



Faculty Request Justification

Complete One Per Department/Program

Date: May 22, 2023

Division: Creative Arts

Department/Program: Film/TV – Film Studies

Number of Faculty Requested: 1

Position	Retirement, Resignation or Growth	Retirement/Resignation Date	Instruction, Non-Instruction, Both	If 'Both', indicate the ratio of instruction to non-instruction
Film Studies	Retirement	06/2022	Instruction	Click or tap here to enter text.

Note: Insert additional rows if needed.

Guiding Principles

De Anza College's [mission](#) and [Educational Master Plan](#) serve as guiding principles for programs to facilitate continuous development, implementation, assessment and evaluation of their program effectiveness as part of ongoing planning efforts.

De Anza identified the following areas within its Educational Master Plan:

- *Outreach, Retention, Student-Centered Instruction and Services, Civic Capacity for Community and Social Change*

Through its [Equity Plan Re-Imagined](#), it identified the following framework to work towards narrowing long-standing equity gaps:

- Racial Equity: Faculty members, classified professionals and administrators should: recognize the realities of race and ethnicity for students of color. Develop intersectional understanding of the ways in which institutional racism shapes educational access, opportunity and success for Black, Filipinx, Latinx, Native American, Pacific Islander and other disproportionately affected students.
- Student Success Factors: The College should ensure students: Feel connected to the college; Have a goal and know what to do to achieve it; Actively participate in class and extracurricular activities; Stay on track – keeping their eyes on the prize; Feel somebody wants them to succeed and helps them succeed; Have opportunities to contribute on campus and feel their contributions are appreciated.

Based upon these guiding principles, please provide information for each of the following areas:

A. Instructional Faculty

The following data can be gathered from the departmental [program review data sheet](#).

1. Enrollment data for each for each department in which the position is requested. Insert additional rows if needed.

Position	Enrollment (#)			Sections (#)			Fill Rate (%)		
	19-20	20-21	21-22	19-20	20-21	21-22	19-20	20-21	21-22
Film Studies	2296	2357	2341	20	28	25	96	93	90

Note: Fill rate is the actual enrollment divided by the maximum enrollment per section.

2. Success and equity data for each department in which the position is requested. Insert additional rows if needed.

Position	Success Rate (%)			Withdraw Rate (%)			Equity Gaps (%)		
	19-20	20-21	21-22	19-20	20-21	21-22	19-20	20-21	21-22
Film Studies	82	80	77	9	8	10	-6	-9	-8

Note: Equity gap subtracts the course success rate of the overall population (Asian, White, Native American, Pacific Islander, and Decline to State) from the course success rate of the population areas of focus (African American, Latinx and Filipinx). A negative equity gap indicates that course outcomes for students from the areas of focus are lower than course outcomes for all other student groups.

3. Faculty ratios for each department in which the position is requested. Insert additional rows if needed.

Position	Full Time (FT %)			Part Time (PT %)			Overload (%)		
	19-20	20-21	21-22	19-20	20-21	21-22	19-20	20-21	21-22
Film Studies	40	30	30	47.7	55.0	50.0	12.3	15	20

Note: Overload represents full time faculty teaching overloads as well as all summer assignments.

4. [Awards](#) for each department in which the position is requested. Insert additional rows if needed.

Position	Certificates (#)			Associate Degrees (#)			Assoc. for Transfer (#)		
	19-20	20-21	21-22	19-20	20-21	21-22	19-20	20-21	21-22
Film Studies	13	5	5	47	36	36	6	8	13

- [Film Studies does not have its own degree or certificate, but provides required classes for all three F/TV majors as well as General Ed classes. Thus, the entire department is dependent upon Film Studies.](#)
5. How does the department use the data listed above to develop, adapt, and improve teaching and learning to respond to the needs of changing environments, populations served, and evolving institutional and state priorities?

[Having a full time instructor within the discipline of Film Studies once more could provide assistance in achieving greater success rates. While Equity gaps have been consistently below 10% these can be improved as well. Other programs within the department, Production and Animation, have previously achieved equity gap rates of 0% and 5% respectively.](#)

[The department has had high fill rates \(above 90%\), but they have recently declined slightly. This is partly due to the state-mandated return to campus as well as the need to hold lab courses on campus in order for post-pandemic articulation to CSU and UC programs.](#)

6. Other information, if any?

It is important to note that the above increase in enrollment and degrees has occurred while returning to campus from the pandemic sooner than many other areas on campus. Delivery modes, such as the number of hybrid lab courses, have been re-examined and adjusted when called for after each quarter to meet student needs and improve success rates.

B. Non-Instructional Faculty

1. Describe the data used to develop, adapt, and improve teaching, learning, and/or support to enable this position to respond to the needs of changing environments, populations served, and evolving institutional and state priorities (this may include a description of the population served, student needs and experiences from surveys or focus groups, or ratios related to the number of students served relative to current occupational standards).
2. How does the program use these data to develop, adapt, and improve teaching, learning, and/or support to respond to the needs of changing environments, populations served, and evolving institutional and state priorities?
3. How does the position support on-going college operations and/or student success?

C. Justifications for EACH requested position. Please limit each response below to no more than 300 words.

1. Why is the position needed and how would the position contribute to the health, growth, or vitality of the program?

There are currently no FT faculty in the Film Studies discipline.

The position supports on-going student success for both Film/TV students and the general student population taking courses for General Education. The Film Studies courses are required for the other Film/TV degrees in Production, Animation, and Screenwriting, as well as the general AA degree in Film/TV. A full time faculty member is needed for the ongoing maintenance as well as the growth and vitality of these programs.

2. How does this request align with the goals in the Educational Master Plan?

In fulfilling this request the department will have a person assigned to the discipline who will be able to work towards the goals in the Educational Master Plan. These include initiating outreach to historically underrepresented populations, achieving greater student success, and helping students attaining certificate, degree and transfer goals (in the absence of a counselor dedicated to the department).

In achieving goal #2 (Achieving Success Factors) it is noted that a student survey found the Creative Arts division had the highest sense of belonging of any division at De Anza College.

Goal 3 Course Success– The department has reduced the equity gap to -8%, only 3 points away from the college goal.

3. How does this request align with the College's Equity Plan Re-Imagined?

Since there is no full time faculty member the hiring of one would allow the department to participate in shared governance on a regular basis in line with the equity plan. The instructor would be able to coordinate and holistically promote the equity plan key areas of focus across the entire program, including a culture of equity, best practices for integrated instruction and services, and work with staff and the Dean to promote appropriate accountability and assessment for the program.

In order to achieve a diverse hire the department and college would reach out to professional associations in the region as well as the universities to hire from among the diverse professionals who belong to these organizations.

4. Are there any special regulations such as law, Title 5, Education Code, student success initiative or accreditation standards, etc. for the position? Provide documentation.

There are no legal requirements for the Film Studies program.

5. Explain how the work will be accomplished if the position is not filled.

Without this hire the program will have increasing difficulty staffing the required classes for Film/TV degrees and certificates. Many of these class are also used as General Education, so students will have difficulty getting into classes they want to take.

Film Studies serves General Education as well as Film/TV majors in Production, Animation, and Screenwriting.

6. Other information, if any.

The Film/TV Department has been a source of public success for the college, enhancing its reputation nationwide due to multiple Oscar and Emmy award-winning students. The most recent selection of a graduate to the Sundance program and the two students who gained admittance to the 15 UCLA transfer slots available nationwide are only the most recent examples of this success. Thus the replacement of this position would reflect continued support of this unusually successful program and allow it to maintain the reputation it has earned.