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**COMPLETE**

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Page 1: Full-Time Faculty Position Form

**Q1**

Please enter the following:

Department	<b>Automotive and Electronic Technology</b>
Position Title	<b>Faculty</b>

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**Q2**

1. Which program review goal(s) is this request supporting? Please state how the position will help advance the specific goals. (Rubric Criterion 3) (300 words or less)

Replacement for Recent Retirement or Vacancy: Our department used to have a full-time coordinator, Jim Custeau, who only taught 3 units and the rest of his time was performing many tasks managing a large automotive program with contracted manufacturers programs. Each manufacturers program had their own contracted faculty to manage the extensive amount of work required by contract for the manufacturers. Somehow, the college elected not to negotiate and renew those contracts after Jim Custeau retired. There was also another faculty member in charge of teaching classes in the general program. An example of unsustainability is skills day. It used to be a large multi-cultural, high school and college event attracting students throughout the region including: SDGE, SDSU, car clubs, industry, etc.. We cannot run skills day without more full time positions. This was predictable if you read our previous program reviews over the last 5 years. Now, with shrunk human resources, we are supposed to justify this rubric when we are compared to transferable programs. We are in a department positioned for a global resource change like WWII and we have no troops. We used to have 4 full time faculty running the department, now we have 2. We are operating at 50% of our previous capacity. Full time faculty provide more student equity.

Specialty Areas within Discipline or Service Area: Ford, General Motors, KIA, Mazda, Hyundai, ASCCA, Port of San Diego are existing programs. SDGE, FBI, and City of San Diego have contacted us this year and want to partner with us for apprenticeship programs. Required for Program, Courses, or Specific Service to Continue: General Motors and Ford are supposed to be contracted programs. Ranking within division (per division dean feedback): Our dean, Larry McLemore, ranked us top 3 in the division for faculty need.

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**Q3**

2. Which strategic priority/priorities is this request supporting. Please state how the position will help advance the specific priority/priorities and the College's mission. (Rubric Criterion 4) Acceleration Guided Student Pathways Student Validation and Engagement Organizational Health (300 words or less)

Innovation: We are in a global shift to battle climate change and our department is on the front line. The shift to renewable energies is considered in our program reviews. The port of San Diego recently requested training on the new electric Ford Lightnings they just purchased. Our new curriculum has electric vehicle and electronic technician as a degree/certificate pathway. You could not teach this proprietary information with manufacturers technology relationships. We went from 4 degree/certificate programs to 10. We are structurally poised for student success and adaptation to this paradigm.

Acceleration: The new degree/certificate programs are streamlined based on credit hours, open laboratory, laboratory re-design and laboratory assistants and tutors. New programs are universally designed for efficient scheduling and commencements.

Guided Student Pathways: All of the work has been a result of the college training and support we received from student pathways.

Student Validation & Engagement: Throughout the pandemic we have been on campus and online. We see our student success rates growing with tremendous potential. There is a new energy in our department from the support of the college. Electronics and electricity course is a natural science. How does this department validate and engage students without a dedicated faculty?

Organizational Health: With the help of the SLO coordinator, we redesigned our SLOs to align with our PLOs. We need full time faculty to continue to train and collaborate so we can gain the college support which has affected these changes. With the recent retirement, we have withdrawn from some of our faculty posts within the organization due to time constraints.

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**Q4**

3. How will this position improve student student learning and achievement, and close equity gaps in access and outcomes in your program. (Rubric Criterion 2) (300 words or less)

The Automotive Technology program requires a minimum of 3 full-time faculty members to coordinate all the programs it offers to students and the community. Currently, only 2 full-time faculty are in the department, one of which has stepped in to coordinate the GM-sponsored program and the other which has stepped in to coordinate the Ford ASSET program. There remains a third track for students that needs a full-time faculty member to coordinate, which is the local associate degree and ASCCA. In addition, the program needs an additional faculty member so that it has the capacity to fulfill our college's commitment to the industry and region through partnerships with local agencies and employers. Students greatly benefit from these partnerships and learning opportunities because they connect them with work-based learning, internships, apprenticeships, and ultimately careers in the automotive industry. Examples of regional and local partners who have proposed collaborative projects with our program are the Port of San Diego and SDGE. With these partnerships in place, students can be learning cutting edge technology in electric vehicles, solar power generation, and other future technologies. Currently, the program does not have the capacity to take on these innovative and unique projects that would make the program an even greater standout in the San Diego region and in Southern California. Students used to come to our Automotive Technology program from all over Southern California because it was so well respected and renowned, and without the capacity to offer at minimum the programs we have in the catalog and to be able to expand our program, we will not be able to meet the needs of the labor market and advance students' social and economic mobility. This new position will focus on helping recruit a more diverse group of students into the Automotive Technology program and connect them with meaningful, career-focused learning opportunities and placement into high-wage jobs in the automotive industry.

**Q5**

4. Has there been or is there any evidence to demonstrate that there will be an increase in demand for your programs and/or services? How are students being adversely impacted without this position? 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)(300 words or less)

All manufacturers and government entities are reporting technician shortages. The FBI has contacted us wanting 60 students to train in an apprenticeship program. The Paris Agreement initiates WWII wide efforts to require industrial shifts that directly affect transportation and other gasoline driven appliances. The shift to renewable energies is part of what we are in the middle of. The college vision should support more resources and instruction as if this is an emergency. We need dedicated faculty to meet with SDGE and similar entities to create relationships and collaboration. These entities have resources that will validate our student success.

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**Q6**

5. What are the racial and gender demographics of the faculty within the program? What steps will your program take to ensure that the recruitment for this position will encourage/promote faculty diversity? (Rubric Criterion 1)(300 words or less)

We recently hired two Mexican-American employees, 1 faculty and 1 laboratory assistance, which completely changed our demographics to 50%. There were only white employees in the automotive and electronics department as of two years ago. Now half are minorities and better match our student population. We would like to continue the college vision and mission of diversity. To make equitable changes, we must be intentional in our hiring practices. We are meeting with an entity that works with black parolees and helping them get technical training. Our ratio of full time to part time is 40%.

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## Q7

6. Describe why this position is essential to your program and/or service area. 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)(300 words or less)

The two full time faculty are overloaded in LED to the max almost every semester. When reviewing the department needs assessment we have identified gaps and cannot perform up to standard based on load. Below are the responsibilities that we have discussed with our dean. There is not LED to cover department management and to teach students with only 2 full time faculty..

## Home Course (30-40 hr initial)

- ASSET/ASEP/ASCCA Groups
- Add students/managers/instructors/lab assistants
- Scholarships/Cuyamaca Resources
- Announcements/Communication
- Training for new users
- Ongoing management (0.1)

## Managing Independent entities (0.3)

- Port of San Diego - Brad
- KIA/Hyundai/Mazda - Ignacio
- City of SD
- FBI
- SDGE - Brad
- Relationship building/visits

## Managing Ford ASSET (+0.25) (0.1 added to total chair load below) Ignacio

- Training
- Recruitment
- Dealer visits
- Relationship building
- Student management./STARS Certifications
- Graduation
- Vehicle management
- Course management
- Advisory Meetings

## Managing GM ASEP (+0.25) (0.1 added to total chair load below) Brad

- Training
- Recruitment
- Dealer visits
- Relationship building
- Student management
- Graduation
- Vehicle management
- Course management
- Advisory Meetings

## Managing ASCCA (0.35) ?

- Training
- Recruitment

## Faculty Position Request Form 2021-22

- Shop visits
- Relationship building
- Student management.
- Graduation
- Vehicle management
- Course management
- Advisory Meetings

### Student Interaction (Included in Contract)

- Modification of major - Ignacio
- Graduation plans
- Complaints - Brad
- Meetings

### SLOs (Included in Contract) - Ignacio

- Evaluations
- Updates

### Faculty (Included in Contract)

- Training
- Recruitment

### Website Management (0.1)

- Updates

### College Services (Included in Contract)

- WDC
- ILAT
- Academic Senate
- AFT Uber
- Other committees
- Keep faculty informed

### Curriculum (Included in Contract)

- Updates
- Paperwork
- Meetings
- Deletions/Additions/Modifications

### Program Review (Included in Contract)

- Comprehensives
- Yearly

### Scheduling (Included in Contract)

- Linesheets
- Contacting instructors

### Facility Management.Laboratory Setup (.35)

- Tools
- Equipment
- Lab layout
- Vehicle inventory

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- vehicle inventory
- Vehicle bug setup
- Classroom setup
- Inventory control
- Updates/new requirements

### Community Outreach (0.2)

- Events
- School Visits

### Electronics Department (0.25)

- Management
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### Q8

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

This is a replacement for a retiring faculty that is occurring right now.

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### Q9

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.

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