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Page 1: Full-Time Faculty Position Form

Q1

Please enter the following:

Department	Engineering & Physical Science
Position Title	Earth Science Instructor

Q2

1. Which program review goal(s) is this request supporting? Please state how the position will help advance the specific goals. (Rubric Criterion 3) (300 words or less)

Currently this program is slowly dying when it could be an opportunity to support and revitalize other programs as diverse as Engineering, Career Education, and Biological and Health Sciences, create its own degrees, and excite non-science majors about the care and exploration of our planet particularly regarding cultural understanding and climate change. Earth Science includes 3 vastly different disciplines (Geology, Geography, and Oceanography) which serve hundreds of students per year currently as a general education science requirement factory. This is a huge underutilization of college resources. With a good full-time faculty member we could not just get curriculum up to date (Goal 1) or create new degrees and pathways (Deleted Goal) which we absolutely cannot do without a full-time person, but we could create new certificates and pathways within existing programs and create better citizens, more aware of climate change and conservation.

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. (Rubric Criterion 4) Acceleration Guided Student Pathways Student Validation and Engagement Organizational Health (300 words or less)

Guided Student Pathways

Create a pathway for environmental science – this could be done in conjunction with the MESA

Augment the general education science offerings for other pathways

Dual Enrollment and K-12 outreach

Student Validation and Engagement

Create active and project-based classes in this program

More field classes with connections to the local environments in San Diego county, including our own preserve

Make sure we have a lead instructor with training in cultural competency and related pedagogical techniques

Organizational Health

Currently the leadership in this area does not have a strong background in earth science, better for the labs/curriculum/program to be managed by someone that knows the subject and can work to train and support the part time faculty.

Q4

3. How will this position improve student student learning and achievement, and close equity gaps in access and outcomes in your program. (Rubric Criterion 2) (300 words or less)

We need someone who believes in our general education students, who is willing to investigate their needs and meet them. Currently we are offering a skeleton schedule and we have no way to grow without leadership in the specific to the program. We would love to tap into the growing fields of environmental science and GIS but we do not have the staff/skillset for this right now. We need someone to maintain connections and relationships with outside institutions like Grossmont, Scripps, and the USGS. These relationships are critical to our success.

Q5

4. Has there been or is there any evidence to demonstrate that there will be an increase in 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 as they apply to this position. (Rubric Criterion 2)(300 words or less)

Currently we are struggling to do the basics. There is no one with the knowledge or skills to update curriculum, develop new courses and curriculum to keep up with the current knowledge in the field, or even be innovative with classes. We also have no one to make sure equipment and supplies are properly stored or even modern enough to be useful. Without a full time instructor, we will likely have to eventually scrap the few offerings we have left (representing hundreds of students per semester in enrollment) and we will have no use for the hundreds of thousands of dollar's worth of specialized equipment we have accumulated over decades of having a thriving program.

Q6

5. What are the racial and gender demographics of the faculty within the program? What steps will your program take to ensure that the recruitment for this position will encourage/promote faculty diversity? (Rubric Criterion 1)(300 words or less)

Currently our faculty are all white and hispanic women. The students in this program, however, have the best match with the demographics of the college in all of the sciences, and the science disciplines included, generally have better diversity than other fields of STEM in terms of race and gender. 10% of GIS specialists in industry in the US are African American (<https://www.zippia.com/gis-analyst-jobs/demographics/>) for instance. Were we to get this position, it could be a very good opportunity to promote diverse faculty.

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)

Historically enrollment has been strong in this area even in its current configuration as a general education science program. If this position has a Geographic Information Science (GIS) emphasis, we can likely grow this program. Currently there are 78 job listings in San Diego County alone for GIS positions with a median salary of \$67k/year (https://www.glassdoor.com/Salaries/san-diego-gis-analyst-salary-SRCH_IL.0,9_IM758_KO10,21.htm). A strong GIS knowledge run by an invested full time professor would help our engineering and biology programs immensely (this skill is in high demand in many engineering jobs), create certificates for CE, and open up the possibility of a data science program. Both data science and GIS are certificates and courses that would easily bring in enrollment from industry employees looking to update their skillsets.

During COVID, GIS became more useful than ever as a way of tracking cases. Any dashboard you saw was made by a GIS career. A woman in Florida was famously fired over properly displaying the state's COVID GIS data. This is a very important field.

Q8

7. Is this a new position, replacement for a retirement/upcoming retirement or replacement for internal promotion (faculty to administration), or replacement for other circumstances? (Rubric Criterion 3)(100 words or less)

This is a replacement for a resignation.

A brief history of Earth Science at Cuyamaca college. A decade ago, this was a thriving program with full classes and waitlists and a dynamic full-time instructor at the helm. Sometime around 2013 after 4 years on 100% release time as academic senate president they went on personal leave and never returned. Enrollment had momentum and remained strong. The position remained vacant until 2016 when a new full-time instructor was hired. This instructor, although well-meaning, fundamentally misunderstood the role of general education science classes, equity, and what it means to meet students where they are. Enrollment suffered, and said instructor moved onto left to teach elsewhere. In the meantime, Grossmont grew their enrollment enough to add an additional instructor. Unfortunately, this was a bad fit and a lost opportunity.

We need someone dynamic in this role who loves and believes in our student population to get those students back unless we are resigned to this program now belonging solely to Grossmont.

Q9

7. 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