

Full-Time Faculty Position Request Form 2022 - 2023

This form is used by departments and programs to request new or unfilled faculty positions relying on Program Review and/or other justifications. Submit one form for each position requested. For multiple positions, indicate priority of request (e.g., Subject Position 1, Subject Position 2, etc.). Forms are due to Division Deans by September 10, 2021.

Position Requested:

Contact Person:

Discipline/Division: Starting Term: Fall Spring

This form requires the use Enrollment Management Tool data, which can be found at the following link: <http://www.laspositascollege.edu/researchandplanning/FacultyPrioritization.php> (If you have any questions about the data, please contact Rajinder Samra 925-424-1027 or rsamra@laspositascollege.edu) or your Dean. The data will be verified by the Dean. Do not attach data spreadsheets.

Check if position is a: Replacement or New

If replacement: What is the position code? (see Dean)

Name of the person being replaced:

Length of time position(s) unfilled:

Date Retirement/Resignation is Board Approved:

If position is categorically funded, indicate source and duration of funding:

CRITERIA

1. Number of Full-Time Faculty currently in Discipline:
If requesting more than one position, add 1 to this number for each subsequent position requested.
2. Percentage of FTEF taught by full-time faculty as load for the past six semesters, and projected for one year assuming a successful hire. (Use data from link above. If requesting more than one position, see Rajinder Samra to determine the projected numbers.)

Projected

Fall 2018	Spring 2019	Fall 2019	Spring 2020	Fall 2020	Spring 2021	Fall 2022	Spring 2023
<input style="width: 60px;" type="text" value="39.1"/>	<input style="width: 60px;" type="text" value="34.8"/>	<input style="width: 60px;" type="text" value="42.8"/>	<input style="width: 60px;" type="text" value="35.6"/>	<input style="width: 60px;" type="text" value="42.0"/>	<input style="width: 60px;" type="text" value="36.5"/>	<input style="width: 60px;" type="text" value="43.6"/>	<input style="width: 60px;" type="text" value="53.2"/>

3. a. For Instructional Faculty: WSCH per FTEF for the past six semesters (use data from link above):

Fall 2018	Spring 2019	Fall 2019	Spring 2020	Fall 2020	Spring 2021
<input style="width: 80px;" type="text" value="414.3"/>	<input style="width: 80px;" type="text" value="414.2"/>	<input style="width: 80px;" type="text" value="404.0"/>	<input style="width: 80px;" type="text" value="436.1"/>	<input style="width: 80px;" type="text" value="406.8"/>	<input style="width: 80px;" type="text" value="403.1"/>

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b. For non-instructional faculty (librarians and counselors): Student/Faculty ratio for the past six semesters, and projected for one year assuming a successful hire. Divide headcount by number of full-time faculty. For example: 8000 students divided by 3 full-time faculty.

(If requesting more than one position, see Rajinder Samra to determine the projected numbers).

Projected

Fall 2018	Spring 2019	Fall 2019	Spring 2020	Fall 2020	Spring 2021	Fall 2022	Spring 2023
<input type="text"/>		<input type="text"/>					

4. Program Characteristics:

- a. List the courses taught and/or work performed in the discipline.
(Be brief and specific. Use your Program Review to complete this section.)

Full-time chemistry faculty teach a wide range of curricula: a preparatory course (31), majors courses in General Chemistry (1A and 1B) and Organic Chemistry (12A and 12B), and chemistry for allied health majors (30A and 30B). Discipline faculty have also co-taught the Environmental Studies course and VWT 23: The fundamentals of Wine Science. Chemistry is a fundamentally hands-on, analytical subject requiring not just expert content knowledge but specialized teaching skills that support student learning of analytical, technical, safety, and procedural skills. Each course requires prep for an intensive lab component with unique activities every week. General Chemistry and Organic Chemistry faculty prepare for 2 different labs every week. Each lab requires specialized content knowledge, techniques, instrumentation knowledge, safety training, and multi-tasking ability to ensure that labs optimize learning, safety, and efficiency. Equipment may need special set-up procedures, trouble-shooting, and close-down procedures that require extra time before, during, and after the lab. Some faculty also take on honors and independent study projects that may require extra time in the lab. Faculty also need to constantly review and revise lab manuals to incorporate sustainable measures and cost-effectiveness and to improve safety. We plan to create an Environmental Chemistry course for GE students and new full-time faculty would help in this effort. It falls to full time faculty to acquire new and replacement equipment as technology changes; to organize training for the new equipment; and to develop and incorporate new lab activities to fully utilize this equipment. Full time faculty must also attend meetings to advocate for new equipment, new training, and new facilities. Full-time faculty also troubleshoot, repair, contact company service techs, and do regular maintenance of major instrumentation. They also prepare paperwork every year to request for lab tech and equipment. This has been and will continue to be a time-intensive process due to a high turnover in lab tech personnel and aging equipment and instrumentation. Discipline faculty have to constantly review current lab facilities for repairs and improvements so that they can advocate and plan for new facilities to accommodate our growing program. Full-time faculty actively participate in science and engineering activities. Faculty also participate in partnership initiatives with companies (e.g. environmental monitoring and Form Factor) for potential internship positions, job prospects, and collaboration in developing curriculum. Full time faculty in Chemistry ensure that our department not only grows, but it grows in an intelligent way that serves other disciplines and keeps pace with 21st century advances.

- b. Total number of primary sections as identified in data taught in the discipline in each of the last six semesters (use data link from page 1):

Fall 2018	Spring 2019	Fall 2019	Spring 2020	Fall 2020	Spring 2021
<input type="text" value="20"/>	<input type="text" value="20"/>	<input type="text" value="23"/>	<input type="text" value="19"/>	<input type="text" value="22"/>	<input type="text" value="18"/>

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c. Student enrollments (FTES) in the classes taught (use data link from page 1) or number of students served in each of the last six semesters:

Fall 2018	Spring 2019	Fall 2019	Spring 2020	Fall 2020	Spring 2021
114	108	119	109	123	99

d. List special characteristics of the discipline such as: (Be brief and specific. Use your Program Review to complete this section.)

- Mandated class size limits due to state, contract, and accreditation standards.
- Facilities
- Number of courses out of the total number of courses in the discipline that meet General Education Requirements
- Number of courses out of the total number of courses offered that are required as part of an associates degree, certificate or transfer
- Discipline provides basic skills courses
- Discipline provides mandated and specialized services to students
- If position is categorically funded please add source and duration of funding
- Other

Class size limit: Chemistry laboratories are limited to 24 students per lab section (22 for Organic Chemistry sections) for safety reasons, although we typically add 2-3 students to each section because of high demand and long wait lists. Introductory courses often have two lab sections combined for one lecture session. We continue to average more than a 100% fill rate in all our classes as we have for many years.

Facilities: The Chemistry Program has 3 laboratories, 2 balance rooms, a large preparation room, and an instrumentation room along with shared lecture classrooms. Each laboratory is equipped with conventional fume hoods and/or individual fume hoods. Research-grade instruments and equipment housed in these facilities include a newly acquired GC-MS, a GC, polarimeter, milligram balances, ovens, AA Spectrometer, Logger Pro, melting point meters, gas tanks, UV and Visible Spectrometers, etc. Each teaching lab has about 100 lockers--each with a set of glassware for students. This constitutes a limit on class sizes. Lockers must often be shared, putting a limit on the types of projects students can undertake.

-All seven CHEM courses meet the Physical Science (with lab) GE requirement and all seven are requirements for degrees, certificates, and transfer.

-Chem 30A and 30B are part of the AA in Biological Sciences: Emphasis on Allied Health and are required for transfer in Dental Hygiene. Chem 30A is required for the AA in Viticulture and several other degrees. Chem 1A, 1B, 12A and 12B are required for AS in Chemistry and AA in Biology. The Program has two degrees - AS Chemistry and AA Chemical Education.

-Chem 31: Introductory Chemistry, prepares students for General Chemistry, especially if they did not receive this preparation in high school and is therefore a prerequisite for degree level courses.

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5. Describe how courses and/or services in this discipline impact other disciplines and programs. (Be brief and specific. Use your Program Review to complete this section.)

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6. If this is the first full-time position in the discipline, discuss: (Be brief and specific. Use your Program Review to complete this section.)

- a. Justification for the position.
- b. Projected start-up costs for equipment, facilities, and support staff for the first three years.
- c. Projected enrollment growth for the next three years, starting with the first semester of the projected faculty hire.

Not Applicable

7. What are the impacts on students, the discipline and the college of NOT filling this faculty position? What are the programs/courses/services that have not been or cannot be offered due to the vacancy? (Be brief and specific. Use your Program Review to complete this section.)

We are in need of a replacement faculty to dedicate their energy, enthusiasm, and creativity to revitalizing and strengthening our introductory chemistry curriculum (Chem 31). The current full-time faculty are dedicated to General (Chem 1A/1B) and Organic (Chem 12A/12B) chemistry disciplines, so introductory chemistry is currently being taught by adjunct faculty. The laboratory curriculum for introductory chemistry has not been significantly updated in nearly 20 years because full-time faculty have not been able to effectively oversee multiple chemistry disciplines. Without this replacement position the department will be even further behind, unable to maintain the previous status quo.

Many courses, including biology and engineering, rely heavily on a strong introductory chemistry preparation. Without a dedicated full-time faculty member to teach and guide the discipline, students will not receive the best possible preparation, the most up-to-date pedagogy (e.g. self-guided lab experiments), or a modernized lab curriculum. Additional courses, including "Chemistry and Society," "Environmental Chemistry," "Brewing Science," and "Wine Chemistry" are also less available to students without a replacement full-time faculty.

The number of sections offered by the Program has grown by 67% (from 27 to 45 sections annually) since 2006. A replacement full-time faculty will reduce the need to spend time on hiring part-time faculty to cover additional classes, and will increase capacity to contribute to important initiatives that support success in STEM fields, including collaborations with industry and national laboratories, seminar speaker series, internship programs, mentoring programs, Chemistry Club, active learning and research-based curriculum initiatives, ACS meetings, Guided Pathways, etc. These are all missed opportunities for students if there is not enough full-time faculty support.

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8. Any additional information that addresses justification of the position. If multiple positions are being requested, this is an opportunity to differentiate the justifications for additional positions.

This replacement faculty is desperately needed to keep providing STEM students with high-quality training. Specifically, our introductory chemistry discipline needs a dedicated faculty member to guide curriculum and provide outside opportunities for students.

Failing to hire a replacement faculty will put significant strain on our department resources such as our ability to manage adjunct faculty, contribute to college-wide initiatives, maintain and utilize specialized educational equipment, and communicate with support staff.

Signatures:


Requestor

9/8/2021
Date

Nan Ho
Dean

Kristina Whalen
Vice President