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Full-Time Faculty Position Request Form 2020 - 2021 SEP 11 2019

Research and Planning Division
Las Positas College

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 11, 2019.

Position Requested: Majors Biology Professor (Biology Position 2)

Contact Person: Darcy Ernst

Discipline/Division: STEM Starting Term: Fall 20 Spring

This form requires data. Most of the 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 [x]

If replacement: What is the position code? (see Dean) []
Name of the person being replaced: []
Length of time position(s) unfilled: []

CRITERIA

- 1. Number of Full-Time Faculty currently in Discipline: 8
If requesting more than one position, add 1 to this number for each subsequent position requested.
- 2. For Instructional Faculty: 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 2016	Spring 2017	Fall 2017	Spring 2018	Fall 2018	Spring 2019	Fall 2020	Spring 2021
28.4	30.1	45	31	46.7	53.2	60.8	60.8

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

Fall 2016	Spring 2017	Fall 2017	Spring 2018	Fall 2018	Spring 2019
483.4	461.6	466.4	456.7	458.5	464.2

Full-Time Faculty Request Form 2019-20: FHPC Revisions May 3, 2012, Sept. 18, 2012, April 30, 2013, December 4, 2015, March 21, 2018; Presented to Academic Senate-January 27, 2016, April 11, 2018, April 29, 2019

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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. 1:2666

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

Fall 2016	Spring 2017	Fall 2017	Spring 2018	Fall 2018	Spring 2019	Projected	Spring 2021

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.)

Courses taught in discipline: Anatomy, Botany, Cell Biology, Ecology, Human Biology, Introductory Biology, Marine Biology, Microbiology, Human Physiology, and Zoology.

Biology is the largest science department. We serve pathways for transfer, CTE, and Allied Health as well as General Education. Faculty must stay current in a rapidly changing discipline, and have expertise in laboratory pedagogy that is safe, engaging, and meets Student Learning Outcomes and industry standards.

- 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 page1):

Fall 2016	Spring 2017	Fall 2017	Spring 2018	Fall 2018	Spring 2019
35	38	35	42	39	41

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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 2016	Spring 2017	Fall 2017	Spring 2018	Fall 2018	Spring 2019
206	211	199	225	223	226

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 AA/AS/AD-T degree, certificate or transfer
- Discipline provides basic skills courses
- Discipline provides mandated and specialized services to students
- Other

Mandated class size: Courses with labs are typically limited to 24 students, reflecting the number of lab stations available ensuring safety, and providing adequate and efficient student access to models, slides, reagents, equipment, etc.

Facilities: Biology labs require specialized wet lab facilities, equipment, instrumentation, and safety protocols to deal with biological and chemical hazards. Faculty must be qualified to safely handle potentially dangerous materials and to ensure the safety of students working with these materials.

Courses that meet General Education requirements: 12 of our 14 courses satisfy AA/AS GE requirements and CSU and UC transfer requirements. The remaining 2 courses (Bio 55: Orientation to Healthcare and Bio 70: Field Biology) qualify for CSU GE and transfer.

Courses offered that are required as part of an AA/AS/AD-T degree, certificate or transfer: Out of the 15 courses offered in the biology department, 12 are required as part of an AA/AS/AD-T degree, certificate or transfer. The remaining three courses in our biology program may be chosen as an option, out of a selected set of courses, for AA/AS/AD-T degree, certificate or transfer.

Biology classes are part of 17 degrees and 9 certificates on campus. That includes our own degrees and certificates, and also includes degrees where biology is an option but may not be required.

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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.)

Students taking Biology classes directly increase enrollments in related fields (e.g., Chemistry, Physics, Math). Continued growth of both the Biology majors and Allied Health pathways has resulted in several new sections of Chemistry and higher enrollment in Physics.

Biology courses are required in 5 AA degrees (e.g. Biology, Psychology, Social Work and Human Services) and 7 AS degrees (e.g., Biology, Environmental Science, Horticulture, Viticulture). Biology courses are also options for 6 AA/AS degrees (Kinesiology, Nutrition and Dietetics, Occupational Safety and Health). Additionally, biology courses are required for Certificates of Achievement, and other Career Certificates (Sports Medicine) and preparation for transfer for CSU and UC programs (Viticulture, Enology, Chemistry, and Environmental Studies).

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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.)

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

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 have continued to add new sections in the majors pathway (Bio 1A, 1B, and 1C), such that we now offer 6 sections of Bio 1A, 6 sections of Bio 1B, and 3 sections of Bio 1C per year. Though we have expanded our majors offerings we have not added a full-time faculty member devoted to the majors pathway in decades. There have been only two faculty teaching in this pathway for many years.

Last year, full-time faculty taught 4 of the 16 sections of majors courses per year (25% FTEF). This year, more majors courses are being taught by full-time faculty, but this is due to the fact that we are pulling full-time faculty from our foundational course, Bio 30, thus reducing the % FTEF for Bio 30 (Fall 2019: 25% FTEF in Bio 30). With additions of courses the proportion of courses in the majors series taught by full-time faculty is decreasing. By not filling this position the % FTES taught by full-time faculty in the majors and/or in Bio 30 will again decrease.

By increasing the numbers of students enrolled as biology majors but not hiring new full-time faculty to serve the majors, we are decreasing the amount of independent study and honors projects students can do.

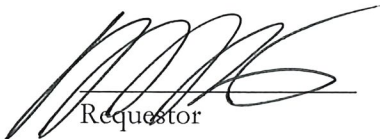
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8. Any additional information that addresses justification of the position. If multiple positions are being requested, this is an opportunity to differentiate the justifications for additional positions.


There is currently only one full-time faculty member, Darcy Ernst, that can teach molecular + cell biology. This is a capstone majors course that has been increasing in enrollment. Darcy Ernst was on leave this past spring, and with no other full-time faculty to teach the course we had to move around several long-term part-time faculty and new hires to fill the gap. This position would provide much-needed backup within the majors sequence. With expanding our majors offerings it has been increasingly difficult to find long-term and stable part-time faculty to teach our majors courses.

We are also requesting an Allied Health professor and a General Biology professor this year, as our department is growing in multiple areas. Different skills are required for Allied Health faculty and faculty devoted to the biology majors, such that most faculty cannot teach across these two disciplines.

Signatures:


Requestor


Dean
9-12-19


Vice President