

## Mathematics Faculty Vacancy Request

Objective: The Mathematics Department is seeking to replace two recently retired full-time faculty, Evan Innerst and Po Tong.

1. Title of position: **Mathematics Instructor (Full-time, tenure-track; 2 vacant positions)**
2. Job description (approximately two sentences): **We are seeking two full-time, tenure track faculty members in Mathematics. The ideal candidates will share the College's commitment to educating a racially and socioeconomically diverse student population.**
3. If applicable, justify any proposed changes in the position or job description since last hire. For example, an English generalist instructor retires but the department would like to make an argument for a basic skills instructor.  
**There are no proposed changes to this position.**
4. Does the vacancy bring that department to having no full-time faculty? **No**
5. Are there any special regulations such as law, Title 5, Education Code, Student Success Initiative, or accreditation standards, etc., that would require a minimum of one full-time faculty member? **No**
6. How does the position support the goals of the Educational Master Plan or other strategic college plans?
  - A) *EMP 1.2 "... Add more degrees and certificates obtainable within 3 years via evening, weekend and online classes":*
    - a. Integral to our efforts to in support of this goal, we have added several sections of math courses. The additional load requires more faculty.
  - B) *EMP 2.13 Regularly evaluate all student support programs and practices to ensure they are effective in closing equity gaps in access, student success and completion. These include...Umoja...".*
    - a. The two vacant positions will provide us an opportunity to further diversify our faculty.
7. Describe program review or other data that indicate a demonstrated program/service need.  
The mathematics department has a load of 10.2 FTE for the Fall 2024 semester. Currently, 5.66 FTE (approximately 55%) of the load is taught by adjuncts or by full-time faculty on overload (1.06 FTE of banked and hourly load).  
Programs outside of the Science and Technology division have specific, long-term needs for math courses. For example, we recently began offering MATH 241 (Business Calculus I) during the Summer. We also added an evening section of the class in Fall 2023 to accommodate our CWA students. The Medical Assisting program has also requested a MATH 145 (or similar) course be taught on a regular basis. MATH 145 is on the Fall 2023 schedule, and we plan to offer it again in subsequent semesters.
8. (optional) Additional information that may be helpful to the Academic Senate and Planning and Budgeting Council in making recommendations, such as, but not limited to, how the position:
  - a) Addresses access, equity, retention issues
  - b) Circumvents an extraordinary difficulty of hiring adjuncts
  - c) Addresses department plans and innovationThe math department is currently challenged with addressing AB1705. A full complement of tenured/tenure-track faculty is required to create long-term, sustainable, and effective strategies that are rooted in research-backed, equity-focused pedagogical/andragogical practices.

We are requesting to fill two vacant positions. The plan is to approach this as a cluster hiring, a commonly implemented practice, which has been shown to improve retention of faculty from diverse communities.