FOR FISCAL YEAR 2013-14 **FACULTY REQUEST**

BCP #	DEPT. PRIORITY NO. 1	DEPARTMENT: Chemistry (P. Science)

PLEASE CHECK THE BOX REPRESENTING THIS CATEGORY OF FACULTY REQUEST

☐ FACULTY POSITION REQUEST ☐ New position ☐ Replacement ☐ Full-time Temporary		☐ BUDGET AUGMENTATION – ☐ Ongoing ☐ One-time funding ☐ Other – explain (e.g.

TITLE OF INSTRUCTOR POSITION **Chemistry Instructor**

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

This chemistry position will help address continued and increasing high demands from multiple programs that we service, as well as our own growth (we easily have a double handful of real (live) chemistry majors in courses this year—something unheard of only a few years back). Our courses are required for physical and biological science majors, engineering, premed, allied health, and liberal arts students (education majors—chemistry faculty also teach the physical science classes). There are many, many students in these areas (1000's), with roughly 60% being allied health. The total degrees/certificates touched by our courses are about 300/year. We currently reach about 900 students per year with overloads and combined lectures, and waitlists are around 15 students per section for a 24 student section. The programs we serve want more students in the stream coming to them. Our support of Delano is less than desired, with at best a class each semester in introductory level chemistry, and occasionally a physical science course. Chemistry courses **are** the bottleneck in STEM.

The chemistry program has 5.5 full time instructors and 3 adjuncts. All classes have labs, most of which are 5 units (two 3 hour labs/week), and are limited by code and safety considerations to 24 students in a lab. Our average load for a full time instructor is 1.2-1.4, after adjusting for adjunct loads. We are stretched to the edge, and some of us are burned out. We cannot add more sections. One of us was silly enough to become a department chair...

For years, chemistry has been struggling to serve the growing needs of the above majors. BC now has a complete STEM-majors transfer pathway which is critical for our students to be fully competitive with other transfers into 4-year programs (getting into another school is one thing; getting into their program is a whole different issue—many are heavily impacted now). They can take all the requisite courses here, and transfer out truly at the junior level. This is an important part of our program goals and BC's mission as related to STEM and is a major attraction for current and potential students in all related disciplines. Yet while good news, there is a serious roadblock.

We desperately need to expand the sections of chemistry B1a and B1b taught. General chemistry has always been the bottleneck for these majors, and this pathway is expected to grow over the next few years. (We may have as many as 15-18 chemistry degrees awarded this year alone!) Everyone in STEM **must** take these courses. We have a great need to add additional sections of chem B1a and B1b to support the extra student demand which haunts us. We also need to be able to support classes in Delano, especially with other changes coming along.

The path requirements for the large group of allied health (nursing) students have been modified, accepting only chemistry B11 instead of either B11 or B2a (which is proper in our view—the pending AD-T for nursing reflects this as well). The primary difference operationally is a doubling of the load for the lab portion of the class. We are able to offer a minimally acceptable number of sections, but we have no more flexibility. 2 of our 3 adjuncts are fully involved with B11, and 3 full-time faculty (2.5 FTEF) are split between B11, B2a, and the physical science courses. We are looking at adding another section of chem B11, but Delano support will suffer.

The general chemistry section additions are easily supported by the masses of students trying to get into current sections and the desires of programs outside of physical sciences, and are well beyond an additional full load.

The adjunct pool is very poor in Bakersfield for chemistry, and our current ones are fully loaded. Our success rates are on par or better than comparable schools, and we are actively moving to a more varied, flexible, and interesting environment for our students, which we know will affect their view of STEM and its strength as a career choice. We just need some help doing it!

INTERNAL REVIEW OF POSITION

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

Everyone is fully loaded or overloaded as is, and adjuncts are maxed out.

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

An important part of BC's mission is providing local students the option to come through BC as a STEM gateway to higher education. Additionally, we provide an important set of classes to the general education and liberal studies populations. Yet we are hamstrung in our ability to manage the <u>current</u> demand, *much less any growth*. This is in spite of our recent success in opening up this path. Chemistry is the established bottleneck for the entire STEM area. This cannot change without new hires.

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

□ Yes XX No

D. <u>New position</u>: How is the work assigned to this position presently accomplished?

It isn't!

ESTIMATE THE COSTS ASSOCIATED WITH THIS FACULTY REQUEST	TOTAL
SALARIES AND WAGES (include benefits)	
SUPPLIES or OPERATING EXPENSES	
EQUIPMENT EXPENSES	
Total	**$**

SOURCE OF FUNDS **ORG Number** **ORG**

GENERAL FUND — Categorical FUNDS
SPECIAL FUNDS — 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.