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COMPLETE

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Page 1: Full-Time Faculty Position Form

Q1

Please enter the following:

Department	Ornamental Horticulture
Position Title	Full time tenure-track faculty

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)

Adding a second full time faculty member to OH is critical to the program and the college's organizational health. The responsibility of administering this program includes overseeing the operation of a retail nursery, year round, managing the largest scholarship program at Cuyamaca, coordinating the procurement and maintenance of equipment, providing plant material for college and district events, advising the student club and coordinating multiple events at various scales, including Spring Garden Festival, which brings several thousand people from the larger community to the campus annually. Also included is reviewing blueprints and attending design and construction meetings, while functioning as the college's liason with the district's contracted construction management company during the completion of new facilities, for both OH and the Central Park project for the college. This responsibility will continue after the OH facilities are completed. These duties are in addition to those of program coordinator and full time instructor. OH is vulnerable to significant disruption through reliance on only one full time faculty. The current ratio of full time to part time faculty is 1:13.

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)

Organizational Health will improve with the addition of a full time, tenure-track faculty member to the OH program through the provision of a more consistent and dedicated leadership over time. The sudden change in OH program coordinators in 2018 was disruptive to the program's function and increased the workload for college administrative faculty and staff as a result. This type of disruptive leadership transition could be prevented by re-filling the existing second OH full time faculty position. The OH discipline is broad and varied, with a huge range of career options contained within it. OH adjunct faculty represents some of this diversity of expertise, but an improved strategy for service to students would be gained with two full time faculty with different areas of expertise in horticulture. Their differences in expertise should include the aspects covered in OH's core curriculum, leaving the more esoteric content for adjunct faculty with very specific expertise. This strategy would significantly reduce OH's vulnerability to the type of disruption that could damage the quality of education provided to our students.

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)

In academic year 2019-20, OH graduated 11 students with 17 degrees and 4 students with 4 certificates. For a relatively small program, in a school year impacted by the pandemic, this is a good outcome. OH typically graduates a couple dozen students per year. The OH program has 8 degrees and 9 certificates. This is necessary to address the needs of green industry employers and provides a significant advantage to OH students, compared to similar programs in our region. This level of specialization in OH's program also provides the opportunity for alumni and new students to improve or expand on their training, as their careers progress over time. Completion data that is not adequately captured is the number of students who gain employment in the green industry before they complete their programs of study. Labor statistics data regularly shows that the number of open positions in horticulture exceeds the number of qualified persons that could fill them. OH's adjunct faculty and advisory committee members, as well as OH's industry partners, routinely provide information about their difficulties in finding enough qualified people to fill the ranks of their companies. Two full time OH faculty will improve student retention and success and increase enrollment in the program through improved quality of education and stability in the program.

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 OH program relies heavily on adjunct faculty to provide not only curriculum delivery, but also participation in its many extracurricular activities and obligations. The lack of two full time OH faculty hurts the OH program through the fluid nature of this type of relationship with students. This structure has limits, and adjunct faculty do not shoulder much responsibility for these activities. Lack of opportunity to share responsibility for the program's many extracurricular activities, which are essential components of community outreach, marketing, and maintenance of program enrollment, creates a vulnerability for OH. Southwestern College hired a second full time faculty member for its Landscape and Nursery Technology program, in the middle of this pandemic. SWC, OH's nearest enrollment competitor, demonstrates a commitment to their program with this hire. Please note that their program is much smaller than OH, with just 50% to 75% of the student body in their LNT program compared to OH.

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)

Over the time period from June 2018 to January 2020, the unduplicated head count for OH increased by between 16% - 18%. Enrollment has remained strong through the campus closure. Increase in demand for educational services provided by the OH program comes from industry, where job opportunities exceed the number of qualified graduates to fill them. Labor data indicates that these upward pressures will continue in coming years, as a result of both industry expansion and retirement of the current generation of professionals employed in the green industry.

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 replacement for an existing position, left vacant after the retirement of Don Schultz in June 2018.

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