

#13

**COMPLETE**

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Page 1: Full-Time Faculty Position Form

**Q1**

Please enter the following:

Department	<b>Ornamental Horticulture</b>
Position Title	<b>FT Tenure Track Faculty</b>

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**Q2**

**Yes**

1a. Did you request a position last year (2023-2024)?

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**Q3**

**Respondent skipped this question**

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

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**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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Page 2

**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)

Our department has 8 different certificate/degree tracks and runs a student-led retail nursery that sells plants grown by students. We have an active department club, Cuyamaca College Botanical Society. We manage 9 acres of field space and hold several events each year. Having a second full-time faculty will help us to serve our students in the classroom as well as in our community spaces.

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**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 faculty is largely white and cisgender with one Latino and one Indigenous adjunct faculty member. We have both men and women who teach. To recruit for this position to diverse candidates we can reach out to the Black and Hispanic Chambers of Commerce and the San Diego Equality Business Association.

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**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)

I would recommend AFT mentorship and invite this person to THRIVE events. I would do an extensive onboarding with a written outline of policies and procedures to cover. I would take this person on a tour of the campus to meet the wonderful people we have here as faculty, admin, and staff and I would include the student centers. I would set weekly one-on-ones to answer questions and give feedback. I would strongly encourage this person to participate in EMTLI and other equitable teaching trainings.

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**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)

A stable full-time faculty will be an incredible resource to our students because of the opportunity to get to know students well and because students will have a person with office hours and a fixed office to visit for questions, concerns, and community. We have equity gaps particularly with our Hispanic/Latinx students and a second full-time person will be able to help address curriculum revision and improve teaching practices. Our department is working on offering OER for one of our 8 degrees and a second person would give us more capacity to address the other 7 degrees.

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**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 enrollment has increased to pre-pandemic levels but is lower by almost half from our most well-attended years. We are trending toward that level of attendance and a second stable faculty member will help drive enrollment and provide stability to our department. Often when one adjunct can't teach a class, we have a difficult time recruiting a new person with the specialized knowledge to teach a subject and our class schedule may read TBD on the faculty after it is published. A full-time faculty member will have more time and resources to refine their teaching style and to help address and close equity gaps.

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**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)

We are a specialty area that is difficult to find part-time faculty for. We have a high level of technical knowledge for our department's 8 different programs and it is difficult to find faculty who can teach effectively and are familiar with the material. The incentive and resources of a tenure track posting will help us to recruit a candidate who possesses a diversity of horticulture expertise as well as an effective teaching style.

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**Q11**

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

This position is new. Outside of a small overlap when Brad Monroe was retiring and Don Schultz was hired, there has been fewer than one semester with two full-time faculty. Our program saw a period of incredible enrollment with opportunities to build a horticulture community on this campus that was closely tied to industry during the time we had both Brad and Don as full-time faculty.

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**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)

Eliminating equity gaps in course success and persistence will be the primary goal of this position. With stability of instructors, we have an opportunity to grow our OER offerings and to refine our teaching methods and resources. This will help our students to succeed in our program. This will also give us a chance to foster completion of our program by developing mini-certificates that require curriculum development. By posting this job in areas that reach diverse candidates, we have a chance to hire and retain diverse employees to better reflect the students we serve.

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**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.

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

**Q14**

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.

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**Respondent skipped this question**