

#13

COMPLETE

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Page 1: Full-Time Faculty Position Form

Q1

Please enter the following:

Department **Ornamental Horticulture**Position Title **Full-Time Faculty****Q2****Yes**

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

Q3 **Respondent skipped this question**

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

Q4**No**

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

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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)

Hiring a second full-time OH faculty is essential to the OH program and to Cuyamaca College because our student demographics over the past 5 years have been 33% Hispanic/Latine, 4% African-American/Black Non-Hispanic, 6% Multiple Races, and though Middle Eastern/North African students are far fewer than the college average, we are seeing a steady increase in this demographic. Our department seeks to close equity gaps and we have experienced gaps in retention and success for all of the above groups except Multiple Races. An additional faculty member would help us to prioritize full and part-time faculty attendance in professional development related to equity and diversity in hiring and supporting students from historically marginalized groups.

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 one full-time and 14 part-time faculty include only two people from historically marginalized groups and equates 7% representation within our staff of American Indian/Alaskan Native and 7% Hispanic/Latine. Our program is connected to several professional organizations with diverse makeup. We are currently working on a partnership with the Spanish-speaking group within the International Society of Arborists, the Arboleros. The OH program coordinator has participated in Equal Employment Opportunity training and has served on several Cuyamaca hiring committees where EEO practices were observed.

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)

This new faculty member would be supported by encouragement to participate in the AFT mentorship program, THRIVE events, support would be given for the tenure review process, and this person would be encouraged to participate in EMTLI and Work Based Learning training. A second full-time faculty member with this background will help our department support our diverse student body and will help us to close equity gaps mentioned above.

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 person will allow us to hold more Employer Advisory Board meetings and could help with curriculum modifications to support EAB suggestions. This person would make it possible to expand our OER/ZTC capacity and take advantage of future grants to expand the number of certificate/degree pathways in OH that have zero cost textbook pathways to completion (beyond the Landscape Architecture pathway that will be completed at the end of 2026).

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)

Our program has increased enrollment and surpassed pre-pandemic levels. The addition of a full-time faculty member would allow us to continue this growth by providing increased stability in the department and increased capacity to teach classes in the 8 degree/certificate programs we offer.

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)

This would help our department with the goal of adding a second full-time faculty member and would help us work toward the goal we have of reducing equity gaps in our program.

Q11

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

This position is new, though the department has had two full-time faculty in the past when both Brad Monroe and Don Schultz served as full-time faculty in OH.

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)

This request supports an increase in equitable access and enrollment. A full-time faculty who can focus on the department's needs will relieve some of the pressure to accommodate part-time faculty schedules. This will allow us to closely respond to student class offering preference for evening lectures with weekend labs and daytime classes.

The ability of a full-time faculty member to focus on trainings like EMTLI and Work-Based Learning will help us close equity gaps in course success and persistence.

A second full-time faculty will give us increased capacity to meet with students, discuss their goals and match our program offerings to their schedules and timelines. The current full-time faculty member met with over 40 students last year to coach them on career goals and program offerings. These meetings have resulted in several completions in recent years. A second person will help us to support students as they work to complete degrees and certificates and to transfer.

A second full-time faculty member will allow us to evaluate diverse candidates and will give us the possibility of more closely matching the demographics of our students and community.

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

Q14

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.
