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**COMPLETE**

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Page 1: Full-Time Faculty Position Form

**Q1**

Please enter the following:

Department	<b>Center for Water Studies</b>
Position Title	<b>Full Time Instructor (Wastewater)</b>

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**Q2**

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

The new cutting-edge technologies employed in the water industry today center around wastewater (San Diego City's Pure Water program and expanded Reclamation, for example). These new technologies have resulted in the development of a new certification for Advanced Water Treatment (AWT) that is now required to work in advanced water treatment production. Our goal over the next year is to develop two new classes (Introduction to AWT and Advanced AWT) and a new major in AWT.

This new position will be critical in the development of these two classes and the new major. It is essential to the CWS program to staff a qualified wastewater professional to adequately support the programs expansion efforts in this direction.

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**Q3**

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

The CWS program currently has one full-time instructor, serving as the program coordinator, whose entire career was spent in the potable water industry. The program is in need of a second full-time instructor with career emphasis is in wastewater treatment and collections. The program currently has 28 classes, 23 of which are taught by 10 part-time instructors teaching two or three different classes. A second full-time instructor with a background in wastewater would teach the five core wastewater classes, allowing the part-time instructors to focus on their specialties in the more advanced courses. The second full-time instructor would significantly strengthen the programs foundation coursework in wastewater and provide stability and continuity for the five core wastewater classes without relying 100% on part-time instructors. A full-time wastewater instructor would significantly improve the program's ability to support Guided Student Pathways into the wastewater industry, a specialty profession requiring a knowledgeable and well-connected individual that can provide the right advice and direction to students that need the proper industry certification and coursework background to find their way into a highly competitive industry. A professional and well-connected instructor would have an inside track to internship opportunities in the wastewater field that are of immeasurable value to students trying to find careers in the wastewater industry.

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**Q4**

3. Describe why this position is essential to your program and/or service area and how it will improve student learning and achievement. (Rubric Criterion 1, 3) (200 words or less)

The CWS program has recently undergone a complete transformation from the former Water & Wastewater Technology program, expanding course offerings with seven new courses. In addition, the program has added the Field Operations Skills Yard and will be integrating "learning by doing" activities into the majority of the curriculum. In order to adequately manage this additional workload it is essential to add a full-time instructor with wastewater career emphasis. The new technologies employed in the industry center around wastewater (San Diego City's Pure Water program and expanded Reclamation, for example), and it is essential to the program to staff a qualified wastewater professional to adequately support the programs expansion efforts. A recent Government Accountability Office Bureau of Labor Standards report projects that 8.2% of existing industry jobs will need to be replaced annually between 2016 and 2026. That translates into 400 job vacancies annually In San Diego County, which employs about 5,000 in the water & wastewater industry. The industry relies heavily on graduates from our program to fill entry level positions. With the program's emphasis on recruiting under our NSF grant efforts, and the high rate of industry turnover due to retirements, it is essential to hire a full-time wastewater instructor for the program to keep pace with the increased level of new students and job openings that are projected for the industry in the future.

**Q5**

4. 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 1, 3)(150 words or less)

The wastewater industry is a unique and specific professional field and job market. The wastewater element of the program relies 100% on part-time instructors, which have been unreliable in the past and difficult to replace. The program desperately needs a full-time instructor with wastewater emphasis to solidly anchor the wastewater side of the program. The current full-time instructor spent his entire career in the potable water industry and lacks the wastewater expertise necessary to adequately support the technical aspects of the science and the career guidance for students who need improved support for effective Guided Student Pathways. The stability and continuity to program instruction that a second full-time instructor with wastewater emphasis can provide to the program cannot be overstated. The CWS Program at Cuyamaca College is recognized as the foremost program of its kind in California (and beyond), and in order to grow the program, improve the curricula, provide the necessary support to students, and take the program to the next level, it is essential to staff a second full-time instructor with the wastewater expertise the program needs to be successful in the future.

**Q6**

5. 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. (Rubric Criterion 2)(150 words or less)

A recent Government Accountability Office Bureau of Labor Standards report projects that 8.2% of existing industry jobs will need to be replaced annually between 2016 and 2026, a particularly high rate of job openings that has already begun. The San Diego region, with 400 job vacancies annually, will be impacted to a greater extent due to San Diego City's planned construction of a 100 mgd Advanced Purification plant and expanded Reclaimed Water production that will require additional operators. The marketing and recruitment efforts under our NSF grant activities are expected to produce increased enrollments in future years, targeting women, military veterans, and high school STEM students. Since the Palomar College program has been foundering in recent years, the Water & Wastewater Program at Cuyamaca College is the only game in town. The CWS program must be prepared to meet the expected demand for industry jobs that will inevitably occur, and it is imperative that the program be supported with a second full-time faculty position with career emphasis in wastewater treatment and collections.

**Q7**

6. 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. (Rubric Criterion 3)(100 words or less)

This is a new position. This position was approved in 2019 and the college was in the process of evaluating applications for the new full-time position in early 2020 when the pandemic shut the process down. This faculty request is essentially identical to the initial faculty request that had been approved prior to the pandemic.

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**Q8**

7. 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**

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