#24

COMPLETE

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Page 1: Full-Time Faculty Position Form

Q1

Please enter the following:

Department	**Child Development**
Position Title	**Full Time Faculty**

Q2

1a. Did you request a position last year (2024-2025)?

Yes

Q3

1b. If yes, and that position was funded, do you want this position ranked as well?

No

Q4

1c. Is there dedicated funding for the position that is not unrestricted general fund (i.e. categorical/special funded programs)

No

Page 2

Q5

2. Why is this position essential to your program and college?Please discuss the potential impact of this position on the department, college, district and/or region (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 move towards more project-based learning assignments, a full-time faculty member would be able to spend time collaborating with various other campus resources (career center, library, etc) to create and display assignments. With the"mini-lab" in R-111, we need a faculty member who can help split the work of consistently maintaining the space. 5 of our courses currently use the mini lab to complete assignments and offer hands-on learning experiences for the students. We have also begun to teach CCAP courses at Health Sciences High and Middle College. An additional faculty member will allow us to continue offering those courses and look into and be ready to teach at additional high schools.

As we are continually trying to eliminate equity gaps, we need an additional faculty member to support the development of online resources and courses. We have seen an increase of AI use in our courses (particularly in the online space), so it is important that we have an additional faculty member to support our efforts in reducing AI use, while helping us develop more project and work-based assignments. We have worked a great deal on our face-to-face courses, but we would like to be able to spend more time focusing on online offerings and implementing ways we can support students in those online spaces.

As I have mentioned in previous requests, adding additional faculty members will allow our department to be more involved in local organizations. We are not able to sit on our Local Planning Council due to the work loads of both faculty members. This council would allow us to be more involved in issues that impact children, teachers and the education of teachers. Our field is very heavily based in industry relationships. There are many events we are not able to participate in. Also, the addition of the position will allow for more CE representation on the various committees that need a CE spot filled.

Q6

3. What are the racial and gender demographics of the faculty within your program? Outline your steps to ensure a recruitment of diverse candidates that reflect the mission, vision and values of the college. These steps could include: professional associations dedicated to the promotion of diversity in your content area (Rubric Criterion 1).(300 words or less)

Our current faculty consists of the following faculty members: two Hispanic, one African-American, and 7 white. All faculty members 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 such as the Early Education Newsletter (SDCOE), and CAAEYC (California Association for the Education of Young Children). Since our industry is mostly comprised of female employees, we will work with agencies like NHA (Neighborhood House Association) that support the recruitment of males in our field.

Q7

4. Please describe your planned onboarding process to support the new hires inclusion into community. Please share if there are any resources or collaboration that would assist. (Ex: AFT mentorship, THRIVE, Tenure Review, EMTLI, Communities of Practices, etc.) (Rubric Criterion 4: Support of Strategic Plan) 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)

I would plan on doing the following:

1. Providing a day where I can meet with the new faculty member to introduce them to other faculty/staff that they will need to know in the beginning ot their time at Cuyamaca (ex: dean, adminstrative assistant, CD faculty, other CE faculty and staff). This includes a campus tour.

2. Ensure their work environment meets AFT requirements and is comfortable for them. Also, it should be near other CD faculty members.

3. Attend PD events/meetings together (THRIVE, AFT lunches. campus celebrations, etc).

4. Suggest a list of Flex Week meetings that may be of interest/importance or are required.

5. Set time aside for weekly check in meetings.

6. Recommend the enrollment in EMTLI and EPPA when the faculty member feels ready.

7. Share resources that are available to them for additional support: Tenure committee, Mentor Program, etc.

Q8

5. 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: Program Student Achievement and Potential Growth) 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. Part of the curriculum update will be updating SLOs and course outlines.

The CD department has been busy running our mini lab to support hands on learning, and we would like to continue to grow how the mini lab is utilized. A new faculty member would allow us to create a material check out system for the students. It is our goal to come up with a system that students can use to borrow materials for class assignments that are completed in the CDC. This will help us eliminate some of the potential cost to students. The faculty member would also be part of keeping the mini lab ready for students. Our department does not have a lab assistant, and this work falls on faculty. We are also planning on using part of our mini lab as a Child Development student resource center. This is a place where a faculty member would be present during certain hours to answer questions students may have, distribute materials needed to complete activities, offer open office hours , etc. We will currently have to open with limited hours, but a new faculty member will allow for more access.

We have increased the number of work-based learning opportunities that need to be completed in the Cuyamaca Child Development Center. An additional faculty member would allow us to provide one on one reflection meetings before and after the assignments are completed. The staff at the CDC are currently evaluating our students' lesson plan activities, but is not able to meet one on one with students. Part of our departmental belief is that our students need an opportunity to be taught how to meaningfully reflect on how they work with children and their families. Many of our adjuncts teach online, so they are not able to have the one-on-one reflective meetings with students due to high class enrollments.

Q9

6. 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)

In Spring 2025, we had approximately 32 students on waitlists across all of our courses. In Fall 2025, we had 13 students on waitlists across all courses, and finally in Spring 2026, we have 59 students on waitlists. Whether our numbers are higher or lower, we are consistently seeing students interested in our program. When the students are not able to access our courses, they go to Grossmont to enroll. With an additional faculty member, we can add the additional courses the students need to complete their academic goals. Labor market data shows that there is a need for childcare workers in our county, an increase in TK classrooms and the implementation of the PK-3 credential has increased the need for our courses. Teachers who are working towards the PK-3 credential need to complete 24 units of Child Development coursework. This will be a continuing requirement from the state, and we would like to add a certificate to our education degree for our students interested in earning the PK-3 credential. We are currently offering a course at La Mesa Spring Valley School District, but we will eventually need to have the teachers come to campus.

Q10

7. 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: Critical Need - Critical to the Program/and Institution)Examples may include the following: Issues with Federal or State Mandates Replacement for Recent Retirement or Vacancy Specialty Areas within Discipline/Service Area results in difficulty in finding part-time faculty Required for Program, Courses, or Specific Service to Continue Ranking within division (per division dean feedback) Supporting students (300 words or less)

New Goal 1: OER Adaptations
 Adapt our OERs to better meet the needs of our students. This could include videos, notes, pages, etc. This will help us support our students to be able to use their OERs as a resource that can be used throughout their time in our program.
New Goal 2: Child Development Student Orientation
The faculty member will help create and implement an orientation for our students. This will support students' understanding of our program expectations, goals, and resources.

The goals listed above aim to support our marginalized students with additional support through their coursework and time at Cuyamaca College.

Q11

8. Is this position new or a replacement? Please explain. (Rubric Criterion 3)(100 words or less)

This is a new position. There were previously 3 faculty members in Child Development about 10-15 years ago. We are not sure where this position went.

Q12

9. 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: Support of Strategic Plan) 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 who can support and understand the changing requirements from the State of California.

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

Q13

10. 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.

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

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Q14

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