

#7

COMPLETE

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Page 1: Full-Time Faculty Position Form

Q1

Please enter the following:

Department	Surveying
Position Title	Full-time Surveying 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)

We have created an industry relationship with Trimble inc.. With a full-time faculty member, this relationship has a stronger foundation and will hopefully be lasting. This relationship has resulted in the program receiving over \$200,000 of donated equipment in the past year, with future donations already being discussed. Hence, the new faculty member will support our Goal 1 to provide students with training on equipment and technology.

For Goal 2, if we are going to create apprenticeship program with industry, like our relationship with Trimble, we need to have consistent faculty representation as the foundation of the program. The number one way to achieve this is by hiring a full-time faculty member as we currently do not have any!

Lastly, for Goal 3, we have had too many course cancellations due to instructors cancelling the week before the semester starts! As we currently only offer our courses once a year, this sets students back a year in their academic pursuits. Additionally, these delays can disproportionately affect students with fewer resources as they might not have the means to wait a full year for a course. With a full-time faculty, course offerings will be more stable, and we can begin to offer courses every semester instead of every year!

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)

1-Increase equitable access (enrollment)

3-Increase persistence eliminate equity gaps (re-enrolling the subsequent semester or year)

4-Increase completion and eliminate equity gaps (graduating with a degree/certificate, or transferring)

Strengthening and stabilizing our relationship with Trimble Inc. with a full-time faculty member will increase the chances of subsequent donations to keep our equipment current and our program current. This will improve the programs image and promote enrollment.

The full-time faculty member will strengthen other industry ties as well, allowing us to create an apprenticeship program with industry. This will not only help graduates find career opportunities, but will promote enrollment as the path to a surveying career will be well defined for perspective students and will draw students to our program.

Lastly, course cancellations disproportional impact students with lower resources as these students may not be able to wait a full year before taking the cancelled course. Having a full-time faculty member will allow for consistent course offerings that students can trust and rely on, providing access to our surveying program for all students.

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)

-modify curriculum to reflect the college's diverse student population

Currently our instructors tend to be full-time surveying professionals with little-to-no experience teaching. If we can hire a surveying professional to teach full-time, they can then invest time into learning about Diversity, Equity, Inclusion (DEI) and how to modify survey curriculum to be more equitable and inclusive.

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)

Our enrollment in the program has been increasing and is approaching the highest enrollment we had before the pandemic. This is despite having 3 sections of our small program cancelled due to instructors cancelling the week before the semester starts. Without these cancellations, our program would have shown further enrolment growth. Hence, my goal with the new faculty member is to stabilize course offerings to maximize our enrollment growth.

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)

- 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

Currently we have two surveying adjuncts that represent the White Male demographic. The field of surveying is composed of mostly white men, which makes it more important that whoever we hire has a DEI mindset to promote diversity in our faculty pool, as well as providing a welcoming and supportive program for all students. I have been trained as an EEO representative and have served as EEO rep. for two searches Fall 2022. As coordinator, I will ensure the hiring process is inclusive and incorporate DEI questions and evaluations into the hiring process to hire a faculty member who supports the college's mission.

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)

It is extremely difficult to find surveying professionals to teach our courses, so when an instructor cancels immediately before the semester starts, we are unable to find a replacement. This results in a drop in our program enrollment as we lose the students enrolled in the cancelled courses. Additionally, students lose trust in our programs ability to offer courses. The students email to see if we will offer the cancelled courses the next semester (currently courses are offered once a year) or what other courses they can attend to fulfill their surveying course requirements. We are losing student enrollment due to the poor stability in the program, not due to a lack of student interest in surveying. A full-time faculty member will bring healthy stability to the surveying program.

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)

New position, we do not currently have a full-time surveying faculty member

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

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.
