

# FACULTY REQUEST

For FISCAL YEAR 2018-2019

BCP #	DEPT. PRIORITY NO.	DEPARTMENT: BMIT
<b>PLEASE CHECK THE BOX REPRESENTING THIS CATEGORY OF FACULTY REQUEST</b>		
<b>FACULTY POSITION REQUEST</b>	<b>POSITION DEFINITIONS:</b>	<b>BUDGET AUGMENTATION</b>
<input type="checkbox"/> <b>X New position</b> <input type="checkbox"/> Replacement <input type="checkbox"/> Full-time Temporary <input type="checkbox"/> Conversion (grant to GU001)	<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.	<input type="checkbox"/> Ongoing <input type="checkbox"/> One-time funding <input type="checkbox"/> Other – explain (e.g. matching)

**TITLE OF INSTRUCTOR POSITION:**

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

**Provide data that substantiates the proposed positions. Refer to the guidelines listed in the Budget Decision Criteria and College Strategic Goals documents.**

To meet growing student interest in the Computer Science & Computer Information Systems fields the BMIT department is requesting a fulltime faculty position. These are both high-demand disciplines and offer great employment opportunities for our students. Due to the technical nature of the courses in our discipline, faculty members find it difficult to routinely teach overloads. Some of the reasons for this include:

- Most courses contain hands-on components which require additional overhead for an instructor.
- The textbooks for these courses do not contain exercises that we can easily use in our labs, so lab work must be created from scratch and adapted to our computer lab capabilities.
- Troubleshooting hardware and software issues can take a great amount of time.
- Because of the technical, and ever evolving nature of our discipline, publishers introduce new textbooks containing major changes every eighteen months.

Removing the hands-on component to reduce the workload would be a great disservice to students. Hands-on instructions give students real life experiences with the technologies that they will use in industry.

A new faculty member would allow the department to expand our course offerings. This would allow us to maintain currency with industry trends and satisfy the requests from our community partners. The new faculty member would also allow us to increase the number of sections for high demand courses. Currently, the department has only one instructor who teaches the core coursework for the CompTIA COA program. In addition, a new Information Technology COA was just approved. Finding qualified individuals to teach the curriculum, while also maintaining rigor within our courses, is proving to be very difficult. A recent screening of our Computer Science adjunct pool (containing 29) who could teach our courses resulted in no strongly acceptable candidates. Also, many adjuncts can only teach courses in the evenings which makes it difficult for daytime students with child care needs to attend classes.

Both programs also offer courses in various aspects of Cyber Security, which is in high demand. We would like to create a COA dedicated to this field, and to do the program justice, we would need a lead full-time faculty member. Furthermore, a Web Development COA is currently going through the approval process and having to rely on adjuncts to teach some of the curriculum is growing concern in the department.

Additionally, most of our faculty have consistently taught 4 to 5 preps each semester (some for twenty years), and this is unsuitable with the speed at which new course offerings should occur. Our department faculty have done so because of student and department need, even though, contractually, they are not required to do so.

An additional factor is that one of our faculty members will be retiring within the next two years and we would like to have someone on board prior to that retirement.

According to data pulled from EMSI, Bakersfield College ranks as number one for regional talent providers.

EMSI Rank as a Talent Provider:

### Rank as a Talent Provider

Emsi's workforce profile data shows Bakersfield College has 257 alumni working regionally in the occupations *Software Developers, Applications, Computer Systems Analysts, Computer Occupations, All Other, and Computer User Support Specialists*. These 257 alumni represent 9.79% of regional profiles working in these occupations, which ranks your institution 1st among regional talent providers.

<p><b>257</b> Your Alumni in Region Working in Target Occupations</p>	<p><b>9.79%</b> Percent of Regional Profiles Working in Target Occupations</p>	<p><b>1</b> Your Rank as a Regional Talent Provider</p>
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### Top Talent Providers

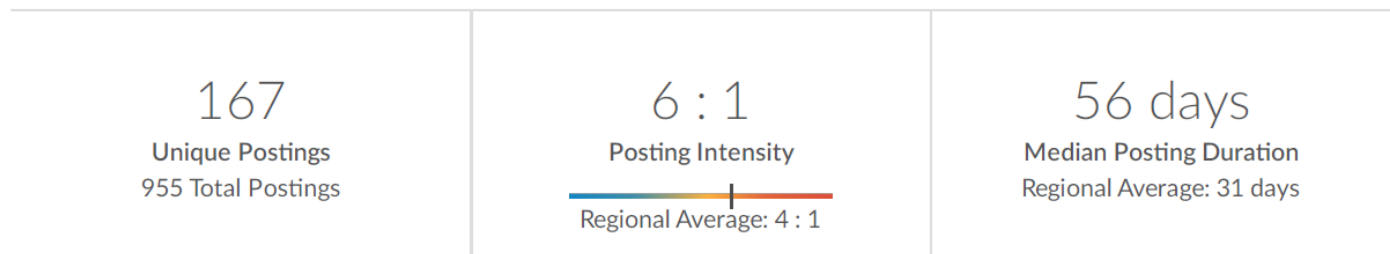
The top regional institutions supplying the labor market with workers employed in the target occupations listed above, based on Emsi's workforce profile data.

School	Profiles	Percent
Bakersfield College	257	9.79%
California State University-Bakersfield	227	8.64%
University of Phoenix-Arizona	79	3.01%
Cerro Coso Community College	47	1.79%
California State University-Northridge	40	1.52%
California Polytechnic State University-San Luis Obispo	25	0.95%
DeVry University-Illinois	25	0.95%
Taft College	24	0.91%
Santa Barbara Business College-Bakersfield	21	0.80%
Antelope Valley College	17	0.65%

EMSI Labor Market Demand:

Occupation	2017 Jobs*	Annual Openings*	Median Hourly Earnings	Growth (2017 - 2022)*
Computer Occupations, All Other	115	9	\$43.71/hr	+3.48%
Computer User Support Specialists	85	8	\$23.69/hr	+8.24%
Computer Systems Analysts	40	3	\$42.84/hr	+2.50%
Software Developers, Applications	29	2	\$51.24/hr	+6.90%

### EMSI Job Posting Summary: Job Postings Summary



There were **955** total job postings for your selection from September 2017 to August 2018, of which **167** were unique. These numbers give us a Posting Intensity of **6-to-1**, meaning that for every 6 postings there is 1 unique job posting.

This is higher than the Posting Intensity for all other occupations and companies in the region (4-to-1), indicating that they may be trying harder to hire for this position.

The data clearly confirms our department needs to continually expand the curriculum being offered to students. Therefore, hiring of a new fulltime faculty member will help meet the curriculum expansion and course offering needs and further support student interests in IT related fields of study.

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

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

**SUPPLIES or OPERATING EXPENSES**

**EQUIPMENT EXPENSES**

**Total** **\$**

<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: Creighton Magers	DATE	REVIEWED BY	DATE
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	DATE		DATE
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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.

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

Total salaries and wages (include benefits)	\$120,000
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