2018-2019

Program Review & Planning
Request for Full-Time Faculty Position

Please upload and submit this completed form through the SurveyMonkey program review module.

Note: Staffing Prioritization Task Force will consult your program review as part of the rating process. Please reference appropriate sections of your program review as needed in your responses.

Department	HED
Position Title	Health Education Instructor

1. **How will this position specifically support one or more of the College's four strategic priorities? (Rubric Criterion 4)**
   1. Acceleration
   2. Guided Student Pathways
   3. Student Validation and Engagement
   4. Organizational Health

   (200 words or less)

   With an ADT in Public Health Sciences and an AS in Lifelong Health and Well-being, it is important that our growing student body receive the correct advice when registering for classes. The replacement of our lost full-time will definitely help with Guided Student Pathways. Additionally, the replacement position will provide Organizational Health by allowing HED to better serve the needs of the students. Currently, there a a demand of Public Health Disaster Management degrees and certificates but we do not have that program in place. The replacement instructor can focus on shared goverance and instruction while I build the PHDM degree with our EHSM faculty.

2. **Describe why this position is essential to your program and/or service area. How will this new position improve student learning and achievement? (Rubric Criterion 3)**
   (200 words or less)

   The position is essential because I cannot do all of this alone anymore. What we have accomplished is truly amazing at this college but I am not going to be able to pour this much energy into a program without more help. Our college President said at convocation "We have been able to replace all faculty positions at the Cuyamaca because we have been efficient in our scheduling." No program has been more efficient than HED and it is now time to replace our vacant position. The added full-timer position will allow us to move more quickly with our OER/ZTC timeline which will help with student success and retention.

3. **How has the lack of this position impacted your program and/or service area? What will be the impact to the program and/or service area if this position is not filled? (Rubric Criterion 3)**
   (150 words or less)

   The lack of the second full-time position in HED impacts the program daily. We were awarded a second position in the Fall of 2016 based upon the continued growth and expected continued growth in HED. That growth has continued but we have gone backwards from 2 full-time instructors to just one. I have to make decisions between shared governance, department chair duties, developing new programs, and teaching daily. I always choose teaching and department chair. We have a great opportunity to develop a new program but I can't get around

to it. When there is time I try to participate in shared governance because if you don't, then you don't get the resources you need. So, the impact will be no campus participation/representation of HED, missed opportunities for our students to pursue career growth with new degrees, lack of quality instruction.

4. **Has there been or do you believe there will be an increase in demand for your programs and/or services? Please discuss supporting data from recent semesters. For example, enrollment trends, waitlist pressures, or wait time for appointments and support services as they apply to this position. (Rubric Criterion 2)**
(150 words or less)
- Since Fall of 2015 we have grown our FTEF by 53.7%
- Since Fall of 2015 we have grown our FTES by 62.57%
- During that time we increased our already outstanding efficiency by 12% from 571 to 637. We are consistently 1st or 2nd in efficiency at the college.
- Consistently in the Top 10 in FTES production for the college
- We have the worst full-time to part-time ratio among the top 10 programs at the college (1:4.1). But, if we ran the college average for efficiency we would be a 1:5.5!
- Among programs that serve more than 200 students a semester of which there are 30, we rank #3 in student success, serving 631 students a semester with 82% success rate. This is up from 75% success rate just three years ago.

5. **Is this a new position, replacement for a retirement or upcoming retirement, replacement for a tenure failure, replacement for internal promotion (faculty to administrator), or replacement for other circumstances? Please explain. (Rubric Criterion 3)**
(100 words or less)
This is a replacement of Dr. Donna Riley who passed away while working and we have not been able to replace her.

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6. **Please confirm that you have discussed this faculty position request with the Division Dean and that you understand that Division Deans will be providing feedback to inform, in part, the prioritization process.**

        { X } Yes, I understand.

The Staffing Prioritization Task Force will also consider the program review data provided by the IESE Office in reviewing this request. (Rubric Criterion 1)