

# FACULTY REQUEST

For FISCAL YEAR 2018-2019

BCP #	DEPT. PRIORITY NO.	DEPARTMENT:
<b>PLEASE CHECK THE BOX REPRESENTING THIS CATEGORY OF FACULTY REQUEST</b>		
<b>FACULTY POSITION REQUEST</b> <input type="checkbox"/> New position <input type="checkbox"/> Replacement <input type="checkbox"/> Full-time Temporary <input type="checkbox"/> Conversion (grant to GU001)	<b>POSITION DEFINITIONS:</b> <b>NEW:</b> Position is not in the 18-19 budget <b>REPLACEMENT:</b> Position is in the 18-19 budget, currently vacant or will be vacant in 19-20.	<b>BUDGET AUGMENTATION</b> <input type="checkbox"/> Ongoing <input type="checkbox"/> One-time funding <input type="checkbox"/> Other – explain (e.g. matching)

**TITLE OF INSTRUCTOR POSITION:** Chemistry

BC's headcount has grown by 34.4% in the last five years but the demand for chemistry courses has out-paced that increased number of students. In 2014-2015 we offered 34 sections of chemistry, in 2017-2018 we offered 52 sections and this year it looks like we will offer 50 sections. We have increased our offerings by over 50% yet most classes including critical pathway courses such as CHEM B11 and CHEMB1A continue to close with full waitlists long before the end of priority registration.

Our program has shown enormous growth over the past decade or so with huge leaps in laboratory improvements, the expansion of our group to nine professors, and changes in pedagogy as our faculty study and incorporate ideas into their courses based on self-driven interest and outside exposure to the larger world of chemical education via events like the BCCE. We have an excellent AS-T degree in place which serves an important role for our students transferring to other institutions, notably the UC's and private and/out-of-state universities while still serving the local CSU's. Our degree has evolved into a complete and robust program at BC for people seeking a career in chemistry and other STEM areas.

Of course, we aren't the only program to expand. Every other STEM area has done the same, and we serve all of them. Other aspects come into play such as an expanding SW/rural initiative, an urgent focus on other ways to help the school benefit from the new state funding formula (a new Laboratory Certificate program?), and thoughts of dual enrollment. Naturally we have classes which might work in these areas (chem B10 [new GE/CTE], B11, and B2a, with others being proposed), but all these ideas taken together have created a vacuum we cannot fill—we do not have enough faculty.

This affects our program's contribution to the school's strategic initiatives, including 1.1 (introductory pathways courses), 1.3 (CTE options), 1.4 and 1.5 (student internships/work experience), 1.12 and 1.13 (services in BCSW/rural areas), and 2.1 (dual enrollment), We cannot respond to any new initiatives without cutting back on full classes critical to our own majors and the other STEM programs on campus. An example would be Wonderful Academy, where we no longer offer chem B2a because of a lack of faculty.

Having someone take off a semester has proven how fragile our structure is to outside pressures; we cannot offer classes that are known to fill easily; instead we're having to chop off sections. This applies to anything new which comes along as well.

We are averaging a 1.3 load in the department at this time, with reduced coverage in Delano and nothing possible in other places. The vast majority of classes have full waitlists before we exit priority registration, so only the select few excellent students from high school have any chance of getting into our classes (assuming they get priority). We are unable to offer as many of the lower classes (chem B2a and B11) as desired due to lack of faculty. The adjunct pool is very poor in Bakersfield, and our current ones are fully loaded.

So... once again it has become imperative for us to ask for more help. We want to help our students get through in as few years as is reasonable for them, not us. We want to contribute to the goals we share with the school at large, but we are already at our limit and cannot do more without sacrificing what we currently offer the STEM pipeline.

**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
<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.