

#19

COMPLETE

Collector: Web Link 1 (Web Link)
Started: Wednesday, December 21, 2022 3:36:57 PM
Last Modified: Wednesday, December 21, 2022 4:29:53 PM
Time Spent: 00:52:56
IP Address: 72.199.198.180

Page 1: Full-Time Faculty Position Form

Q1

Please enter the following:

Department	Computer Science
Position Title	Computer Science Instructor

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)

Computer Science (CS) is a strong and growing field. We would like to be the conduit by which students from our community transition into successful, living-wage careers through an equity-minded, supportive approach to curriculum and transfer. To do this we would start with outreach into the community focused on historically underrepresented folks in CS (women, people of color) in order to make our program more accessible. We would then use strong professional development (EMTLI plus communities of practice, humanizing STEM) to build a curriculum focused on using computer science in an ethical, equity-minded way with wrap-around services (like embedded tutoring, program-specific counseling, and services like Cuyamaca Cares) to help students reach their goals.

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)

We would do outreach in K-12 to recruit students traditionally underrepresented in CS - equitable access

We would use strong professional development (EMTLI plus communities of practice, Humanizing STEM) to build a curriculum focused on using computer science in an ethical, equity-minded way with wrap-around services (like embedded tutoring) - Eliminate equity gaps

We would utilize further services like peer mentoring, program-specific counseling, and supportive faculty interventions. We would recruit heavily via HR through professional societies for black, indigenous, Hispanic, and female computer science professionals and once we hire someone we would require EMTLI and Humanizing STEM for all new faculty. . - Increase hiring and retention of diverse employees

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)

We would make sure any new faculty have a strong growth mindset and make sure to provide equity-minded training as they developed a new program and curriculum.

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)

Local Demand: Increase in Computer Science related transfer students

Currently we have a huge increase in students indicating that they are Computer Science and Computer Engineering majors. This data can be seen in the application process (CCCaply) as well as in surveys from first semester physics courses (from 12% of students in 2015 to 64% of students in 2022. These students take their math, science, engineering, and general education courses at Cuyamaca but have to take most of their major classes elsewhere due to our reduced offerings. This is a huge loss to enrollment for the college.

non-Local Demand: Equity-minded STEM is in demand

Computer Science classes make ideal online courses due to the nature of the students and the subject. It is also a field where courses are often dry, difficult, and out of touch particularly with diverse students who are not well-represented in the field. If we have faculty designing equity-minded courses that appeal to students from our community, we may also be able to attract enrollment from other regions as well.

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)

Our program is already severely impacted.

Computer science is a strong and growing field in both from an academic and career perspective. The fact that we are losing enrollment is only due to a lack of full-time faculty able to manage a program. Computer science is a field that changes rapidly, so we also need new faculty to keep us up to date on the current skill sets.

Hard to find faculty

Because this field has great, high-paying jobs constantly hiring, hiring and retaining high quality, dedicated faculty both full and part time is very difficult since we do not offer competitive wages. Only the benefits of tenure-track faculty positions might allow us to pull people away from the money in industry.

We impact MANY other programs

Engineering, Math, Physics, Biology, Chemistry, GIS, Art, Graphic Design and so many others. Most specifically we are currently not supporting the growing number of computer and electrical engineering majors that need our courses to transfer, but also we could do much to support a vast array of other majors needing some programming basics as well as workers coming back for certificates to update their skills.

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)

We have lost three faculty within the last few years with no replacements and are facing one more eminent retirement.

Q9

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

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

Q10

Respondent skipped this question

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.
