

# De Anza Faculty Request Form

## Division

Creative Arts

## Department/Program

Film/TV Department

## Details on Faculty Positions Requested

\* if requesting more than one position within the same area, please provide the area's priority ranking for each position to help inform RAPP of the priority preferences as determined by the area

Position	Replacement or Growth	Retirement/Resignation Date	Instruction, Non-Instruction, Both	If 'Both', indicate the ratio of instruction to non-instruction	*Area Ranking
Full-time Film Studies Instructor	Replacement	Retirement - Susan Tavernetti in Spring 2022	Instruction		

## 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

## Faculty Position Request Data Sheet



Fill Rates  
Film Production-DA

	2018-19	2019-20	2020-21	2021-22	2022-23
Enrollments	672	617	549	483	598
Sections	24	24	21	20	25
Fill Rate	99%	96%	92%	85%	85%

Success and Equity  
Film Production-DA

	2018-19	2019-20	2020-21	2021-22	2022-23
Success Rate	84%	90%	84%	86%	89%
Withdraw Rate	9%	7%	9%	7%	5%
Equity Gaps	-7%	-1%	-8%	-7%	-5%

Faculty Load Ratios  
Film Production-DA

	2018-19	2019-20	2020-21	2021-22	2022-23
Full Time	63%	38%	28%	31%	62%
Part Time	33%	48%	62%	60%	34%
Overload	4%	14%	10%	10%	4%

Data is for the academic year, including summer term and early summer/second spring terms for Foothill College. Enrollments include students who are counted for apportionment for the report years (i.e., Apprenticeship, noncredit and other students who do not necessarily have a reported grade). Cross-listed courses are included in the home department. Some courses may continue to be listed but no longer have data due to renumbering or because the course was not offered in the past five years.

## 1. 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?

The Film/TV Department lost a full-time faculty position after Susan Tavernetti retired in Spring 2022. The Film Studies full-time instructor position request was submitted by Dean Daniel Smith to the RAPP committee last year.

The fill rates data indicates that our section count increased from 20 in 2021-22 to 25 in 2022-23. These 5 additional sections clearly demonstrate growth in enrollment from 483 in 2021-22 to 598 in 2022-23, as well as an increased student demand for our Film Studies courses, which are GE and required for our degrees and certificates and therefore tend to fill and carry a wait list, as well. Because of their higher seat count of 50, the Film/TV film studies courses in particular show the highest productivity, consistently in the mid-600 and reaching 733 PROD.

When we look at the course success and equity data, our success rate has increased from 86% in 2021-22 to 89% in 2022-23 while the withdraw rate and equity gap have both decreased by 2% between these two academic years.

The faculty workload for full-time load has decreased by -9% in the last 5 years, and the Full Time % has fallen by -19%. Part Time Load, however, has increased by 58%, and the Part Time % has risen by 40% while our FTEF has increased by 13%. This suggests that while the department offers more courses, fewer full-time faculty teach and there is a bigger reliance on part-time faculty.

Unduplicated Headcount has also increased in the last 5 years by 13%, and Enrollment has grown by 4.9%. While Productivity is shown to decrease by -6.1%, the data indicates only the average Productivity for all of our courses in the Film/TV Department across four disciplines. When we look at the Film Studies courses specifically, their Productivity is in the healthy range of 600-733 PROD, since these courses have 50 seats unlike our smaller 25-30-seat courses in Production, Screenwriting and Animation. Furthermore, the Film Studies courses have 15-seat waiting lists that often fill. The Film Studies courses are required on all of the Film/TV certificates and degrees, and those with GE status are core courses that also fulfill requirements for the major in 4-year film programs.

The total degrees and certificates awarded in Film/TV have grown from 54 in 2021-22 to 67 in 2022-23. A major contributor to this success is the relatively new A.S.-T. degree for transfer in FTVE, with 13 completers in 2021-22 and almost double the number of completers (25) in 2022-23. Worth noting is that our Film Studies courses are required on all our degrees and certificates, including the State-mandated requirements for the A.S.-T. in Film, Television, and Electronic Media. Twenty (20) sections of Film Studies courses were offered during last year alone, ensuring a full-time teaching load not just for one, but for two full-time faculty members in Film Studies.

## 2. Other information, if any?

The Film/TV Department is comprised of four distinct disciplines: Film Studies, Production, Screenwriting, and Animation. Film/TV is a signature program at De Anza College where students work in small class sizes to attain the highly technical and creative skill set necessary for their successful entrance to the competitive workplace (the CTE goal of the department) or to graduate to continue their educational careers at a four-year university or graduate school (the transfer goal). Our students regularly transfer to the top film schools in the nation, such as the prestigious USC's School of Cinematic Arts, UCLA's School of Theater, Film, and Television where the acceptance rate is highly competitive at 2% and where, in 2023 alone, three Film/TV students were accepted and occupied 3 of the 15 spots allotted to the entire nation, Chapman's Dodge College of Film and Media Arts, NYU's Tisch School of the Arts, Emerson College, and others. Film Studies faculty members largely contribute to this significant student success as the film studies courses are required for the major in university film programs and on all our certificates and degree patterns across programs in Film/TV: Production, Film/TV: Screenwriting, and Film/TV: Animation.

In order to maintain our programs' excellent reputation, as well as the high professional quality of the student work, the Department recognizes the urgent need for a full-time faculty in Film Studies to lead this discipline which is crucial for the development of our students' critical thinking, which aligns with the institutional core competencies and De Anza's mission of informational literacy and civic capacity for social justice. According to the Program

Review Data Sheet, the Film/TV Department's enrollment has been increasing in the past 5 years while the full-time faculty % has been decreasing by -19%. The part-time % has increased by 40% while FTEF has increased 13%, signifying that the department has been increasingly relying more heavily on part-time faculty for many of the course offerings.

Despite this, Film/TV's course success has increased from 77% in 2021-22 to 82% in 2022-23. Success for Black, Latinx, and Filipinx students has also increased from 73% in 2021-22 to 76% in 2022-23, and similarly, for Asian, Native American, Pacific Islander, White and Decline to State students, it has improved from 81% in 2021-22 to 86% in 2022-23.

Furthermore, the Film/TV awards of degrees and certificates has seen a significant increase in offering the A.S.-T. degree for transfer in FTVE with an approximate two fold increase - from 13 A.S.-T. degrees conferred in 2022, to 25 A.S.-T. degrees awarded in 2023, while Film/TV: Production and Film/TV: Animation have also experienced an increase in A.A. degrees awarded. The film studies courses are required on all our programs (Production, Screenwriting, and Animation), and they serve all our student populations, whether they wish to transfer to a four-year university or gain employment via CTE preparedness. Regardless of the student goals, our programs prepare students to succeed in both their educational and career goals, and the film studies courses play a crucial role in helping students attain knowledge of core concepts in the cinematic arts, multimedia literacy, and critical thinking skills to serve them well whether in furthering their education or their career.

## 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).

N/A

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?

N/A

3. How does the position support on-going college operations and/or student success?

N/A

## C. Instructional and Non Instructional Faculty Justifications

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

The current Film Studies course offerings in the Film/TV Department are taught by several part-time faculty who cannot provide the sense of continuity for students nor support them with writing the ever-important letters of recommendation that a full-time faculty would, or lead the program in other important ways, such as writing curriculum; curating and maintaining the Film/TV media library; organizing film screenings, guest appearances, and networking events outside the classroom; and establishing opportunities for our F/TV students with local film festivals and exhibition venues.

The Film/TV Film Studies course offerings have expanded, and the increased number of sections in the Film Studies discipline in particular always fill quarter after quarter, thereby demonstrating high productivity for this area of specialization as these courses are required on all of the Film/TV Department's certificates and degrees and fulfill lower-division undergraduate requirements of the major in 4-year film programs. They also satisfy GE requirements and easily fill. Just last year alone, the department offered 20 sections of Film Studies courses, which filled with wait lists, demonstrating high productivity (consistently in the mid-600 and up to 733 PROD), and the clear ability to support the teaching load of not one, but two full-time instructors. There is a real student demand for leadership in this specialized area of expertise.

With the hiring of a new full-time faculty member due to both retirement and demonstrated growth in enrollment in this area, students will greatly benefit from the continuity of a full-time instructor and their much needed leadership to further support them in their transfer and career goals. If this position remains unfilled, student success would undoubtedly be impacted as far as students' educational transfer goals and/or career preparedness are concerned. In 2022-23, our equity gap, though decreasing within the last 5 years, is still down at -5%. A FT faculty member will help close that gap.

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

The Film/TV Program's mission incorporates the goals of the Educational Master Plan, which supports the crucial core competencies of the college, such as communication and expression, information literacy, and critical thinking. Our Program Learning Outcomes directly relate to the mission and Institutional Core Competencies of De Anza College, and the six factors of student success, which are exemplified when students feel directed, focused, nurtured, engaged, connected and valued. With a focus on the cinematic arts, our PLOs contribute to an academically rich, multicultural learning environment that nurtures the creative expression of our students. The program learning outcomes direct, connect, engage, and encourage our diverse student population to develop their intellect, character and abilities by applying critical methodologies to analyze animated and live-action film, TV and digital media from different time periods and parts of the world in aesthetic, technological, economic and sociohistorical contexts.

Furthermore, the Department's mission directly relates to De Anza's core values of innovation, equity, integrity, personal responsibility, and social justice. The Film/TV Department's Program Learning Outcomes provide students with a resource to develop skills in film, television and digital media, thereby fostering their communication and expression abilities; promoting the need for personal responsibility and well-being while working in the

cinematic arts; and creating awareness of the civic capacity for community and for global, cultural, social and environmental justice through the influence of media.

The full-time Film Studies instructor will guide students to align with these important institutional and departmental goals as they become a leader in their discipline of film history and criticism and instruct students to become strong critical thinkers, as well as socially responsible leaders in their communities, the nation and the world through the power of storytelling and the moving image.

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

The College's Equity Plan Re-Imagined serves as a guide for equity planning and supports the Educational Master Plan which embraces the civic capacity for community and social change discussed in the previous question. The Film/TV Department's request for a full-time faculty position in Film Studies reaffirms the College's commitment to equity and student success as this full-time faculty will further promote the students' civic capacity for community and social change while supporting students in the six key factors for student success, thus making them feel directed, focused, nurtured, engaged, connected and valued. In addition, the Film/TV Department has worked closely with the Guided Pathways initiative in developing transfer maps for each of our seven degrees and certificates, as well as in supporting the Creative Expression Village. A new full-time faculty member will build on these partnerships and foster the important work of equity and student success.

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.

N/A

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

If this position remains unfilled, student success would undoubtedly be impacted as far as students' educational transfer goals and/or career preparedness are concerned. Students will lack the much-needed continuity that a full-time faculty provides, along with the time and energy that goes into writing the essential letters of recommendation needed for student transfer to the nation's top film schools. In addition, the lack of a full-time faculty in Film Studies will lead to the lack of leadership in this specialized discipline, as well as to the inability to develop and write new curriculum, organize guest speaker events, conduct outreach to the local community, curate film screenings, participate in Advisory Board meetings, help organize our annual Film & Video Student Show, and more. The aforementioned activities greatly benefit students and directly impact their level of success both inside and outside of the classroom. Since part-time faculty does not participate in such activities, the lack of a full-time faculty member will continue to create a void and will unfortunately reflect poorly on student success.

6. Other information, if any.

Susan Tavernetti retired in Spring 2022 and since then, we have not had a replacement for her position in Film Studies in the Department. For the last 30 years, the Film/TV Department had five full-time instructors in the past and is currently down to four, with one retirement position still not filled. As mentioned earlier, the department is comprised of four distinct disciplines, and the discipline of Film Studies currently lacks a full-time faculty expert. We hope that the position will be granted so that we can better support our students and ensure their continued success in both their transfer and career goals – an objective which aligns with that of De Anza’s Educational Master Plan which emphasizes the importance of creating a nurturing learning environment, student-centered instruction, and the continued achievement of student success. The Film Studies courses provide the media-literacy and critical-thinking tools so essential in today's media-saturated society.

Thank you for your thoughtful consideration of our faculty position request in Film Studies.

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This form is completed and ready for acceptance.