



Office of the President

To: Alex Kolesnik, Academic Senate President  
From: Dr. Kim Hoffmans, President  
CC: Executive Team; Ron Mules; April Montes, Classified Senate President  
Date: November 22, 2023  
Re: Faculty Out of Cycle Resource Request

As part of our [Out of Cycle Resource Request process](#), the Executive Team has reviewed the following request. The president’s response is included below, with the details in the individual request form attached to this memo. A member of the Executive Team will be available to attend an Academic Senate meeting to discuss this request.

Requestor	Position Request	Division/Department	Response
Ron Mules	FT Faculty	Ethnic Studies	As part of our <a href="#">Out of Cycle Resource Request process</a> , the Executive Team has reviewed your request to backfill an open full time faculty position for the Ethnic Studies Program, due to a retirement. It is felt this position is necessary for the continuity of the Ethnic Studies program. As such, I support hiring a replacement for this position.

Please share this information as appropriate. Thank you for your contribution to this process.

## Out-of Cycle Resource Request Form

Complete this form to request resources that were not included in your program review. This is not intended to replace or circumvent program review. It can only be used in the case of a time-sensitive need that arose outside of the usual program review cycle.

After completing the form below, the request will go to the Vice President over your area. If the Vice President approves the request, it will go to the President and Executive Team for consideration.

### Q18. Division/Department

Social & Behavioral Sciences Division - Ethnic Studies

### Q1. Type of Resource Requested:

- Full-Time Faculty

### Q14. Is this a new resource or a replacement of an existing resource?

- Replacement

### Q3. Description of Request:

If this is a staffing request please include the following information:

- Position title
- Position number (if this is a replacement)
- Date that the hire is needed

Full-Time Tenure Track Ethnic Studies Professor

Position Number

Requested for Fall 2024

### Q4. Why was this request not included in the annual program review process?

This was not included in the annual program review process due to the sudden resignation of the tenure track faculty in this area occurring October 31, 2023.

### Q17. Why is this request needed at this time (as opposed to going through the annual program review process)? Please describe how your program will be impacted if this request is not approved.

In order to support students in meeting their Ethnic Studies requirement for Cal IGETC this out of cycle request is needed. The new necessity for full-time faculty in Ethnic Studies cannot be understated as it has become a requirement for students pursuing an ADT.

In fact, the loss of this faculty member puts the department's goal reaching the required faculty necessary to instruct this discipline in jeopardy and will set students back in their educational goals.

The discipline's goals are faculty members in the 4 major areas of Ethnic Studies:  
1 full-time faculty member to develop and teach Africana (African-American) Studies courses  
1 full-time faculty member to develop and teach Native American Studies courses  
1 full-time faculty member to develop and teach Asian American Studies courses  
1 full-time faculty member to teach Chicana/Chicano Studies courses

The discipline was on its way to meeting 2 of the necessary hires, but with the resignation of the faculty member focused on Chicano/Chicana Studies the set back to the discipline and student access to courses cannot be understated.

In 2019-20 there were 92 VC students enrolled in Ethnic Studies and in 2022-2023 there were 619 enrolled. Since Ethnic Studies has been added to the Cal IGETC requirement for graduation in AB 928, it is clear that the number of students enrolling in these courses will only continue to increase. Since our incoming freshmen will be required to complete one course that meets the Cal IGETC Ethnic Studies graduation requirement this will cause an increase in the demand for Ethnic Studies courses and since Ethnic Studies is reading and writing intensive discipline, the class sizes will require similar enrollment to ENGL V01. This will make it impossible for VC to meet the needs of our students without growing our course offerings and our full-time faculty. Finally, due to the resignation of the tenure track faculty in this area there is currently only have 1 full-time instructor who teaches Ethnic Studies courses that meet this requirement.

**Q12. Estimated Cost**

\$150,000

**Q15. Funding Source (e.g. General Fund, Categorical, etc.)**

General Fund

**Q5. Which of the following does this request align with (check all that apply):**

- Educational Master Plan Goal 1 - Increase Student Success and Equity
- Educational Master Plan Goal 2 - Increase Student Access
- External Requirement (Describe):

New state-mandated requirement for Ethnic Studies Graduation Requirement at CSU's and Cal IGETC (AB 1460 and AB 928).

- Grant Requirement (Describe):

N/A

**Q10. Your Name**

Ronald N Mules

**Q11. Your VCCCD Email Address**

[rmules@vccd.edu](mailto:rmules@vccd.edu)

**Q7.**

**Vice President Over Your Area**

- Jennifer Kalfsbeek-Goetz

**Q16. President's Response (To be completed by College President)**

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Click the submit button below to send this request to your Vice President.