

FACULTY REQUEST

FOR FISCAL YEAR 2013-14

BCP #	DEPT. PRIORITY NO. 2	DEPARTMENT: Biology
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PLEASE CHECK THE BOX REPRESENTING THIS CATEGORY OF FACULTY REQUEST

FACULTY POSITION REQUEST <input type="checkbox"/> <u>X New position</u> <input type="checkbox"/> Replacement <input type="checkbox"/> Full-time Temporary <input type="checkbox"/> Conversion (grant to GU001)		BUDGET AUGMENTATION – <input type="checkbox"/> <u>X Ongoing</u> <input type="checkbox"/> One-time funding <input type="checkbox"/> Other – explain (e.g. matching)
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TITLE OF INSTRUCTOR POSITION **Full-Time Biology Instructor**

PLEASE PROVIDE A SUMMARY AND RATIONALE OF FACULTY POSITION REQUEST (You may copy and paste from your COMPREHENSIVE OR ANNUAL PROGRAM REVIEW.)

Substantiate recommendations with data and the guidelines listed in the Budget Decision Criteria and College Strategic Goals documents.

The Biology Department is requesting an additional faculty member that will serve the BC Main Campus and the Delano Science Center. The Biology Department currently has 11.5-fulltime faculty. A fulltime equivalent faculty member (of at least 1.0 load) is assigned to the Delano Science Center every semester including 0.633 during the Summer semester. The Biology Department has not experienced a significant drop in course enrollment over the past several years in spite of course cancellations and ‘Workload Reduction’. This was accomplished by Biology faculty carrying overloads, accommodating additional students along with revisions in our curricula. Great care was used to ensure that any revisions to curricula would aid or maintain success and retention rates without jeopardizing our academic standards of rigor. This was accomplished without the addition of adjunct or full-time faculty members.

The Biology Department has met and surpassed the provisions of the BC Mission Statement and the Educational Master Plan.

- TMCs; All Courses are aligned with TMC course descriptors and will be submitted this year.
- Golden Three; All courses offered meet GE, Transfer or CTE requirements.
- Future Course Offerings; Offer courses that would meet TMC requirements in other departments. (i.e. BIOL-B20)
- Number of Degrees Awarded: The BC Bio Department awards the second highest number of Biology AS degrees in the entire state of California.
- Unduplicated Student Headcount; Increased by only 1%. (We are at capacity)
- Increased Number of Declared General Biology Majors since 2009; 328 to 422, +28.7%
- Increased Number of Declared Human Biology Majors since 2009; 147 to 280, +90.5%
- Change in Hispanic Biology majors since 2009; General Biology Major, +101.7%; Human Biology Major +131%
- Retention and Success Rates: Continue to exceed the state’s average rates.
- Number of Students That Require Multiple Biology Courses; 22.8% of student body
- Waitlists; Courses and waitlists are full prior to open registration
- Scheduling; Courses are taught with multiple lab classes coming from a common lecture.
- Adjuncts; Two adjuncts were recently hired for the Fall 2013 semester, but qualified adjuncts are difficult to find and retain.
- FTES Ripple Effect; Biology students are required to take many pre-requisite courses in Chemistry, Physics, Physical Science, Math and English.
- Projected Job Openings in High Growth/High Wage Opportunities (2008-2018): #1 Nursing (\$71,000), #3 Licensed Vocational Nurse (\$48,000), #5 Elementary School Teacher (\$58,700)
- Fastest Growing Occupations (2008-2018): 7 of top 10 fastest growing occupations in California require a minimum AA/AS in science/biology
- From Sue Vauqhn, BC Admissions; When asked...which department’s courses fill the quickest? **“Biology would rank very high, probably first as a department, but particularly for the courses that RN applicants need.”**

Data from BC Institutional Research and Planning and California Employment Development Department.

- http://www.bakersfieldcollege.edu/irp/IRP_Home.asp
- <http://www.edd.ca.gov/>
- CCC Chancellor's Office Data Mart
- KCCD Instructional Research
- STEM Data Compilation

INTERNAL REVIEW OF POSITION

A. Explain why the work cannot be reassigned to other staff within the department

TMC's are the driving force of program articulation and sustainability. The Biology Department would be able to offer courses that would provide more course offerings for General Biology and Human Biology majors as well as promote additional TMC compliance in other departments. One example is BIOL-B20 (Human Biology). The Biology Department has been approached by the Physical Education Department to offer BIOL-20 to meet the Kinesiology AS-T degree. BIOL-B20 may also be a viable option for the BC Nursing remediation pathway. We can not accomplish this without an additional FT faculty member.

B. Impact on College/District if position is not filled

We cannot support the demands of our students. All of our courses and waitlists are full during early-registration from which we can only accommodate two additional students per section due to laboratory safety policy. The number of Biology majors has dramatically increased, allied health pathways are impacted and enrollment at the Delano Science Center has potential tremendous growth. The Biology Department has the students and the faculty has condensed and improved curriculum. The faculty will not be able to increase FTES, meet the increased student demand for current course offerings, offer courses for the Kinesiology TMC and/or BC Nursing remediation without an additional FT faculty member.

C. Is a temporary employee currently performing the work of this position?

No

D. New position: How is the work assigned to this position presently accomplished?

The Biology Department has recently hired two adjunct faculty, but hiring a FT faculty member is a better solution rather than relying on the uncertain future of adjunct instructors semester to semester.

ESTIMATE THE COSTS ASSOCIATED WITH THIS FACULTY REQUEST

TOTAL SALARIES AND WAGES (include benefits)

SUPPLIES or OPERATING EXPENSES

EQUIPMENT EXPENSES

Total **\$90,000**

SOURCE OF FUNDS	ORG Number		ORG
<input type="checkbox"/> GENERAL FUND		<input type="checkbox"/> Categorical FUNDS	
<input type="checkbox"/> SPECIAL FUNDS		<input type="checkbox"/> OTHER FUNDS	

PREPARED BY	DATE	REVIEWED BY	DATE
	DATE		DATE

IF PROPOSAL AFFECTS ANOTHER DEPARTMENT, DOES OTHER DEPARTMENT CONCUR WITH PROPOSAL? Name the department _____

YES NO ATTACH COMMENTS OF AFFECTED DEPARTMENT, SIGNED AND DATED BY THE DEPARTMENT DIRECTOR OR DESIGNEE.