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COMPLETE

Collector:	Web Link 1 (Web Link)
Started:	Wednesday, December 21, 2022 4:30:45 PM
Last Modified:	Wednesday, December 21, 2022 4:38:25 PM
Time Spent:	00:07:40
IP Address:	72.199.198.180

Page 1: Full-Time Faculty Position Form

Q1

Please enter the following:

Department	**CIS**
Position Title	**Computer Information Science Instructor (Cybersecuriity)**

Q2

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

This request for Faculty will provide support for the goals of increasing enrollment, success in the classroom and the program, and retention. Cybersecurity is one of the most rapidly growing fields and is conducive for employment and career growth. Our program provides a tremendous opportunity for students to move into high-paying employment within an equity-centered curriculum and industry training. This would allow us to develop an active recruiting approach to underrepresented communities (Women and people of color). We would continue to develop a curriculum that evolves with the changing requirements of Cybersecurity (compliance with the NIST framework, SANS). At the same time develop partnerships with professional organizations for continued professional development and student internship opportunities. Many of these courses would be for transfer to a four-year institution,

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, vision and values. Note: the more goals addressed the stronger the request (Rubric Criterion 4) Increase equitable access (enrollment) Eliminate equity gaps in course success (passing grade in class) Increase persistence eliminate equity gaps (re-enrolling the subsequent semester or year) Increase completion and eliminate equity gaps (graduating with a degree/certificate, or transferring) Increase hiring and retention of diverse employees to reflect the students and communities we serve (300 words or less)

Partner with local schools in programs that foster an interest in Cyber security (CyberPatriot, Hackathon, Girlz Code, National Cyber League) that are actively recruiting from targeted communities. - Increase equitable access

We would utilize professional organizations (Cisco, VM Ware, Microsoft) and their outreach efforts to create an inclusive curriculum that helps guide and encourage traditionally unrepresented students. - Eliminate equity gaps

Designate a faculty as a student advocate within the department. Many students new to the Tech field feel overwhelmed by the sheer amount of material and its complexity. - Increase completion

We would rely on HR to aid in aggressively recruiting through professional societies in order to assure the greatest possible diversity for our faculty. - Increase hiring and retention

Q4

3. How will this position improve student learning and achievement, and close equity gaps in access and outcomes in your program?   What steps are you taking to close equity gaps in access and outcome, for example: (Rubric Criterion 2)- modify curriculum to reflect the college's diverse student population- close equity gaps- ensuring equitable access to courses that have pre-requisites- removing barriers for students, especially those from historically marginalized groups- adopt/create no cost/low cost textbooks and course materials(300 words or less)

All new and existing faculty will need to have an equity-minded outlook when developing new curricula or programs.

Q5

4. Has there been or is there evidence to demonstrate that there will be an increase in student 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, students served, etc. as they apply to this position. (Rubric Criterion 2)(300 words or less)

The job outlook for cyber security skills is outstanding Estimates are that the US will be a 10 Million Cybersecurity worker shortfall by 2027. This demand should be reflected in increased enrollments. We have already seen an increase in the demand from students throughout the state (Palo Alto Networks). The demand for employees with the skills this program teaches is rapidly increasing. Projections for the California labor market indicate a high wage ($137,846 average earnings), and growing demand (5% for 5-year job growth). Anecdotal evidence informs us that many students have had to go to other institutions due to less section availability, they prefer to attend Cuyamaca with its better facilities and Faculty.

Q6

5. What are the racial and gender demographics of the faculty within your program? What steps will your program take to ensure this position will promote faculty diversity to reflect the students the college serves, for example: (Rubric Criterion 1)- Participating in professional development related to equity and diversity in hiring- Participating in professional development related to equal employment opportunity (EEO)- Completing EEO Representative Training- Employing strategies to recruit diverse applicants(300 words or less)

Until recently, the department faculty was 67% male, and 33% female. With the death of one female instructor, and the retirement of another, the department now has a balance of 75% male, and 25% female. This is not reflective of our community at all. However, it is slightly better than the industry average of 80% male and 20% female. This is an advantage in bringing traditionally marginalized populations into IT. We have instructors that come from their communities. As we pursue the hiring for this position, the members of the department will participate in equity and diversity training, and aggressively seek the best applicant for this position. Targeting various professional groups will allow us to recruit from a wide variety of sources, thus assuring a more diverse applicant pool,

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 program has suffered tremendously in the last few semesters due to Faculty loss. The very nature of Cybersecurity makes this a broad field that requires many skill sets. Finding Faculty that can meet these requirements is difficult. And the program requires more of the faculty than an adjunct can reasonably be expected to provide.
Missing this position is devastating to this program. As already mentioned, the need for additional resources for student support, faculty training, and community outreach is critical. This department has lost 4 full-time faculty over the last four years due to retirement, relocation, and interim administration positions. This is reflected in the decreasing enrollment and growing equity gaps.
 This field is a high-paying, and highly skilled industry and demands constant professional development. Finding individuals that are willing to give up the pay, while maintaining their skill set is a low-probability task. The benefits of a tenure track position are somewhat capable of balancing out the difference.

Q8

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

In the last few years, we lost a total of four faculty: one for relocation, two to retirement, and one to interim administrative necessity and will be retiring at the end of December.

Q9

8. 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.Note: The Division Dean will be providing feedback to help inform the prioritization process

Yes, I have discussed this position request with the Chair of the Department

Q10

If you would like to attach data to support your request in light of the rubric criteria, please upload a PDF, Word, or image file using the button below.

Respondent skipped this question