



FACULTY STAFFING REQUEST FORM

Qualitative Criteria

School: Math and Science

Department: Biological Sciences

Position: Anatomy & Physiology Instructor (2 positions requested)

Number of FT Faculty in Fall 2021: 5

Number of PT Faculty in Fall 2021: 6

1. Potential Load and/or Potential Direct Student Contact

The potential instructional load for the full-time anatomy position consists primarily of BIO 004 (Human Anatomy). Each five-unit anatomy section constitutes 52% load (three hours of lecture and six hours of lab per week) so a normal full-time load of two BIO 004 (Human Anatomy) would constitute 104% load. We are requesting at least one position. A second position would consist of either a full load of BIO 004 or a combination of BIO 004 and BIO 005 (Introductory Physiology). The load for BIO 005 is same as that of BIO 004.

2. Availability of qualified hourly faculty to teach and serve students:

Anatomy & Physiology (BIO 004 and BIO 005) are specialized courses intended for pre-health students that transfer to Health Science programs such as Nursing. Instructors must be highly trained and experienced in this area.

We teach a cadaver-based Anatomy course and are fortunate to have a Measure Q, community-supported, state-of-the-art laboratory. This, together with our expertly trained staff, has attracted a great number of students, some who come from distant areas. Part-time faculty with experience are difficult to find and keep. In the past, we hired several otherwise excellent candidates who quickly learned by observation and mentoring; several have moved on to full-time positions at other colleges. Several FT faculty have been working overload to avoid class cancellations. Each semester, several sections of Anatomy and another section of Physiology are taught by full-time faculty as overload.

With the onset of the COVID-19 pandemic and the temporary offering of online classes, we have been able to fill Bio 004 positions with hourly faculty who do not have the qualifications and expertise to teach our face-to-face laboratories. In addition, many are geographically overextended, and as classes return to in person teaching, even those that are qualified will simply no longer be available. Nursing and other graduate Health Science programs, which typically do not accept pre-requisites fulfilled with online laboratory classes are accepting them for now, but we are certain this grace period will be over as Colleges are able to return to physical labs.



FACULTY STAFFING REQUEST FORM

Qualitative Criteria

3. Why is it important to have a FT faculty in this role?

We teach a cadaver-based Anatomy course and are fortunate to have a state-of-the-art laboratory program, taught both at the Main Campus and at the Vacaville facility. This was generously supported by the community with the passing of Measure Q. This laboratory program, together with our expertly trained staff, has attracted a great number of students, some who come from distant areas. We are bound by contract with the UCSF Willd Body program to respect very strict rules based on confidentiality, ethics and proper specimen handling.

It is essential that multiple FT staff maintain compliance with the UCSF contract and continuity in the laboratory to fully take advantage of the program. In addition, hourly faculty with cadaver experience are incredibly difficult to find. In the past we have hired several excellent candidates who quickly learned by observation and mentoring, and then moved on to FT positions at other colleges. It is disconcerting to bring along an excellent candidate who only lacks a specific, critical skill only to see them hired elsewhere.

4. Areas where additional expertise is needed:

Anatomical dissection expertise, well described in 3. above.

5. What will be the impact (students, program, College, other) if this position is not filled?

Without additional full-time faculty, fewer sections of Anatomy and/or of Physiology will be offered. Sections of Anatomy and/or Physiology may be cancelled. We our current staff we are unable to meet student demand for Bio 004, Human Anatomy. Our current offerings necessitate some FT faculty teaching overload.

For Fall 2021, registration data shows that there were 17 sections of Anatomy + Physiology, all with full waitlists until the start of the semester. This represents as many as 340 students whose academic needs were not met by the college. These are enough students to fill up to 11 sections of A&P. It represents work for more than 3 additional full-time faculty working at maximal overload.

From the point of view of the *Institution at large*, we humbly feel it would be beneficial for the college to meet the increased demand for Human Anatomy. Pre-Nursing is the most common major at SCC, and students who enroll in the program are likely to take additional nursing pre-requisites (chemistry, physiology, and microbiology) as well as general education courses (Math, English and Social Sciences) at the same institution. Conversely, students who are not able to enroll in anatomy at Solano Community College are likely to take other nursing pre-requisites and general education courses elsewhere.



FACULTY STAFFING REQUEST FORM

Qualitative Criteria

6. How does this position help fulfill the mission of the college and our commitment to antiracist practices?

Our Human Anatomy (Bio 004) class has no specific pre-requisites, and it attracts a population of students that is diverse in every way; more that 99% of them have a Health Science career goal based on what they know, hear, or are encouraged to plan by family, mentors, community members. While not all ultimately succeed, many underserved students do and move on; once they are attracted by the possibility of an excellent future, they can be encouraged and supported, and can avail themselves of all the services our College has to offer.

7. Other compelling factors not identified in responses 1-7 above

The hiring of 2 new Human Anatomy/Physiology FT faculty means having a robust, well supported Bio 004 and Bio 005 series of classes which are essential pre-requisite courses for the College's number one Major course of study– Pre-Nursing. Our courses' ready accessibility to all students, regardless of academic background, socio-economic class and of course ethnicity is in line with the College's Mission Statement in *"...helping our students achieve their educational, professional and personal goals...Solano transforms student s' lives..."*.

We would finally like to emphasize that Health Care fields, primarily Nursing, are now seeing a tremendous increase in demand, due to attrition, "burnout", and even loss; this all in the face of increased need for acute care as well long-term care of those with chronic symptoms affected by the pandemic. Even after the number of new COVID-19 is under control, it will be necessary to address ongoing pandemic health issues, as well as a need to catch up with the postponed care of those who have had difficulty accessing services because of shortages.

8. Position was identified in last review cycle:

Yes.