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Page 1: Full-Time Faculty Position Form

Q1

Please enter the following:

Department	Ornamental Horticultur
Position Title	Full Time Tenure Track Instructor

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)

The addition of a full time, tenure-track faculty member to the Ornamental Horticulture program would benefit OH students and the college's organizational health through the provision of a more consistent and dedicated leadership for the program over time. The current ratio of full time to part time faculty is 1:13.

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 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. Compliance with college priorities, SLO assessment for example, will improve with greater reliance on full time faculty.

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 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.

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)

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.

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)

OH faculty demographics, including the one full time and all adjuncts are, 54% white male, 46% white female and 7.6% non-white. OH will work with the college and the district to ensure that recruitment meets equity goals.

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 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 the 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.

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 position.

Q9

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

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.
