

#8

COMPLETE

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Page 1: Full-Time Faculty Position Form

Q1

Please enter the following:

Department	EHSM
Position Title	Full Time Faculty

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)

Previous Goal 1 (Ongoing)
New Goal 1

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)

Specialty Areas within Discipline/Service Areas result in difficulty in finding part-time faculty.

Due to the significant wage gap between adjunct professors and the EHS career field, professionals qualified to teach the courses as experts in their subject matter are not willing to apply for positions during the day. All our adjuncts work full time day jobs and provide teaching services at night. We have a demand to fill classes for dual enrollment programs in the high school but need more daytime faculty to serve them while providing enough faculty for the remaining courses. The dual enrollment programs are at HSHMC, and we are in conversation with Grossmont Adult Education and Carlsbad USD. Our department needs the double enrollment numbers as well. We provide very technical and specialized programs, with a growing demand in the region, state, and United States to fill gaps in our career field.

Additionally, we are submitting a new COA, Stormwater Management, for the EHSM department. The person who teaches the courses must be an expert in the field, and due to this concern, we will have very few candidates able to teach the classes. Based on union rules, the adjunct load restriction will keep our potential hires from teaching all the courses we expect to offer every semester. The new COA is the only of its kind as far north as Sacramento. Additionally, we plan to market the courses for professional development classes, adhere to strict license requirements for professionals in the country, and create new stormwater professionals. Lastly, the state is opening its list of qualified programs for certification, which historically was only one school. This will occur in the Summer 2023, and we will apply to the state to become a school of choice. This requires specialized instructors who meet the state's requirements.

We are supporting students from historically marginalized groups.

Our dual enrollment schools and our new COA is supporting students in historically marginalized groups. HSHMC is a Hispanic-serving high school.

The new COA will support construction, agriculture, and heavy industrial operations workers. All fields have more minority groups than our other programs in EHSM. The stormwater management COA will provide skill sets that allow workers to be more marketable in all work fields with stormwater requirements.

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)

Hiring a full-time faculty member would increase equitable access by offering courses in the dual enrollment program and providing courses for the upcoming stormwater management COA. Additionally, by having a full-time faculty member to teach the Stormwater Management COA, we can offer more classes in a semester to provide a faster completion, increasing the likelihood of retention.

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)

By adding the full-time faculty member, we will be able to provide more courses to students in the dual enrollment and on campus.

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)

Our program has one full-time faculty that is a white female. We have two male adjunct faculty. Two of the three faculty have participated in the strong workforce institute to improve faculty interactions with students. We will encourage new faculty to participate in professional development that broadens their awareness of culturally sensitive issues and how to communicate with and support minority students.

- 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
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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)

Having another full-time faculty member in the department will allow the EHS department to participate in so many opportunities on campus, attend professional development, serve on committees, participate in on-campus events for outreach and engagement, and support other faculty and staff. With only one full-time faculty member, we are limited at this time.

Additionally, increasing enrollments is challenging due to limited resources for marketing the program and volunteering for all the outreach events. Additionally, the dual enrollment program is a good opportunity to seek new students, but we are limited in the number of courses we can offer due to the need for qualified candidates to teach.

Providing a diverse mentoring group has been challenging because the career field is oversaturated with white males, and mostly males represent our current faculty. Gaining a full-time faculty member would allow us to add more diversity to our faculty population and give us more time to coordinate mentor programs for students to see themselves more in the EHS professional community.

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)

This is a new position. The EHS department hired their first full time faculty member in Fall 2016. As the program evolves to meet industry needs this new position will fill the demand created by dual enrollment courses and new COA programs developed in the department.

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

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

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