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Page 1: Full-Time Faculty Position Form

Q1

Please enter the following:

Department	Computer Information Systems
Position Title	Cloud Technologies Instructor

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)

Hiring Issues in Cloud Technology Instruction

Attracting and retaining faculty in cloud technology instruction poses a significant challenge for educational institutions, largely due to the salary disparities between academia and the tech industry. In the tech sector, professionals specializing in cloud technologies command high salaries. For instance, cloud engineers and cloud architects often have average annual earnings exceeding \$100,000, with experienced individuals earning substantially more, not including stock options and bonuses. This is in stark contrast to academic salaries for cloud technology instructors, especially part-time. A full-time position makes us barely competitive.

"Cloud Systems Engineer Salary in the United States," Glassdoor, 2023.

"Salary: Cloud Systems Engineer," Indeed, 2023.

"2023 Technology Salary Guide," Robert Half, 2023.

Employment Growth: With the projected employment growth of computer and information research scientists being 23 percent from 2022 to 2032, significantly faster than the average for all occupations, the demand for skilled professionals in cloud technologies is evident. This growth signifies an increasing need for a curriculum that is directly aligned with industry trends and job market demands. A dedicated CIS faculty member with a focus on Cloud Technologies is crucial to ensure that the program remains relevant and prepares students for the rapidly evolving job market.

Interest Growth: As the field of Cloud Technologies expands, there is a corresponding increase in student interest in this area. To capitalize on this interest and to ensure that students are receiving education that is both current and comprehensive, it is imperative to have a faculty member who specializes in this area. This specialist can develop and deliver a curriculum that not only engages students but also equips them with the necessary skills and knowledge to succeed in this growing field.

Impact of Lack of Position: The absence of this position has already had a significant negative impact on the program and service area. The program has suffered due to faculty loss, reflecting in decreasing enrollment and growing equity gaps. The lack of a dedicated faculty member in Cloud Technologies means that the program is unable to adequately address the broad range of skills required in this field. Moreover, relying on adjunct faculty for such a specialized and rapidly evolving area is not sustainable, as adjuncts may not be able to provide the level of commitment or have the specialized skills required for this field.

Future Implications: If this position remains unfilled, the future implications could be severe. The program might continue to see a decline in enrollment, further widening the equity gaps. Additionally, without a dedicated faculty member, the program risks becoming outdated, and failing to keep pace with the latest developments in Cloud Technologies. This could lead to graduates being ill-prepared for the job market, ultimately impacting the reputation and effectiveness of the CIS program at Cuyamaca.

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)

To enhance faculty diversity, especially to address the current predominantly white and male composition, our program will adopt a strategic hiring approach.

Targeted Professional Societies: Advertise on platforms associated with societies such as the Association for Computing Machinery's Special Interest Group on Data Communication (ACM SIGCOMM), IEEE Computer Society, and Cloud Computing Association. These organizations often have subgroups or initiatives focused on diversity and inclusion.

Specialized Online Forums and Groups: Utilize online communities and forums dedicated to cloud computing, ensuring that ads reach professionals in niche areas of this field. This includes groups on LinkedIn, specialized Slack channels, and forums on websites like Stack Overflow and GitHub that cater to cloud computing professionals.

Partnerships with Minority-Focused Tech Organizations: Establish connections with organizations that support underrepresented groups in technology, such as Black Girls Code, Latinas in Tech, and Indigenous in Tech. These partnerships can help in reaching a diverse pool of candidates with expertise in cloud computing.

Utilization of Social Media and Networking Channels: Leverage social media platforms and professional networks that have a strong presence of technology professionals, especially those in cloud computing, to broaden the reach of job advertisements.

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)

The Computer Information Systems (CIS) instructor position at Cuyamaca College is integral in promoting student learning and success, particularly in addressing equity gaps. Our program serves as a gateway to stable, well-paying careers, emphasizing accessibility for students from historically underrepresented communities. Key focus areas for this role include:

Addressing Equity Gaps: Given the significant equity gaps in our department, the incoming CIS instructor must actively refine the curriculum and teaching methods to resonate with our diverse student body. This includes incorporating various perspectives and designing student-centric activities, such as student-led projects, to foster a more inclusive learning environment.

Developing High-Quality Online CIS Courses: Recognizing the natural fit of CIS subjects for online learning, we are dedicated to creating top-notch online courses. These courses aim to present the subject matter in a more approachable and engaging manner, accommodating various learning styles and supporting students with external commitments.

Collaboration with Grossmont College: Strengthening our program involves a strategic partnership with Grossmont College. This collaboration focuses on expanding access and enhancing the quality of our educational offerings, ensuring that our growth is aligned and mutually beneficial.

Our commitment goes beyond merely educating; it's about empowering our students for success and positively impacting social mobility. Not providing these pathways would only deepen wealth inequality, contradicting our ethical dedication to education. Through these initiatives, we aim to equip our students not just with knowledge, but with the tools for transformative personal and professional growth.

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)

The demand for cloud computing skills is soaring, as evidenced by the widespread adoption of multi-cloud strategies by 81% of organizations and the existence of multi-cloud environments in 84% of IT infrastructures. Industries like manufacturing, professional services, and banking are leading in public cloud spending, with significant investments amounting to billions. This trend is expected to mirror in increasing student enrollment in relevant programs.

In the context of the job market, particularly in California, the prospects for individuals with cloud computing skills are exceptionally promising. The average earnings in this sector are high at \$137,846, and the job growth over a five-year period is projected at 5%. This growth underscores the increasing need for educational programs that equip students with these in-demand skills.

However, the lack of adequate faculty in this area at Cuyamaca College has had tangible adverse effects on students. Anecdotal reports indicate that many students, preferring the superior facilities and faculty at Cuyamaca, have been compelled to seek education at other institutions due to the limited number of available sections in our programs. This shift not only impacts student choice but also suggests a latent demand for our programs that is currently not being met due to staffing constraints.

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)

Goal 1: Humanizing Online Teaching Practices

The cloud technology instructor will be pivotal in transforming how faculty engage with students, especially in online environments. This shift is vital for closing equity gaps. By humanizing online teaching, the instructor will create a more inclusive and supportive learning environment, which is particularly beneficial for students from marginalized backgrounds who may face unique challenges in traditional educational settings.

Goal 2: Modern Curriculum Development in Cloud Computing and Cybersecurity

The development of a modern curriculum that includes cloud computing and cybersecurity is crucial in aligning our educational offerings with current industry standards. This alignment not only enhances the employability of our graduates but also addresses the educational needs of students seeking skills relevant to today's job market. A full-time cloud technology instructor will be essential in driving this curriculum development, ensuring that our program remains current and competitive.

Previous Goal 2: Increase enrollment through Outreach

Establishing and nurturing long-term relationships with local middle and high schools is a strategic approach to increasing enrollment. A full-time cloud technology instructor would have the capacity to engage in these sustained outreach efforts, which are challenging to manage with part-time faculty. These partnerships are particularly important for introducing students from diverse backgrounds to cloud technology and computing fields early in their educational journeys.

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 replacement position. In the last few years, we lost a total of four faculty: one for relocation, two for retirement, and one for interim administrative necessity and will be retiring at the end of December.

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)

Increasing Equitable Access: Collaborating with local schools and engaging in programs like CyberPatriot, Hackathon, and Girlz Code, this position will foster interest in Cloud Technologies, particularly among students from underrepresented communities. Such initiatives will bridge the access gap in tech education, aligning with the College's commitment to equitable opportunities.

Eliminating Equity Gaps in Course Success: The position will capitalize on partnerships with key industry players such as Cisco, VM Ware, and Microsoft to create an inclusive curriculum tailored to Cloud Technologies. This curriculum aims to guide and support traditionally underrepresented students, thereby addressing and reducing equity gaps in course success.

Boosting Completion Rates: Assigning a faculty member as a student advocate in the Cloud Technologies department will provide essential support for students overwhelmed by the complexity of the field. This advocacy is crucial for increasing completion rates, ensuring students receive the necessary guidance and support.

Increasing Hiring and Retention of Diverse Employees: Collaborating with HR to actively recruit through professional societies will be instrumental in attracting a diverse faculty. This strategy is vital for mirroring the diversity of the student body and the communities served by the College, enhancing the educational experience and promoting inclusivity.

Q10

Yes, I have discussed this position request with the Chair of the Department

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

Q11

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.
