

## FACULTY REQUEST

FOR FISCAL YEAR 2014-15

BCP #	DEPT. PRIORITY NO. 2	DEPARTMENT: Engineering and Industrial Technology
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**PLEASE CHECK THE BOX REPRESENTING THIS CATEGORY OF FACULTY REQUEST**

<b>FACULTY POSITION REQUEST</b> <input checked="" type="checkbox"/> New position <input type="checkbox"/> Replacement <input type="checkbox"/> Full-time Temporary <input type="checkbox"/> Conversion (grant to GU001)		<b>BUDGET AUGMENTATION –</b> <input type="checkbox"/> Ongoing <input type="checkbox"/> One-time funding <input type="checkbox"/> Other – explain (e.g. matching)
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TITLE OF INSTRUCTOR POSITION Full-time, Tenure-Track Welding Technology Faculty

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

The Engineering and Industrial Technology (EIT) department is requesting a new, full-time, tenure-track faculty position for Welding Technology. It is possible that the C6 Consortium grant will be renewed for a fourth year, which would require additional student cohorts. Should that occur, the College may be able to support this as a grant-funded COF temporary position, rather than through general funds. Since the status of the grant renewal is unknown at this point, we are requesting this position as the title indicates.

Welding Technology serves the largest number of students (unduplicated headcount of 331 students last year) among the disciplines in our EIT department. This is a high-wage, high-demand career area, as defined by KCCD Workforce Development criteria. This semester, the program offers 21 sections of courses, taught by three full-time faculty members. Last year, the program had an FTES of 84.6 in 38 sections. The FTES is high because classes are usually full, and almost all sections contain both lecture and lab hours. The FTES and FTEF numbers for this year will be higher, due to the addition of sections that were offered for the C6 student cohort. Last year, 22% of the staffing was accomplished through adjunct and overload.

The highest year of enrollment in the last five years was 477 non-duplicated students, taught by 50% overload and adjunct staffing. Since that year, a full-time faculty member was hired, which decreased the amount of overload and adjunct assignment. Since then, enrollment has remained between 331 and 352 non-duplicated students per year. We are confident that this program will remain strong in enrollment in the future, as it encompasses a number of different industries in Kern County that require employees with Welding skills.

The Welding program has increased the number of certificates awarded from 10 during 2008-09 to 56 in 2012-13. Associate of Science degrees has increased during this time frame as well. Placement of students into the workforce remains high, since there is a critical shortage of skilled Welders in our area. Employment Development Department (EDD) data indicates that just one of the occupational titles that includes Welding, in Kern County, an annual opening of 73 positions per year exists. The ten year increase of Welders in this one occupational title alone amounts to 43.3%. The other occupational titles served by this program brings the annual openings to well over one hundred. Our Industry Advisory Committee has consistently reported that the supply of trained, certified Welders is far less than the demand that exists for them. We therefore maintain that the demand for this program will remain strong throughout the length of employment of this potential new faculty member.

Filling this position will allow several things to occur that are not possible at this point. First, because the program is highly desired, not only for majors, but non-majors in related EIT programs as well, the number of sections has been limited due to the availability of courses. When Welding became a C6 program, it was necessary to limit growth even further to accommodate the sections devoted to the cohort group. Should BC continue to participate in the C6 grant with future cohorts of students, growth will be allowed should this faculty position be approved.

Another benefit of filling this position will be the potential to expand the Welding offerings on the Delano campus. This has been an identified priority of College and District administration. Without this position, sections in Delano would require a local adjunct faculty member, since the current full-time Welding faculty members on our campus have full loads. We feel that this new position should be posted in a way that teaching sections in Delano would be part of the requirements. This would ensure that the quality of instruction and the level of commitment was the same for all Welding sections, whether on the main campus or in Delano. Related to the position, we could also recruit a faculty member willing to staff Friday and Saturday sections, in addition to summer sections when available.

#### INTERNAL REVIEW OF POSITION

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

Due to the C6 grant, we had to assign a section of Welding to an Industrial Drawing faculty member this year. However, this was overload, since there is no qualified faculty member in the EIT department who is under-loaded. A majority of our faculty members in the department already teach an overload. To our knowledge, there is no one in another department that meets the minimum qualifications and has expressed interest in teaching in this area. In addition, teaching the advanced-level Welding courses requires an American Welding Society certification as the courses are currently structured.

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

Several impacts will probably exist:

- 1) The College will not be able to support the existing students in Welding and a new cohort or two of Welding students should the C6 grant be extended.
- 2) The Delano Welding sections, if offered, would need to be taught by an adjunct instructor who probably will not fully engage with main campus faculty members in order to maintain the level of instruction that exists on our main campus. Tasks like student recruitment, welding certifications, development of curriculum/evolution of lab activities, connection with the Advisory Committee, and other benefits of a full-time, permanent faculty member will probably not be accomplished.
- 3) Most people outside our department do not realize that our Welding labs are operated (as a whole) more hours than a single small Welding business generally is, and the functional responsibilities of the activities, facilities, and equipment maintenance is comparable to a business that would employ far more than three full-time employees. When the responsibilities that are part of the College environment are added to the workload, our Welding faculty members are at the limit of that which is compensated and required as professional obligations. This current condition limits the ability of the program to continue the best practices and guiding principles of the C6 grant (including Basic Skills embedded remediation, block scheduling, innovative instructional practices, and more). With the significant investment of time and money through the C6 grant, we wish to continue the return on that investment.

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

Yes       No

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

Twenty-one percent of the staffing is accomplished through overload and adjunct assignments. The remainder is the potential offering of 6-8 sections annually that are not possible due to the lack of staffing.

**ESTIMATE THE COSTS ASSOCIATED WITH THIS FACULTY REQUEST**

**TOTAL SALARIES AND WAGES (include benefits)**

**SUPPLIES or OPERATING EXPENSES**

**EQUIPMENT EXPENSES**

**Total**

**\$85,000**

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

PREPARED BY Sean Caras	DATE 9/23/13	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.