

#7

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Page 1: Classified Position Request Form

Q1

Please enter the following:

Department	Engineering and Physical Sciences
Position Title	Engineering Science lab technician IV
Salary Range*	\$56,172-\$70,248
Annual Salary at Step B*	\$59,400
Hours/week and # of months (e.g., 10-month, 11-month, 12-month)	40 hours/week, 12 months

Q2

Current goal this position will directly advance/support

Goal 3: Create Makerspace to support labs, student projects, engineering club, and national competition teams

Q3

How will this position directly advance/support the goal listed above?

Engineering does not currently have any lab technicians. With the creation of the Makerspace, engineering now has well over \$100,000 dollars of equipment that is currently only somewhat maintained by the faculty, labs equipment is setup and tested by faculty for lab courses, safety protocols are taught and enforced in the Makerspace and classroom by only the instructor, and the Makerspace is inaccessible except when I (Keenan Murray) can provide safe access to the equipment. With a lab technician, engineering equipment can be properly tested and maintained, adjuncts will have support in preparing labs for the classroom, the safety of the Makerspace would be increased, and we can begin to open the Makerspace to ALL students and community members during the week! It would be an awesome space where people can come and be creative! Additionally, we could offer intersession workshops to our students and the community to further increase the impact and efficiency of the Makerspace!

Q4**Additional general fund position**

What type of position is being requested?

Q5

Please attach the description for the position classification (job descriptions are posted on this GCCCD Human Resources webpage).

C.38%20-%20SCIENCE%20LAB%20TECHNICIAN%20IV.pdf (149.2KB)

Q6

What are the actual duties and responsibilities that are specific to this requested position that you would like to highlight to help the Classified Hiring Priorities Committee understand the need for this position?(200 words or less)

We have acquired 8 3D printers, a CNC mill, 3D scanner, and have a variety of older and new smaller pieces of equipment that are currently maintained and ran by me and other faculty members. The technician would be responsible for preparing equipment for labs and equipment for 4 engineering courses, assist students who want to run equipment for either course content or creative exploration, employ safe workshop standards, maintain the equipment, and fabricate designs created by instructors. We currently do not have a lab technician to perform these duties. The equipment we have acquired is highly specialized, and an adjunct faculty member cannot be reasonably expected to know how to operate all the equipment and maintain it. Additionally, the presence of a lab technician will greatly increase the safety of the lab space and equipment. Lastly, by staffing the Makerspace with the lab technician, we can open the space to our students and community daily during the week instead of only when I (Keenan Murray) am available.

Q7

Please address the following: How are the duties of the requested position currently being performed, if at all? If duties are being performed by a grant-funded position, when will the grant end? How does the lack of this position impact the program's or service area's ability to serve students? ****The Classified Hiring Priorities Committee will also consider the program review data provided by the IESE Office in reviewing this request. (Rubric Criterion 1)**** (200 words or less) (Rubric Criterion 1)

Currently faculty members and I are organizing and attempting to maintain the equipment. Instead of us performing preventative maintenance, we fix equipment as it breaks, which is not ideal. Additionally, adjunct faculty must come early to class to setup labs for the students because we do not have lab technician. Lastly, the safety standards are currently explained and enforced by the instructor and students. However, a single instructor is responsible for ensuring the safety of 30 students while the students are using highly specialized equipment ranging from AC/DC electronics, devices that operate at hot temperatures, and tools powerful enough to drill/remove metal.

We have incredible equipment that we can use to engage our students; but unless I am around, they can't access it! With a lab technician, we can allow students to engage with the Makerspace daily, instead of during my office hours. Additionally, as equipment fails, it is not repaired until I have to the time repair it. Having a lab technician would mean we would have timely maintenance of our equipment, minimize degradation of the equipment due to neglect, and provide student access to equipment.

Q8

How has the demand for program/department services increased over the past 3 to 5 years? How have workloads in the program/department increased over the past 3 to 5 years? **Please use both quantitative and qualitative data including, but not limited to: details of a new program, service, or initiative; number of students served; number of appointments; number of visits; number of workshops; total overtime/comp time accrued, number of hourly/intern/volunteer/work study in program/service area and services provided.** (200 words or less) (Rubric Criterion 2)

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. Additionally, we are hoping the use of more project-based learning curriculum in our courses and the accessibility of the Makerspace will encourage even further growth in Engineering student enrollment.

Q9

Which of the College's strategic priorities will this position most directly support? Note: Selecting more than one strategic goal will not impact the Classified Hiring Priorities Committee rating of the position.

Increase Equitable Access,

Eliminate Equity Gaps in Course Success,

Increase Persistence and Eliminate Equity Gaps,

Increase Completion and Eliminate Equity Gaps,

Increase Hiring and Retention of Diverse Employees

Q10

Please explain how the requested position will support the college strategic priority(ies) identified above. (200 words or less) (Rubric Criterion 3)

Classical instruction in the classroom is lecture heavy. We are moving our curriculum to be more project-based so students can engage in hands-on learning. This requires the use of the specialized equipment we have acquired. It has been an incredibly validating experience watching students complete a project where they fabricate their own designs and see their work become a reality! When students are excited and proud of their work, we believe they will more likely persist and complete their coursework! Additionally, our students will be more competitive in industry as they will have hands-on experience with equipment!

Q11

How will this position improve the student experience at Cuyamaca College?(200 words or less) (Rubric Criterion 4)

The lab technician will ensure engineering equipment is maintained and accessible to students to provide them with hands-on experience. On a broader scope, the technician will oversee our Makerspace so that all students, and hopefully the community too, will have access to the creative space. We want everyone to have access and experience the amazing equipment available in the Makerspace! Already my students are requesting to 3D print memorabilia from their favorite shows and prototypes for personal projects. This position will allow all our students this opportunity to create!

Q12

How many more students will the position serve, and who will it serve?(200 words or less) (Rubric Criterion 4)

Currently, engineering serves around 230 students directly per semester. However, we want to open access to the Makerspace for ALL students and ultimately the community. Hence, this lab technician request will regularly serve students beyond the bounds of the engineering program students.

Q13

How will this position address college equity goals, as well as overall access, retention, and success?(200 words or less) (Rubric Criterion 4)

Our hope is that by engaging students with hands-on engineering experiences, we will promote the retention and success of all students. Classically, most engineering courses are taught in a lecture-based manner. We are moving our curriculum to project-based learning to increase the engagement of our students.

Q14

How will the program or service area measure the impact of this position on the student experience?(200 words or less) (Rubric Criterion 4)

Our goals are to increase enrollment and close retention/success equity gaps in the engineering program with our shift to project-based learning and the use of the Makerspace for the projects. We will use the data provided in program review to inform us of our success or shortcomings.

Q15

Please confirm that you have discussed this classified position request with your dean/manager and that you understand that deans/managers will be providing feedback to help inform the prioritization process.

Yes, I have discussed this position request with the Dean or Manager

Q16

How could the process and/or CHPC guidance for preparing and submitting new classified position requests be improved?

For the "Impact on the Student Experience" section of the template, I assumed the response would be one box for the 4 bullet points. When I filled out the actual survey, I had to restructure while I was submitting as there are 4 separate boxes for responses. A minor inconvenience, but the template could better reflect the actual submission!
