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Collector: Web Link 1 (Web Link)
Started: Monday, February 10, 2020 9:16:22 PM
Last Modified: Monday, February 10, 2020 9:27:31 PM
Time Spent: 00:11:09
IP Address: 160.227.129.179

Page 1: Full-Time Faculty Position Form

Q1 Please enter the following:

Department	Engineering and Physical Science
Position Title	Earth & Environmental Science Instructor

Q2 How will the position support or advance one or more of the goals your department/discipline identified in this year's program review? (200 words or less) (Rubric Criterion 3)

This discipline currently functions primarily as a general education science factory that supports non-science programs. In our plans for the future, we would like to do better at this as well as creating our own career pathways. Grossmont already has a fully developed degree programs in Geology, Geography, and Oceanography. Rather than just duplicate this, we would like to explore working cooperatively with them for Cuyamaca students seeking these degrees, but also work with our own biology department to utilized the new Environmental Science degree. We have identified that Environmental Science is a field with a high average (\$77,580/year) wage expected to grow at a higher than average rate in the next decade, particularly in California (<https://www.bls.gov/oes/current/oes192041.htm#ind>). In this way we can work with Grossmont while still providing our own, unique pathway.

In terms of our general education science offerings, we plan to work more closely with the departments we serve to make sure their students get the skills and support they need. In doing this we hope to transform these coursed from an overload of easily-googled facts, to an active introductory course in scientific thought and problem solving. We would also like to meet student demand by piloting some online and hybrid courses.

Q3 How will this position specifically support or advance one or more of the College's four strategic priorities? Acceleration Guided Student Pathways Student Validation and Engagement Organizational Health (200 words or less) (Rubric Criterion 4)

Guided Student Pathways

Create a pathway for environmental science – this could be done in conjunction with the MESA
Augment the general education science offerings for other pathways
Dual Enrollment and K-12 outreach

Student Validation and Engagement

Create active and project-based classes in this program
More field classes with connections to the local environments in San Diego county, including our own preserve
Make sure we have a lead instructor with training in cultural competency and related pedagogical techniques

Organizational Health

Currently the leadership in this area does not have a strong background in earth science, better for the labs/curriculum/program to be managed by someone that knows the subject and can work to train and support the part time faculty.

Q4 Describe why this position is essential to your program and/or service area and how it will improve student learning and achievement. (200 words or less) (Rubric Criterion 3)

Environmental Science, Climate Change, and Cultural Diversity and all core topics to the collection of courses in this discipline. As the campus looks to the future, these are topics we have identified as important to our campus-wide curriculum and general education package. Losing this program through neglect would mean outsourcing these things to Grossmont.

In addition, we need someone who believes in our general education students, who is willing to investigate their needs and meet them. Currently we are offering a skeleton schedule and we have no way to grow without leadership in the specific to the program. We would love to tap into the growing fields of environmental science and GIS but we do not have the staff/skillset for this right now. We need someone to maintain connections and relationships with outside institutions like Grossmont, Scripps, and the USGS. These relationships are critical to our success.

Q5 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? (150 words or less) (Rubric Criterion 3)

Without full time leadership in this program we will essentially be giving what enrollment is left to Grossmont after staggering along offering a few random classes of highly varying quality. This is not a good use of resources as we already have a large and costly stock of equipment and space allocated to this program that would not be easily repurposed.

BECAUSE OF CURRENT ENROLLMENT ISSUES WE WOULD LIKE TO STRATEGICALLY HIRE SOMEONE THAT MEETS MIN QUALS IN AT LEAST ONE FIELD OF MATH OR SCIENCE. Many of our part time instructors meet these criteria and it would be relatively easy to do.

Q6 Has there been or is there any evidence to demonstrate that 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. (150 words or less) (Rubric Criterion 2)

Historically enrollment has been strong in this area, under the leadership of the previous full-time instructor, enrollment fell and remained low. Since her departure, we have seen some rebound. We even had a waitlist for oceanography this semester. There is reason to believe, looking at Grossmont's enrollment and the number of classes we used to fill, that we could easily reinvigorate this program with some good decisions about curriculum and pedagogy.

THAT BEING SAID WE PLAN TO FILL THIS POSITION WITH SOMEONE WHO MEETS MIN QUALS IN AT LEAST ONE OTHER STEM FIELD SO THAT DURING THIS GROWTH PERIOD, THE NEW INSTRUCTOR WILL BE ABLE TO MAKE LOAD EASILY.

Q7 Is this a new position, replacement for a retirement/upcoming retirement or replacement for internal promotion (faculty to administrator), or replacement for other circumstances? Please explain. (100 words or less) (Rubric Criterion 3)

This is a replacement for a resignation.

A brief history of Earth Science at Cuyamaca college. A decade ago, this was a thriving program with full classes and waitlists and a dynamic full-time instructor at the helm. Sometime around 2013 after 4 years on 100% release time as academic senate president he went on personal leave and never returned. Enrollment had momentum and remained strong. The position remained vacant until 2016 when a new full-time instructor was hired. The time this instructor was here corresponded with significant dips in enrollment (from 280 students in Spring 2016 to 149 in Fall 2019) and success as well as a huge growth in equity gaps for Hispanic students (see Program Review figures) before the instructor left to teach elsewhere. In the meantime, Grossmont grew their enrollment enough to add an additional instructor. Unfortunately, this was a bad fit and a lost opportunity.

We need someone dynamic in this role who loves and believes in our student population to get those students back unless we are resigned to this program now belonging solely to Grossmont.

Q8 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 help inform the prioritization process.

Yes, I have discussed this position request with the Division Dean
