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Collector: Web Link 1 (Web Link)
Started: Wednesday, January 05, 2022 10:53:28 AM
Last Modified: Wednesday, January 05, 2022 10:56:35 AM
Time Spent: 00:03:07
IP Address: 99.43.4.221

Page 1: Full-Time Faculty Position Form

Q1

Please enter the following:

Department	Engineering
Position Title	Full-Time Engineering 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)

Goal 1: Increase student success in sophomore-level engineering courses through increased support for ENGR 100 and all other lab classes

Our Engineering program has 2 full-time faculty members, Keenan Murray and Misha Kutzman. We were both hired about 2 years ago to maintain and stabilize the Engineering program for the future after Duncan McGhee's retirement. Finding Engineering adjuncts who are excellent teachers and who continue to teach at Cuyamaca is difficult and was the driving motivation Duncan McGhee requesting a second Full-time Faculty member.

However, Misha has decided to take a voluntary COVID-19 furlough to explore a different career option while still maintaining the potential to return to Cuyamaca College. To replace her course load and Electrical Engineering expertise, we hired 3 adjunct faculty members this past semester. This means that Engineering currently has 1 Full-time faculty, and 5 adjuncts for Spring 2022. I would like to request a full-time tenure-track faculty position so that we can ensure the consistency of our course offerings to better prepare our students for their sophomore-level engineering courses and continue to grow the program.

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)

Organizational Health

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 SP21 and FA20 production data shows that Engineering program has maintained enrollment numbers over the past 3 years with enrollment numbers of ~300 students in Spring semesters, and mid-to-high 200 students enrolled in Fall semesters, despite COVID-19. Our FTES/FTEF ratio for SP21/FA20 were 15.94 and 15.83, which is above the college-wide ratios of 13.44 and 14.75. Our WSCH/FTEF ratio for SP21/FA20 were 478.16 and 474.81, which is also above the college-wide ratios of 403.12 and 442.38. Our instructors have more contact hours with students and higher fill rates in their classes; a Full-Time Engineering Faculty member will help ensure the organizational health and the pathway of our students through our engineering program.

Currently, engineering is operating with a load cushion 0.76, which suggests there is not enough available load to hire a full-time tenure-track faculty member. However, over the past 2 years, I have personally maintained a load between 1.3 and 1.5 due to teaching overload, my load as co-chair of the Engineering & Physical Sciences Department (0.1516), and my load as the Surveying coordinator (0.0550). Additionally, because we do not have a lab technician, I have held the responsibility of maintaining the engineering equipment for our program. As our program continues to acquire more equipment with the goal of a project-based curriculum, the task of maintaining the equipment continues to grow. We have requested a lab technician in previous years but have yet to be prioritized for hiring a lab technician. Therefore, a full-time tenure track position would help alleviate my load and would provide more balance in the engineering program.

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)

Enrollment has increased from 224 in FA16 to 305 in SP21, an increase of 36% over the past 5 years. Pre-COVID, we began offering every Engineering course both Fall and Spring Semesters. Now we are offering multiple sections of our sophomore level courses to allow for program growth because in 2018 we had a 100% fill rate in our courses. Hence, as the program continues to grow, we want to replace our full-time faculty members to at least maintain, if not grow, the program.

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)

Not including the faculty member currently on furlough, we currently have 5 adjuncts and 1 Full-time instructor:

- 1 out of the 6 identifies as a woman
- 3 of the 6 identifies as Middle Eastern
- 2 of the 6 identify as Hispanic/Latinx
- 1 out of 6 identifies as White

Currently, the district is reviewing PE 9 for best hiring practices, including promoting faculty diversity. I intend to work with the workgroup and the EEO office/representative to find the best candidate for our community. Additionally, I will reach out to minority organizations such as the National Society of Black Engineers, Society of Women Engineers, the Society of Asian Scientists and Engineers, and the Society of Hispanic Professional Engineers to search for the best candidates for the position.

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 semester we hired 3 adjuncts to replace the load and expertise of Misha Kutzman. I am very excited about the adjuncts we hired, but two of them hold full-time work with the military and 1 works for UCSD as a postdoc. The likelihood that these adjuncts will consistently teach at Cuyamaca over the years is much lower than a tenure track full-time faculty member. Hence, if the position is not filled, the Engineering program will be volatile to changes in adjuncts, as there are currently 5 adjuncts to 1 Full-time faculty member. Additionally, our program review data has shown a positive correlation in female enrollment, retention, and success in our engineering program since Misha Kutzman began working full-time at Cuyamaca. So, we believe hiring more diverse full-time faculty members can assist in students success in marginalized groups.

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 will be a new position. As I mentioned previously, with my increased roles as co-chair of my department and Surveying coordinator, we have enough load to be filled by an additional full-time engineering faculty member. Additionally, our program review data suggests that diversifying our full-time faculty members assists with student success in marginalized groups.

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