Proposal For Hiring A New Full-Time Faculty Member

1. **Date submitted:** November 30, 2009

2. **Submitted by:** Kip Waldo

3. **Area or discipline:** Anthropology

4. **Number of new faculty requested in this discipline:** One (1)

5. **Rationale for proposal:**

   The Anthropology program is in critical need of a new full-time faculty. As outlined in our March 2008 Unit Plan, the needs of the program are great. At that time we had two full-time faculty, both teaching reduced loads. Currently the discipline has only one full-time member. The other full-time faculty member was recently hired as the Dean of Social Sciences. The current full-time faculty is on a 60% assignment (pre-retirement load reduction). As a result, an even greater percentage of sections are taught by adjunct faculty. We currently offer 8 sections of Biological/Physical Anthropology and three sections of the Biological/Physical Anthropology Laboratory, all of which are currently taught by adjunct faculty. Approximately 17% of our classes are currently taught by full-time staff (three out of 18 sections offered).

   While a number of the adjunct faculty are actively involved in extra-classroom program initiatives, they are not able to fulfill the roles of full-time faculty in meeting the program’s goals and objectives. They are often not as available to students as full-time faculty simply because they are not on campus as much. In addition, we are in the process of moving into our new anthropology lab in building 500, yet there is not a full-time physical/biological anthropology instructor to coordinate this. The full-time faculty member, who is not teaching physical/biological anthropology, continues to assume the responsibilities of this arena.

   The current lack of full-time faculty severely hampers our functioning as a discipline. We are limited in our programmatic development and participation in many of the college efforts such as development of SLOs, adjunct faculty mentoring and evaluation, curriculum planning and development as well as representing our discipline and division on college-wide committees.

   Our students need more support. Adjunct faculty are not as available to students as full-time faculty. Due to an increased interest in the discipline, a number of students have formed a very active anthropology club. The current full-time faculty member provides as much support as possible to these students; however, he is the advisor to another very active club on campus. To redress this imbalance and to move forward with strategic planning as it applies to Anthropology, the discipline needs another full-time faculty person.

   Enrollment in anthropology classes further bears out this need. The Enrollment Management data for the most recent 3 years indicate a robust WSCH/FTEF of 673.54 for Fall 2009 and an average of 570.69 for the past 3 years. (The full data is appended to this document.) The most