

## 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><br><i>(aligns with #10 on application)</i><br><br><b>The responsibilities associated with this reassignment are NOT included as part of faculty workload.</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                            | <b>CONSIDERATION #2</b><br><i>(aligns with #11 &amp; #12 on application)</i><br><br><b>The position's proposed outcomes align with the colleges strategic plan and initiatives.</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                     | <b>CONSIDERATION #3</b><br><i>(aligns with #6, #7, #8 and #9 on application)</i><br><br><b>Amount/duration of reassigned time requested is reasonable.</b>                                                                                                                                                                                                                                                                                                                                                                                                                                 | <b>CONSIDERATION #4</b><br><br><b>Duties are most appropriately performed by a faculty member.</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
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| Reviewer #1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 2.5                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 3.5                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 4                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 5                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
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| 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>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <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>• 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> |

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| <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><br/><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><br/><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><br/><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> |
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| <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

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| Reviewer #1                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 4                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 5                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 5                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 4                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
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| Reviewer #7                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 2                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 3                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 2                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 2                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
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| 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> |

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

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| <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><br><i>(aligns with #10 on application)</i><br><br>The responsibilities associated with this reassignment are <b>NOT</b> included as part of <u>faculty workload</u> .                                                                                                                                                                                                                                                                                                                  | <b>CONSIDERATION #2</b><br><i>(aligns with #11 &amp; #12 on application)</i><br><br>The position's proposed outcomes align with the colleges <u>strategic plan and initiatives</u> .                                                                                                                                                | <b>CONSIDERATION #3</b><br><i>(aligns with #6, #7, #8 and #9 on application)</i><br><br>Amount/duration of reassigned <u>time requested is reasonable</u> .                                                                                                                                                                                                                                                                                                                                                                                              | <b>CONSIDERATION #4</b><br><br>Duties are most <u>appropriately performed by a faculty member</u> .                                                                                                                                                                                  |
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| 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                                                                                                                                                                                                                                                                                 |
| <i>Individual Reveiwer Comments (see columns to the right)</i><br><br><b>GENERAL GROUP COMMENTS (see below)</b> <ul style="list-style-type: none"> <li>• The duties listed are almost all part of Appendix D.</li> <li>• The outcomes are vague and reflect the basic ongoing needs of any department.</li> </ul> | <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> |

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| <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><br><i>(aligns with #10 on application)</i><br><br>The responsibilities associated with this reassignment are NOT included as part of <u>faculty workload</u> .                                                                                       | <b>CONSIDERATION #2</b><br><i>(aligns with #11 &amp; #12 on application)</i><br><br>The position's proposed outcomes align with the colleges <u>strategic plan and initiatives</u> .                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | <b>CONSIDERATION #3</b><br><i>(aligns with #6, #7, #8 and #9 on application)</i><br><br>Amount/duration of reassigned <u>time requested is reasonable</u> .                                                                                                                                                                                                                                                                                                                                 | <b>CONSIDERATION #4</b><br><br>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><br><br><b>GENERAL GROUP COMMENTS (see below)</b><br>• This is the only proposal which clearly seemed outside faculty workload. This sentiment was agreed upon by all<br><br>• It fits within our planning, state initiatives, etc. It's also a model for other campuses. | <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> |

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

|                              | <p style="text-align: center;"><b>CONSIDERATION #1</b><br/><i>(aligns with #10 on application)</i></p> <p>The responsibilities associated with this reassignment are NOT included as part of <u>faculty workload</u>.</p> | <p style="text-align: center;"><b>CONSIDERATION #2</b><br/><i>(aligns with #11 &amp; #12 on application)</i></p> <p>The position's proposed outcomes align with the colleges <u>strategic plan and initiatives</u>.</p> | <p style="text-align: center;"><b>CONSIDERATION #3</b><br/><i>(aligns with #6, #7, #8 and #9 on application)</i></p> <p>Amount/duration of reassigned <u>time requested is reasonable</u>.</p> | <p style="text-align: center;"><b>CONSIDERATION #4</b></p> <p>Duties are most <u>appropriately performed by a faculty member</u>.</p> |
|------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------|
| <p><i>Comments(cont)</i></p> |                                                                                                                                                                                                                           | <p>... to achieve their goals."</p> <ul style="list-style-type: none"> <li>▪ In line with Guided Pathways, innovative, and warrants more development.</li> </ul>                                                        |                                                                                                                                                                                                |                                                                                                                                       |



### Social Science Coordinator

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

|                                                                                                                                                                                                                                                                                                                                   | <b>CONSIDERATION #1</b><br><i>(aligns with #10 on application)</i><br><br><b>The responsibilities associated with this reassignment are NOT included as part of <u>faculty workload</u>.</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | <b>CONSIDERATION #2</b><br><i>(aligns with #11 &amp; #12 on application)</i><br><br><b>The position's proposed outcomes align with the colleges <u>strategic plan and initiatives</u>.</b>                                                                                       | <b>CONSIDERATION #3</b><br><i>(aligns with #6, #7, #8 and #9 on application)</i><br><br><b>Amount/duration of reassigned <u>time requested is reasonable</u>.</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                | <b>CONSIDERATION #4</b><br><br><b>Duties are most <u>appropriately performed by a faculty member</u>.</b>                                                                                                                                                                                                                                                                                          |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 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><br><br><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> |

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