

# #15

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Thursday, December 21, 2023 12:37:13 PM  
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## Page 1: Full-Time Faculty Position Form

### Q1

Please enter the following:

Department	<b>Ornamental Horticulture</b>
Position Title	<b>Full Time Faculty</b>

### Q2

**No, the position has not yet been funded**

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

## Page 2

### 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)

The Ornamental Horticulture Department has 8 different certificates and degrees. It is challenging to find enough adjunct faculty to teach each of the classes we offer and the addition of a second full-time faculty member would ensure we can teach all of the classes necessary for students in each of the 8 areas of study to graduate in a timely manner.

### 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)

OH is committed to equal employment opportunities and we want our program to reflect the diversity of our students. As the Program Coordinator, I have participated in WBL and ITEL training. I am trained to serve as an EEO representative during hiring. I have encouraged adjunct staff to participate in the many professional development opportunities that are offered through Cuyamaca and our district.

**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 allow us to modify curriculum and incorporate concepts taught in the Kumeyaay Studies program. We plan to work with Kumeyaay Studies as it builds a four-year degree program and an additional faculty person will help to coordinate information sharing between the programs. With a second full-time faculty person, we can better offer classes to ensure students achieve their goals in this program. Our program is currently working to move our Landscape Architecture degree/certificate to OER and has received a \$200,000 grant to do so. An additional faculty member would allow us to begin moving even more of our certificate and degree programs to OER.

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**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)

Our enrollment is increasing following the pandemic and low-enrollment numbers ahead of the pandemic. Each semester for the last three semesters, the program coordinator has had to hire from 2 to 3 adjuncts to cover classes in the department that are required for certificates and degrees.

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**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)

This request supports our goal of increasing student enrollment and our goal of reducing equity gaps.

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**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)

This is a new position.

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**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)

This position will increase equitable access because a full-time faculty member will be able to teach classes while in the past we have had to scramble to cover these classes. A full-time teacher will be able to hold office hours regularly to support course success. This person will help with persistence because students will better be able to find the classes they need with a committed full-time faculty member. Students will be better able to complete their programs because our department will be able to offer classes with more certainty from having another full-time faculty member on staff. Hiring for this position will give us the opportunity to use equal employment opportunity practices and potentially better reflect our student demographics.

**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 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.

**Respondent skipped this question**