

## Proposal to Replace Full-time Faculty Position - October 2020

### 1. **Title of Position:**

a. Full time Faculty – Biology (Retirement Replacement)

2. **Job Description:** The minimum qualifications for biology is a master's degree in any field of biological sciences. The department will be seeking applicants who have expertise in subdisciplines that complement our current faculty.

3. **Changes to position since last hire:** There are no changes to the position or program that affect this position. However some history may be helpful. After a multi-year effort to gain a full-time faculty member, the college funded a 5<sup>th</sup> biologist position for the 2018-19 academic year. That same year one of our full time faculty (DB) announced their resignation and the next year a second faculty (CR) retired. With this request we are asking to fill that last of the two vacancies to restore us to 5 full-time faculty.

4. **Does the vacancy bring that department to having no full-time faculty?** No.

5. **Are there any special regulations such as law, Title 5, Education Code, Student Success Initiative, or accreditation standards, etc., that would require a minimum of one full-time faculty member?** There are no special regulations that require a minimum number of full-time faculty.

6. **How does the position support the goals of the Educational Master Plan or other strategic college plans?** The requested full-time replacement position aligns with the College EMP Goal of "Student Completion and Success". The biology program offers courses that are integral to the academic pathways toward transfer to allied health programs and bachelor's degree in the biological sciences programs at four-year universities. The retiring faculty member was dedicated to teach courses integral to these pathways.

7. **Describe program review or other data that indicate a demonstrated program/service need.** The biology program at Cañada is robust. We offer 60+ sections a year consisting of GE courses for non-majors, transfer courses for allied-health students, and transfer courses required for biology majors. In spring 2018 the department's program review findings successfully persuaded the college to invest in a fifth full-time faculty member. That was the right decision. Nothing has changed since that decision that would indicate the need to reduce full-time faculty in this department. In fact, this fall semester the department's census headcount is 835 – with a load of 585

generated by 7.68 FTE faculty across 26 sections. Our fall semester headcount is only marginally down from our 5-year average of 853.

**8. (optional) Additional information that may be helpful to the Academic Senate and Planning and Budgeting Council in making recommendations, such as, but not limited to, how the position: a) Addresses access, equity, retention issues, b) Circumvents an extraordinary difficulty of hiring adjuncts, c) Addresses department plans and innovation**

The department would like to begin the recruitment process for this vacancy early in January 2021 for a start date of fall semester 2021.

In 2019-20 over 900 of our biology students (47.8%) identify as Hispanic which is 7% higher in the college as a whole. Despite the consistently high success rate (70%) of students in biology courses, we do have an equity gap of nearly 8% for our Hispanic students. Hiring a new full-time faculty member creates an opportunity to potentially increase the diversity of our faculty and can bring new perspectives and strategies for improving student success. Having a full-time faculty, rather than a variety of part-time instructors, will provide a more consistent strategy for reducing equity gaps and improving the learning environment for all students within the biology program.