

FACULTY REQUEST

FOR FISCAL YEAR 2018-19

BCP #	DEPT. PRIORITY NO. 1	DEPARTMENT: Biology
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PLEASE CHECK THE BOX REPRESENTING THIS CATEGORY OF FACULTY REQUEST

FACULTY POSITION REQUEST <input type="checkbox"/> New position <input checked="" type="checkbox"/> Replacement <input type="checkbox"/> Full-time Temporary <input type="checkbox"/> Conversion (grant to GU001)	POSITION DEFINITIONS: NEW: Position is not in the 18-19 budget REPLACEMENT: Position is in the 18-19 budget, currently vacant or will be vacant in 19-20.	BUDGET AUGMENTATION – <input checked="" 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, 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 a replacement faculty member that will serve the BC Main Campus and the Delano Science Center. 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 been able to increase course offerings and FTES by teaching overload, accommodating additional students and hiring adjunct instructors when possible. Student demand for Biology courses is extremely high. Although we have been able to increase course offerings, we still see full classes and waitlists prior to open registration. We have a perpetual barrier to progression and completion for students across the College, but especially Biology, Nursing, Kinesiology, Public Health and Allied Health majors. Thus, the limitation on available faculty has created a situation that turns away interested students, potentially undermining the College’s reputation as a place to go for science and health-related degrees.

At the same time, the Biology Department has met and surpassed the provisions of the BC Mission Statement and the Educational Master Plan.

- Meet Multiple AS-T Course Requirements; Offer courses that would meet AS-T requirements in other departments. (i.e. Kinesiology, Public Health and Environmental Science)
- Number of Degrees Awarded College wide; The BC Biology Department awards the second highest number of AS degrees college-wide.
- Number of Degrees Awarded Statewide: The BC Biology Department awards the fourth highest number of Biology AS degrees in the entire state of California.
- Increased Number of Declared General Biology and Human Biology Majors since 2013;
- Adjuncts; Three adjuncts were recently hired for the Fall 2018 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 (2010-2020): 3 of top 7 job openings in high growth/high wages require a minimum AA/AS degree #1 Registered Nurse (\$88,000), #3 Elementary School Teacher (\$67,500), #7 High School Teacher (\$65,400)
- Fastest Growing Occupations (2010-2020): 7 of top 10 fastest growing occupations in California require a minimum AA/AS in science/biology

From Michelle Pena, BC Director of Enrollment Services, when asked which department's courses fill the quickest? **"They fill the first day of registration."**

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
- KCCCD Instructional Research
- STEM Data Compilation

INTERNAL REVIEW OF POSITION

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

The Biology Department currently has 12 FT faculty and five adjunct faculty members. Two highly respected faculty are retiring. Biology faculty are teaching overloads and accommodating additional students to provide student access to as many courses as possible. Additionally, finding and retaining qualified adjunct faculty is extremely difficult.

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

We cannot meet the demands of our students. 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 demand for Biology courses has dramatically increased in the General Biology pathway and the Allied Health pathway due to the increase in incoming students. are impacted The Biology faculty cannot increase FTES, meet the increased student demand for current course offerings and offer courses for other AS-Ts (i.e. Kinesiology, Public Health Program and Environmental Science) without replacing FT faculty.

President Christian is an advocate for student success in courses that meet GE, major requirements and AS-T requirements as well as increasing FTES to meet FTES growth goals. Replacement FT Biology instructors will meet all of the President's goals of greater access, course completion, degree completion and transfer.

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?

NA

ESTIMATE THE COSTS ASSOCIATED WITH THIS FACULTY REQUEST

TOTAL SALARIES AND WAGES (include benefits)	\$85,000
SUPPLIES or OPERATING EXPENSES	
EQUIPMENT EXPENSES	

Total	\$85,000		
SOURCE OF FUNDS	ORG Number		ORG
<input checked="" 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.