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COMPLETE

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Page 1: Full-Time Faculty Position Form

Q1

Please enter the following:

Department	Nicole Hernandez
Position Title	Full Time Tenure Track Faculty

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)

Child Development currently has 1 full-time faculty member. In Fall 2020, we had a fill rate of 88% compared to the college at 72%. This request supports all 3 of the goals that are listed in my annual program update because we will be seeing growth within our field due to legislative bills, and there is a need to innovate and revise how we offer some of our courses to meet the current changes and policies of our college. The position will support the goals in the following ways:

Goal 1:

With the new legislative bill AB130, we will see an increase in the need for child development courses due to the requirement that any person teaching TK or interested in teaching TK have 24 units of child development. There will be current K-6 teachers who will need to return to community college to earn the additional 24 units of child development. A new faculty member will be able to support the needs of additional course offerings in the evenings or lead cohorts of teachers within the school districts as they try to meet the state requirements for Universal TK.

Goal 2 and 3:

We lost a full-time faculty member to retirement, and to innovate and meet the needs of our student population a full-time faculty member is needed. The COVID-19 pandemic has shown that our department needs to find ways to ensure that students are able to complete their courses virtually. A full-time faculty member will be able to lead and create new ways to supports students learning and understanding of course material. The new faculty member will be able work with the Child Development Center to develop a plan to create a video library of child and teaching observations that can be used across courses. It is a critical need for us to have an additional faculty member because we do see our CD 106 course has a waitlist of 18-20 students on the waitlist each semester. A virtual offering of this course will support students who are working or are not able to complete their observation hours on campus.

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)

This meets priorities 2 and 3. A new faculty member will allow us to create new ways for students to have a deeper understanding of the program content that can be used in the field of early childhood education and will allow students additional options for attending classes. This new faculty member will also help our program build and maintain community connections and start a student child development organization that will support networking and career placement while taking courses and after graduation.

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)

This position will help improve student learning and achievement because an additional faculty member will be able to be more present for students, on-campus and virtually. With 2 full-time faculty members, the students will have easier access to faculty members and feel more connected to the program because there will be consistency. This will also help close our equity gaps for student success and outcomes for our African American and Hispanic/Latino students because we will be able to spend time collaborating on why our equity gaps exist and potential solutions to closing them.

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)

There will be an increase in demand for our program due to bill AB130. Students who would like to teach in an elementary school at the TK level will need to have 24 units of child development. Also, Universal TK is a free program so many of the jobs will move into school districts.

Without this position, we are unable to offer multiple sections of one of our most popular courses (CD 106). We would need an additional faculty member to offer a virtual offering of this course as the CDC cannot accept more than 23 students a semester to work in their classrooms. We currently have a fill rate of 88% as of Fall 2020. With the potential community collaborations that are being presented to our college, we would not be able to support our current students and potential new students. Also, we would like to put a deeper focus on looking at department equity gaps beyond professional development week. We have equity gaps with our African American, Hispanic/Latino and Asian students. We are not able to spend time researching and looking deeper at our courses and course materials with only one faculty member.

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)

Our department has 10 women. 1 identifies as African-American, 2 identify as Hispanic/Latina, 7 identify as white.

Our department will work with local higher learning institutions and the San Diego Local Child Development Planning Council to recruit a diverse pool of applicants.

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)

This position is essential to my program because we will be seeing growth in our field, and we will be working with community agencies to support the current child development workforce. The lack of this position has made it difficult to serve students quickly and begin implementing program revisions that will meet the ever-changing field of child development. We need to update some of our curricula and create courses that will support the social and emotional development of children, and preschool English language learners. The child development program will be impacted without this position because we will not be able to work and collaborate community partners to meet the workforce requirements for Universal TK and new curriculum will be delayed. One faculty member is not able to update curriculum, maintain collaborations, teach their load, focus on closing equity gaps within the department and serve on committees at the same time. A second faculty member would balance the workload and support the growth of a department that continuously has high enrollment numbers and always needs to be abreast of the changing requirements of our workforce.

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 position is a replacement for Kristin Zink's retirement in December 2020.

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.

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