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Page 1: Full-Time Faculty Position Form

Q1

Please enter the following:

Department	Child Development
Position Title	Full Time Tenure Track Faculty

Q2

No, the position has not yet been funded

If this position has already been funded, do your want to continue with the current request?

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Q3

1. 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 position is essential to our program area because it will allow us to provide a more consistent base of faculty who will be more available and able to work on projects that are critical for our students and field. There have been delays in achieving our departmental goals because we are not always able to depend on adjunct faculty to support additional projects without ensuring that we can pay them for the work (which is a fair request on their part). As we are continually trying to eliminate equity gaps, we need to have more faculty who are willing to work towards improving their technological abilities. We only offer five face to face courses, so it is important to have additional faculty who are comfortable with technology or willing to learn and improve their skills. As I have mentioned in previous requests, adding additional faculty members will allow for our department to be more involved local organizations while ensuring that students will have consistent access to a faculty member.

Q4

2. 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 current faculty consists of the following faculty members: two Hispanic, one African- American, and 8 white. Our department is currently all faculty members who identify as female. Our department works closely with our EEO officer on hiring committees to help us ensure that we have a diverse pool of applicants. We also post our job announcements with a variety of agencies throughout San Diego County. We will also continue to encourage all faculty to attend EMTLI.

Q5

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)

This position will improve student learning and achievement by allowing our department to place a greater focus on updating our curriculum to include more options for authentic assessments and include more theorists and important people who are representative of our students and their experiences. This position will also be able to support our students who need to go into the Child Development Center to complete coursework. Ideally, a new faculty member will allow for a rotation of full-time instructors to provide more one on one support for the students. This would include meeting with students before and after student's present lesson plans. A new faculty member would be able to support the work we are doing in adapting our current OER textbooks. It is our goal to edit our textbooks to ensure our students are able to capture the core information in each of their courses in ways that they would be able to understand.

Q6

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)

Labor market data has shown that there is a high need for childcare workers in our county. With the implementation of a mini-lab this semester, we will be offering our students a one of a kind, hands on experience. This will be exclusive to our program. Also, our continued work with the San Diego County Office of Education has shown us that we will be getting an increase in students. The current grant allows for students who are currently working in the field of Child Development or plan on working in the field of Child Development to receive the benefits of the grant. With the updated requirements to the grant, we can anticipate a large jump in our enrollment. Labor market data shows that there is a need for childcare workers in our county. With students on our waitlists, we are not able to serve as many students. This delays their progress and sometimes delays the students abilities to get a job or receive higher pay.

We have several courses with waitlists and not enough faculty to meet the demand without going overload. Currently, we have the following classes with waitlists:

CD 106- 7 students

CD 115- 6 students

CD 125 (across 3 sections)- 12 students

CD 130- 9 students

CD 134 (across 2 sections)- 7 students

CD 153- 14 students

CD 210- 3 students

Although the department currently has two full time faculty members, we are still not able to meet the enrollment demands. Delays in enrollment impacts the students degree completion dates.

Q7

5. 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)

Previous Goal 1: New faculty member will support designing the mini lab along with the upkeep and collection of materials. Students will be able to have a more accessible space to try lesson plans and classroom design ideas. This lab will also allow students to learn how to set up a space that is culturally diverse and representative of the children they will serve. This will also give students access to materials they will need in a classroom without having to purchase them with their own money.

Previous Goal 2: The faculty member will be able to look through course content to be able to adapt our current OER. Current OER textbooks will contain course content, activities and notes pages that will support their successful completion of our program and their final work experience courses. This information will be valuable to them as they continue on in their career and educational journeys.

Previous Goal 3: The faculty member will create an observation video library for faculty to use in their courses, specifically for CD 106- Practicum: Observation and Experience. This video library will allow more flexibility for students to take this course without having to adjust work schedules, or make changes to family needs. We will also be able to add more sections of this course as there is always a waitlist of 7-15 students a semester.

Q8

6. 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)

No

Q9

7. 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)

Priority 1: Increase course offerings for courses that historically have a waitlist. This position will allow more students to come through our program and graduate within 2 years.

Priority 2: With the adaptation of our OER textbooks, students will be able to keep important course content that can be used in various CD courses. This will scaffold their learning as they move from course to course. Many of our students are second language learners, and this textbook would be a valuable resource to them as they move towards completion. It will also allow students who need to work during the day and are unable to attend observation hours during CDC hours to have the opportunity to complete the course without missing work.

Priority 4 As we have seen the need for Child Care workers, we would like to continue having students working towards earning their AAs and transferring to a 4 year institution. With the implementation of Universal TK, it is going to be important to add an additional faculty member that can support or create a transfer pathway into a 4 year institution.

Priority 5: A new faculty member will support our department's desire to provide students with more faculty members that reflect our current student population and their needs.

Q10

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

Q11

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.

Childcare-Industry-Workforce-Needs-Study_2022-09-01%20(1).pdf (1.4MB)
