

## Full-Time Faculty Position Request Form 2023 - 2024

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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 16, 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](mailto: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 2019	Spring 2020	Fall 2020	Spring 2021	Fall 2021	Spring 2022	Fall 2023	Spring 2024
<input style="width: 60px;" type="text" value="37.8%"/>	<input style="width: 60px;" type="text" value="47.5%"/>	<input style="width: 60px;" type="text" value="47.3%"/>	<input style="width: 60px;" type="text" value="38.4%"/>	<input style="width: 60px;" type="text" value="39.6%"/>	<input style="width: 60px;" type="text" value="0"/>	<input style="width: 60px;" type="text" value="48.3%"/>	<input style="width: 60px;" type="text" value="49.5%"/>

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

Fall 2019	Spring 2020	Fall 2020	Spring 2021	Fall 2021	Spring 2022
<input style="width: 80px;" type="text" value="603.9"/>	<input style="width: 80px;" type="text" value="560.5"/>	<input style="width: 80px;" type="text" value="594.9"/>	<input style="width: 80px;" type="text" value="523.2"/>	<input style="width: 80px;" type="text" value="477.8"/>	<input style="width: 80px;" type="text" value="404.5"/>

## Full-Time Faculty Position Request Form 2023 - 2024

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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).  
Projected

Fall 2019	Spring 2020	Fall 2020	Spring 2021	Fall 2021	Spring 2022		Fall 2023	Spring 2024

#### 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.)

Each year the full-time faculty in this discipline teach a full load of courses and also: write the Geology Program Review; create and oversee the annual program planning Enrollment Management Spreadsheet; schedule the Geology Program classes each semester; scrutinize and critique the numerous iterations of the Geology Summer, Fall and Spring schedules; send out hiring offers to part-time instructors following the Seniority list and the adjunct preference sheets; oversee and manage the Geology Program SLOs each semester through eLumen, including summary findings in the annual Program review; conduct and oversee monthly Geology Program staff meetings, including all current Geology adjunct and the Geoscience technician; participate in monthly Geoscience meetings with the Geography full-time instructor and the Geoscience technician; maintain and periodically update all of the Geology program curriculum course outlines through CurricUNET - including oversight and management of the Geology AS-T degree, the General Geology Certificate, and the Geology Major Certificate; work with, contribute to and help maintain the Geology sections in the campus Program Mapper, the LPC Course Catalogue, etc; work with the Geoscience technician regarding Geology program materials, supplies, maintenance, upkeep, organization, presentation, etc; work other disciplines, e.g., ECE; plan and prepare for the future - including appropriate courses, materials, number of courses, and how those courses should be offered (on-campus, online, hybrid, hyflex, etc); conduct evaluations of the part-time Geology instructors; fulfill all of the requisite duties of full-time faculty, such as participation on shared governance committees, Accreditation documentation, attendance at Town & Division Meetings, evaluations of other full-time faculty, etc.

Courses in this discipline include:  
 + Physical Geology 1 for 3 units  
 + Historical Geology 2 - with lab for 4 units total  
 + Environmental Geol 5: Natural Hazards & Disasters - 3 units  
 + Environmental Geol 7: Geologic Resources, Pollution & Use Impacts - 3 units  
 + Oceanography (Geology 12) - 3 units  
 + Geology for Educators (Geology 20) - with lab for 4 units total  
 + Separate Laboratory Courses, each with their own course outline of record, and their own instructors  
   + Physical Geology 1 Laboratory - 1 unit  
   + Oceanography Geology 12 Laboratory - 1 unit

- 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 2019	Spring 2020	Fall 2020	Spring 2021	Fall 2021	Spring 2022
10	10	10	9	10	9

## Full-Time Faculty Position Request Form 2023 - 2024

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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 2019	Spring 2020	Fall 2020	Spring 2021	Fall 2021	Spring 2022
47	44	47	35	33	27

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

+ Geology is a laboratory science, with 4 different laboratory offerings, with each lab limited to 24 students per section, as required by the space students need to work with the laboratory materials, equipment and supplies.

+ All Geology courses, lecture and laboratory, meet GE requirements, including IGETC, CSU, UC and LPC/Chabot AA & AS degrees.

+ All Geology courses are part of either the requirements for the Geology AS-T degree and/or the General Geology Certificate and/or the Geology Majors Certificate

+ The Geology AS-T degree and the Geology Major Certificate require at least Physical Geology 1, Physical Geology 1 Laboratory and Historical Geology 2 (with lab).

+ The General Geology Certificate requires students to complete at least 4 Geology lecture courses and at least 1 geology laboratory course, and students may choose from any of the LPC Geology courses offered.

+ Facilities - the Geology Program shares a Geoscience Laboratory room (1828) and a Geoscience Stockroom (1827) with Geography. All on campus Geology laboratories are conducted in the Geoscience lab room, 1828. Lecture room 1826 was historically for the geosciences as well, and whenever possible, Geology lecture sections should be scheduled in 1826 (where there are maps and access to geoscience materials, equipment and supplies through 1827 and the Geoscience Technician).

## Full-Time Faculty Position Request Form 2023 - 2024

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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.)

+ Geology 20: Earth Science for Educators - 3 hours of lecture along with 3 hours of laboratory per week. This course was created especially for the ECE program's Certificate for Educators.

+Physical Geology 1 and Physical Geology Laboratory are listed in the requirements for the Anthropology AA-T degree

+Physical Geology 1 is listed as a Recommended Elective for the Chemistry Education AS degree

+Physical Geology 1 and Physical Geology Laboratory are listed in the requirements for the Environmental Science AS degree

+Physical Geology 1, Historical Geology 2 and Environmental Geology 5: Natural Hazards and Disasters and Environmental Geology 7: Resources, Use Impact & Pollution are listed in the requirements for the Environmental Studies AA degree

+Physical Geology 1 is listed in the requirements for the Geography AA-T degree

+All LPC Geology courses (lectures and laboratories) are listed as options in the requirements for the LPC AA degree in Liberal Arts & Sciences: Mathematics and Science†

+All LPC Geology courses (lectures and laboratories) are listed as options in the requirements for the LPC Certificate of Achievement for CSU General Education Breadth†

+All LPC Geology courses (lectures and laboratories) are listed as options in the requirements for the LPC Certificate of Achievement for IGETC (Intersegmental General Education Curriculum)†

*† - reference page 309 of the 2022-2023 LPC Course Catalog*

## Full-Time Faculty Position Request Form 2023- 2024

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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.

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.)

Las Positas College currently has a vibrant, engaging and high-quality Geology program that serves the both the General Education and the degree and certificate needs of 800-900 LPC students per semester in lectures, laboratories, on-campus, online and hybrid courses.

If this full-time position is not filled, then the Geology program will not have lasting year-to-year full-time leadership that is integrated with the college as a whole (e.g., other disciplines and programs, college needs and college development and evolution directions). Part-time instructors are not paid to fulfill all of the duties and responsibilities of a full-time faculty member; consequently, part-time instructors are not integrated and enmeshed into the college as-a-whole and part-time instructors should not be expected to provide the leadership and year-to-year cohesiveness that a full-time instructor can provide.

Our sister college Chabot has embarked on a new geoscience program with an investment of a new full-time faculty. Full-time geology faculty leadership at LPC is crucial during this change to sustain the excellent program and retain enrollment at LPC.

Las Positas College has hundreds of thousands of dollars invested in Geology materials, equipment, supplies and facilities (particularly rooms 1824, 1826, 1827 & 1828). Without a full-time Geology faculty member, daily, short-term, and long oversight, care, and renewal of these materials, supplies, equipment and facilities will not be feasible or sustainable, with much of it eventually becoming unusable (non-recoverable).

LPC has historically been committed to quality programs with quality materials, facilities and staff. This can only be obtained - and maintained - with at least one full-time faculty member for the department and discipline.

The enrollment numbers (FTEF, headcounts, etc) show that there is enough total Geology FTEF to fill 2 full-time positions. Therefore, it is necessary to make sure that at least one full-time Geology position is hired and filled for the health and vibrancy of the program.

## Full-Time Faculty Position Request Form 2023 - 2024

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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.

Geology is the study of the Earth. This includes the oceans, the environment, the geohazards, the natural resources, pollution & use impacts, etc. Understanding these interconnected processes that shape our world and our environment creates better informed citizens.

31 years ago, in the Fall of 1991, by hiring a full-time Geologist, Las Positas College made the commitment to the creation and development of a Geology Department. Further investment in this Geologic commitment included substantial equipment, materials, supplies, facilities as well as Geoscience technical support. As a result, Las Positas has a stand-out Geology Program of high quality, particularly amongst California Community College geology programs.

Most of the time, Geology is a course that students take to fulfill a GE requirement. And in doing so -- they discover Geology (they all think they know what it is all about - then they take a Geology course, and are surprised and amazed at the 'things they discover that they wanted to know that they didn't know existed', to paraphrase a student quote). After their initial Geology course, they often want another, and they begin to explore Geology certificates and/or degrees.

With a new full-time Geology faculty position to replace the geologist who recently retired, the LPC Geology program will be able to continue to offer LPC students engaging, positive and worthwhile experiences in the sciences. The Geology program is particularly situated to provide high WSCH/FTEF - and - the ability to offer classes in all different modes: on-campus, online, hybrid, hyflex, etc.

If this full-time Geology position is not filled, then the LPC Geology program will go from 1 to 0: from the previous 1 full-time faculty to no full time Geology faculty, which will ultimately mean that LPC will lose its 31-year investment in the Geology program.

The Las Positas College Geology Program is solid and well-built. Replacing the full-time position (previously held by the full-time instructor who retired) will allow the LPC Geology Program to continue to support LPC students, programs, certificates and degrees with high-quality science courses and curriculum that can continue to open students to the wonder and possibilities of a major or career in the sciences.

### Signatures:

Ruth Hanna

Requestor

8/23/22

Date

Nan Ito

Dean

8-22-22

Kristina Whalen

Vice President

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Full-Time Faculty Request Form 2022-23: 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, May 13, 2020, May 4, 2021, May 14, 2022