li>The workload goes above and beyond the faculty duties.</li> <li>Much needed</li> </ul>	<ul style="list-style-type: none"> <li>Yes - Faculty must bring together Faculty for initiatives like Pathways.</li> <li>1 Faculty member collaborating across departments.</li> <li>Some admin support might be helpful.</li> <li>A must since this entails curriculum development.</li> </ul>

<b>GRAND TOTAL (average)</b>	<b>19.55</b>
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### GE Pathways Coordinator (cont.)

	<b>CONSIDERATION #1</b> <i>(aligns with #10 on application)</i>  <b>The responsibilities associated with this reassignment are NOT included as part of <u>faculty workload</u>.</b>	<b>CONSIDERATION #2</b> <i>(aligns with #11 &amp; #12 on application)</i>  <b>The position's proposed outcomes align with the colleges <u>strategic plan and initiatives</u>.</b>	<b>CONSIDERATION #3</b> <i>(aligns with #6, #7, #8 and #9 on application)</i>  <b>Amount/duration of reassigned <u>time requested is reasonable</u>.</b>	<b>CONSIDERATION #4</b>  <b>Duties are most <u>appropriately performed by a faculty member</u>.</b>
<i>Comments(cont)</i>		... to achieve their goals."  ▪ In line with Guided Pathways, innovative, and warrants more development.		



### Social Science Coordinator

- 1 = Strongly Disagree
- 2 = Disagree
- 3 = Neutral
- 4 = Agree
- 5 = Strongly Agree

	<b>CONSIDERATION #1</b> <i>(aligns with #10 on application)</i>  The responsibilities associated with this reassignment are NOT included as part of <u>faculty workload.</u>	<b>CONSIDERATION #2</b> <i>(aligns with #11 &amp; #12 on application)</i>  The position's proposed outcomes align with the colleges <u>strategic plan and initiatives.</u>	<b>CONSIDERATION #3</b> <i>(aligns with #6, #7, #8 and #9 on application)</i>  Amount/duration of reassigned <u>time requested is reasonable.</u>	<b>CONSIDERATION #4</b>  Duties are most <u>appropriately performed by a faculty member.</u>
Reviewer #1	3	3	3	3
Reviewer #2	1	3	2	4
Reviewer #3	2	3	4	4
Reviewer #4	3.5	4	3	5
Reviewer #5	3	4	4	4
Reviewer #6	3	4	3	5
Reviewer #7	2	2	2	2
Reviewer #8	3	3	3	3
Reviewer #9	2	3	2	4
Reviewer #10	5	4	5	4
<b>ACTUAL TOTAL</b>	<b>27.5</b>	<b>33</b>	<b>31</b>	<b>38</b>
<b>AVERAGE TOTAL</b>	<b>2.75</b>	<b>3.30</b>	<b>3.10</b>	<b>3.80</b>
<i>Individual Reviewer Comments(see columns to the right)</i>  <b>GENERAL GROUP COMMENTS (see below)</b> <ul style="list-style-type: none"> <li>• It reads like a list of duties straight out of Appendix D.</li> <li>• It's very hard to see how many of these duties are not part of regular faculty workload.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Some duties are administrative while others are already existing Faculty duties (SLO Assessment, Hiring justifications).</li> <li>▪ Too much from Appendix D1 duties.</li> <li>▪ Claim is that if work is not specific to a class or subject it is not coordination - disagree.</li> <li>▪ Evaluating student performance (SLO/PLO), meetings and program review are a part of Faculty workload.</li> <li>▪ Perhaps speaker series and pathway coordination are beyond Appendix D1 duties.</li> <li>▪ Did not answer question regarding Faculty workload.</li> <li>▪ SLO's, PLO's and monthly meetings, TracDat and Program Review are listed in Appendix D1.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Social Sciences are central to the mission to the college - not sure how the coordination "ask" or duties are.</li> <li>▪ Position aligns with EMP, Students, Equity, DE and SSSP Plans.</li> <li>▪ No measureable outcomes.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Keep reassign time the same.</li> <li>▪ Time requested is reasonable.</li> <li>▪ ALL departments need this</li> <li>▪ College needs to address department coordination for college as all departments seem to identify this need.</li> <li>▪ Need more information to support this request.</li> <li>▪ Understandable request (although listed duties have large overlap with duties included in Appendix D1).</li> <li>▪ Time requested is absolutely reasonable. This is very time consuming. This is a department with large classes and few full timers.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Marketing and outreach may be more appropriate as this is "coordinated" through other channels.</li> <li>▪ This section was not fully addressed in the proposal</li> <li>▪ Marketing - brochure, outreach and web presenece - can this be done by a Classified Professional?</li> <li>▪ Faculty and Staff or Student assisting would be ideal.</li> </ul>

<b>GRAND TOTAL (average)</b>	<b>12.95</b>
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