Unit Plan: Full-Time Faculty/ Adjunct Staffing Request(s) [Acct. Category 1000]

Unit: Ethnic Studies
Division or Area to Which You Report: Social Science
Author(s) of this Unit Plan: Guadalupe Ortiz, Susan Tong, Michael Thompson
Date: March 2008

Audience: Faculty Prioritization Committee and Administration
Purpose: Providing explanation and justification for new and replacement positions for full-time faculty and adjuncts
Instructions: Please justify the need for your request. Be sure to include reference to Goals/Objectives from Part II, and Strategic Planning Priorities. Please cite any evidence or data to support your request, including enrollment management data (EM Summary by Term) for the most recent three years, student success data (EM Success report), and any other pertinent information. For EM data, go to http://help/EMC/ (from on campus—college intranet). If you have not worked with EM data previously, seek assistance from your division dean or CEMC rep.

Ethnic Studies proposes adding three faculty members responsible for developing the Asian American, African American and Mexican American and Native American strands. Demographic data indicates that the campus has a very large minority population. Asian American, Mexican American and African American courses are currently taught by full-time faculty from other disciplines. The Native American course is taught by an adjunct faculty member. Ethnic Studies faculty would develop new courses that address social issues such as race, gender, culture, ethnicity, class, sexuality and community in relation to each other and the dominant American culture. Courses would foster understanding, conflict resolution and tolerance in a multi-cultural society. Community and Diversity are college institutional core values promoted through the Ethnic Studies curriculum.
# Unit Plan: Classified Staffing Request(s) [Acct. Category 2000]

**Unit:**

**Division or Area to Which You Report:**

**Author(s) of this Unit Plan:**

**Date:**

**Audience:** Administrative Staff  
**Purpose:** Providing explanation and justification for new and replacement positions for full-time and part-time regular (permanent) classified positions  
**Instructions:** Please justify the need for your request. Be sure to include reference to Goals/Objectives from Part II, and Strategic Planning Priorities. Please cite any evidence or data to support your request. *If this position is categorically funded, include and designate the funding source of new categorically-funded position where continuation is contingent upon available funding.*

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**Criteria For Classified Staffing Priorities (not necessarily in Priority Order as developed by the Admin Staff)**

1. Impact on enrollment and revenue;  
2. Safety;  
3. Mandates;  
4. Workload distribution (impact on other’s work);  
5. Relationship to institutional priorities.