

#18

COMPLETE

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Page 1: Full-Time Faculty Position Form

Q1

Please enter the following:

Department	Surveying
Position Title	Full-time Surveying 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?

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)

It is extremely difficult to find surveying professionals to teach our courses, so when an instructor cancels immediately before the semester starts, we are unable to find a replacement. This results in a drop in our program enrollment as we lose the students enrolled in the cancelled courses. Additionally, students lose trust in our programs ability to offer courses. The students email to see if we will offer the cancelled courses the next semester (currently courses are offered once a year) or what other courses they can attend to fulfill their surveying course requirements. We are losing student enrollment due to the poor stability in the program, not due to a lack of student interest in surveying. A full-time faculty member will bring healthy stability to the surveying program.

Additionally, our current adjuncts are working professionals who are not trained in best DEI practices and come from an industry that is predominantly saturated by the white male demographic. A full-time faculty member can devote the needed time to learn about DEI practices and updating our teaching practices to be DEI minded.

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)

The surveying field is predominantly occupied by older white men. This is why there is such a large demand for new surveyors as a large portion of surveyors are approaching retirement age. This demographic is reflective in our current adjuncts as they are all older white men except for 1 adjunct who is a younger white male who is a Cuyamaca alumni. Therefore, when we create our search for our full-time faculty member, we will have to put extra work into filling our application pool with diverse applicants. Here are some ideas I have for diversifying the application pool:1) Ensure we post the job opportunity to a variety of employment sites with specific emphasis on employment sites for underrepresented demographics in the surveying industry 2) Because surveyors are in high demand, we need to reach out to surveying companies to emphasize how the faculty position will strengthen a pipeline if new surveyors into an industry that is predominantly composed of older professionals 3) Our adjuncts are working professionals (or recently retired) and in the surveying field many professionals hold close relationships, we will leverage our networks capabilities to individually invite surveyors to apply for the faculty position 4) One of our adjuncts is greatly involved in the California Land Surveyors Association and was recently president of the local SD chapter. We can use his network potential to promote a wider birth of applicants to our application pool.

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)

Currently our instructors tend to be full-time surveying professionals with little-to-no experience teaching or DEI practices. If we can hire a surveying professional to teach full-time, they can then invest time into learning about DEI practices and how to modify survey curriculum to be more equitable and inclusive.

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 in the program has been increasing and is approaching the highest enrollment we had before the pandemic. This is despite having sections of our small program cancelled due to instructors cancelling the week before the semester starts. Without these cancellations, our program would have shown further enrollment growth. Hence, my goal with the new faculty member is to stabilize course offerings to maximize our enrollment growth.

Additionally, with our new drone certification, we aim to increase the enrollment of high school students due to the novelty of working with drones as a career and targeting working professionals to enroll in our program to learn drone technology to further their careers and make them more competitive in industry.

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)

Goals

1. Provide students with training on equipment and technology used in the field.
2. Create apprenticeship program to create opportunities for program graduates
3. Increase stability of surveying instruction by hiring a full-time instructor

We have created an industry relationship with Trimble inc.. With a full-time faculty member, this relationship has a stronger foundation and will hopefully be lasting. This relationship has resulted in the program receiving over \$200,000 of donated equipment in the past year, with future donations being discussed. Hence, the new faculty member will support our Goal 1 to provide students with training on equipment and technology by maintaining and growing our industry networking. In the past year, we created an Industry Advisory Board (IAB) and have been working to improve our curriculum to meet industry needs and a clear pathway for our students to enter into industry. It would be best for these industry connections to be maintained by a knowledgeable surveying professional instead of a part-time coordinator who is not a professional surveyor. Additionally, as we receive new and innovative equipment, the full-time faculty member will be better equipped to either already possess or learn the new technology and ensure the knowledge remains within the program instead of it being lost during adjunct turn-over. This is particularly relevant for our new drone certification as we need surveying professionals who are either already knowledgeable or are eager to be trained in drone technologies and FAA regulations. If this knowledge is solidified in a full-time faculty member, it will help retain the knowledge in the program.

For Goal 2, if we are going to create apprenticeship program with industry, like our relationship with Trimble, we need to have consistent faculty representation as the foundation of the program. The number one way to achieve this is by hiring a full-time faculty member as we currently do not have any! Caltrans and BEAD, members of our IAB, are already interested in creating an internship pipeline into their entities. Having a professional surveyor committed to these endeavors will better foster these relationships.

Lastly, for Goal 3, we have had too many course cancellations due to instructors cancelling the week before the semester starts! As we currently only offer our courses once a year, this sets students back a year in their academic pursuits. Additionally, these delays can disproportionately affect students with fewer resources as they might not have the means to wait a full year for a course. With a full-time faculty, course offerings will be more stable, and we can begin to offer courses every semester instead of every year!

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)

New position, we do not currently have a full-time surveying faculty member

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)

Our request supports the following goals of the 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

The full-time faculty member will strengthen other industry ties. We currently have a relationship with Trimble Inc. that has produced over \$200,000 of donated equipment, an Industry Advisory Board (IAB) that is collaborating with us to ensure our curriculum is current and innovative (which is resulting in our creation of a drone certificate that will increase program enrollment), and foster an apprenticeship program with industry which members of our IAB are already beginning to foster. This will not only help graduates find career opportunities but will promote enrollment as the path to a surveying career will be well defined for perspective students and will draw students to our program. The foundation of these industry ties will be further strengthened by representation with a full-time surveying professional instead of a part-time coordinator with no surveying experience.

Course cancellations disproportional impact students with lower resources as these students may not be able to wait a full year before taking the cancelled course. Having a full-time faculty member will allow for consistent course offerings that students can trust and rely on, providing access to our surveying program for all students.

Our current adjuncts are working professional surveyors (or recently retired) and do not have formal training in best teaching or DEI practices. The majority of our adjuncts identify as white males, which is also the major demographic in the surveying industry. With the full-time faculty hire, we can diversify our surveying instructor pool and hire someone who is interested in learning and implementing proven teaching and DEI practices.

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 Chair of the Department

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