**Los Medanos College**

**New Full-Time Faculty Position Allocation Application (Box 2A)**

**For Academic Year: 2017-2018**

**DUE DATE: Wednesday, October 26th by 12:00pm**

Department: Social Justice & Ethnic Studies Department **DRAFT #3**

Discipline: Ethnic Studies

# of Positions Requested: 1

**Check all that apply:**

This is a replacement position for a vacancy that has occurred since the 2015-2016 or 2016-2017 academic year

Name of Vacancy Replacement:

This is a new position that will use existing part-time faculty load to convert to a full-time position

This is a new position that will require additional load assigned to the department

This position can teach all of the discipline related courses listed in the LMC catalog

If not checked, please explain:

This position will be assigned to the  Pittsburg Campus  Brentwood Center

**I. Position Goals & Impact**

1. Please describe how this position request will support the overall goals of the department and discipline related programs. How will this position contribute to program quality, program development, and/or program growth?

*This position will be instrumental in leading Ethnic Studies and Social Justice Studies from individual courses and degrees to a robust department, offering a comprehensive and concentrated academic experience. LMC has traditionally embedded courses related to Ethnic Studies or Social Justice Studies throughout a wide variety of academic disciplines and curricula. Individuals and committees have been working toward a Social Justice & Ethnic Studies degree program for several years, which has led to the creation of this new department and full-time faculty position.*

*Because this is a new department, this role will be in the unique position of identifying department and program goals. The person hired in this position will be expected to research and collaborate with other community colleges and four-year colleges and universities to develop these goals. In particular, San Francisco State is nationally recognized as a leader in the field of ethnic studies and social justice, and can provide invaluable expertise and guidance in the formation of our program. Having a full time hire who is dedicated to seeking out and building on these resources will provide us with the program quality that we wish to establish.*

*In addition, throughout all four years of the new hire’s tenure, they will be expected to help grow the program by doing the following:  
  
a.) Gather together the courses taught in various departments which are in the SJS Program, and provide them with a SJS co-listing.*

*b.) Assess and modify SJS COORS as needed, in conjunction with the faculty teaching the courses.*

*c.) Schedule classes in the SJS Program in conjunction with current Department Chairs and Administration.*

*d.) Oversee the creation of new curriculum for the program and provide coaching to faculty as they develop new SJS related courses.*

*e.) Complete program review and program assessment for the SJS Program.*

*f.) Advocate for SJS needs to the Administration and the relevant college committees.*

*g.) Identify and coordinate professional development opportunities related to SJS for faculty, staff, and management.*

1. Please describe how this position will contribute to the overall needs of the College (see Educational Master Plan and Strategic Plan)

*Both the Educational Master Plan and Strategic Initiatives reference the college’s need for innovation, collaboration, and inclusivity. The creation of this position not only shows the college’s commitment to providing excellent and effective programs and services that are designed to capture the diversity of our community, but reflects the college’s investment in fostering civic engagement, regional stewardship, and developing students as advocates for social justice. The creation of this program and position reflects the growing and expanding awareness and discussion of inequality in US culture and society.*

*This position supports LMC’s commitment to institutional leadership for equity, inclusion, and social justice. The college has identified multiple goals in its Educational Master Plan and Strategic Initiatives that would be met through the creation and development of this position.*

*There are currently 112 potential transfer pathways to California State Universities and Universities of California for majors related to Ethnic Studies and Social Justice Studies. This position would meet student and community needs by offering high quality programs leading to transfer and learning pathways. These programs would also support the college’s strategic direction to increase equitable engagement, learning, and success, by developing new and comprehensive degree and transfer programs for LMC students.*

1. Please describe how each of the current full-time faculty in the department/program have contributed to program development, college initiatives, and college governance. What expectations will you have in these areas for the individual selected for this position during their tenure-track period (please outline by each year of the tenure-track process).

*Although we do not currently have a Department of Social Justice and Ethnic Studies, faculty in other departments have been doing tremendous amounts of uncompensated work to develop and institutionalize an Associate in Arts in Social Justice Studies for Transfer. We are hoping to begin offering our first degree, an AA-T in Social Justice: LGBTQ Studies and the AA-T in Social Justice: African American Studies in the Fall of 2017. This has involved faculty developing and writing the needed courses to offer the degree, and then shepherding them through the GE and Curriculum Committees’ approval processes. Faculty have also had to spend a great deal of time consulting with the Deans, simply to figure out the process of creating a new program and coordinating its execution. Faculty developed both Phase 1 and Phase 2 of the New Program (LGBTQ Studies) Creation proposal, and also ushered those through the necessary chain of approval. Faculty are now going through the approval process for the African American Studies program and developing Phase 1 for the Latin American Studies program. The new hire will be expected to oversee and contribute to all of the above.*

**II. Position Qualifications:**

**Minimum Qualifications** (Please list the MQs as prescribed by the [CCCCO](http://extranet.cccco.edu/Portals/1/AA/MinQuals/MinimumQualificationsHandbook2012_2014.pdf)), be sure to list all sets of MQs *if seeking more than one Faculty Service Area (FSA):*

*Master’s in Ethnic Studies*

***OR***

*A Master’s in American studies/Ethnicity, Latino Studies, La Raza Studies, Central American Studies, Latin American Studies, Cross Cultural Studies, Race and Ethnic Relations, Asian-American Studies, or African-American Studies*

***OR***

*A Master’s in Women Studies and a minimum of 15 units of upper division or graduate units in any of the ethnic studies degrees listed above*

***OR***

*The equivalent*

**Desirable Qualifications**:

This is the only area in which we can edit the position qualifications. It is the place for you to list any additional required qualifications (eg, industry required license/certification, etc). *For sample desirable qualifications, please contact Sandi Schmidt in the Office of Instruction.*

1. *Demonstrates breadth of knowledge, education and experience in LGBTQ Studies, Literature, History, Political Science, Gender Studies, or other disciplines relevant to Social Justice and Ethnic Studies.*
2. *Ability to establish and develop a new department in Social Justice and Ethnic Studies; fostering a commitment to institutional leadership for social justice, equity and inclusion.*
3. *Demonstrates experience and expertise in collaborating with faculty and staff from a wide variety of disciplines and programs.*
4. *Demonstrates ability to engage and inspire students to become transformative leaders.*

**Supplemental Questions:**

Please provide a list of supplemental questions that will be included in the position announcement. The supplemental questions should be directed at soliciting how the applicant meets the desirable qualifications. Each desirable qualification & supplemental question listed will require an evaluative rubric for scoring purposes during the paper screening process. The evaluative rubric must be attached to this application. *For sample questions and/or rubrics, please contact Sandi Schmidt in the Office of Instruction.*

*1. A. List the courses you have taken in LGBTQ Studies, Literature, History, Political Science, Gender Studies, or other disciplines relevant to Social Justice and Ethnic Studies.*

*B. List the course you have taught in LGBTQ Studies, Literature, History, Political Science, Gender Studies, or other disciplines relevant to Social Justice and Ethnic Studies.*

*C. Describe any others experiences you have had in the following areas:**LGBTQ Studies, Literature, History, Political Science, Gender Studies, or other disciplines relevant to Social Justice and Ethnic Studies.*

*2. Describe your leadership experience in developing social justice and ethnic studies activities/events/programs. What strategies would you use to foster a commitment to institutional leadership for social justice, equity and inclusion here at LMC?*

*3. Give a detailed description of a time when you collaborated with faculty and/or staff from a variety of disciplines and programs to effect institutional change with regard to equity and inclusion.*

*4. How do you define transformative leadership and how have you used that definition to inspire and equip students to lead effectively?*

**III. Recruitment Plan:**

Please provide any specific places that you believe would be helpful in recruiting for your discipline specific position. This may include organizations, universities, journals, conferences, etc. Please include cost and contact information.

*Will be provided from SEP Ethnic Studies & Social Justice Committee and EEO Committee.*

**IV. Paper Screening Committee**

Please provide the names of the individuals that will serve on the paper screening committee for this position. A minimum of two regular faculty members are required. Individuals serving on the paper screening committee are not permitted to serve on the screening interview committee. Please refer to the United Faculty Bargaining Agreement Article 6.4.3 for additional information. ***Individuals that serve on this committee will be required to participate in a Box2A Training Workshop (Date TBD in November). This specific training will be geared towards developing inclusive screening criteria to be included in the advertised position.***

*To be appointed by Academic Senate.*

**V. Interview Screening Committee**

Please provide the names of the individuals that will serve on the interview screening committee for this position. A minimum of two regular faculty members are required with a maximum of five regular faculty members permitted. The designated voting manager should be the Dean responsible the department. Please refer to the United Faculty Bargaining Agreement Article 6.4.3 for additional information. ***Individuals that serve on this committee will be required to participate in a Screening Interview Training (Date TBD, most likely during January FLEX).***

*To be appointed by Academic Senate.*

**VI. New Faculty Assignment**

Please list the anticipated teaching assignment for 2017-2018, please remember that full-time faculty cannot be scheduled to teach on Mondays from 3-5pm.

FALL 2017 SPRING 2018

Course Number Load Factor Location Course Number Load Factor Location

*Intro to SJS .2 Intro to SJS .2*

*Intro to Race Ethnicity .2 Intro to Race Ethnicity .2*

*Intro to Gender .2 Intro to Gender .2*

*Content course\* .2 2 Content courses\* .4*

*Dept Chair load .1 Dept Chair load .1*

*\*Depending on expertise, content courses may be any of the following:*

History 52, Drama 30, Spanish 60, Engl 135, Engl 150, Engl 129, Drama 72, Hist 61, Socs 45

Department Chair Date

Area Dean Date