

Faculty Staffing Request

Form Qualitative Data

School: Math and Science

Department: Chemistry

Position Title (number of requested positions): Full time Chemistry Instructor

Number of FT Faculty in Fall 2021: 6

Number of PT Faculty teaching in Fall 2021: 10

Please submit your responses to the prompts below (no more than 800 words) to the Office of Academic Affairs by October 15, 2021, at 5 PM.

1. Potential Load and/or Potential Direct Student Contact: *(FTE, Courses, number of sections, student/counselor ration; no need to submit days/times of teaching schedule at this time):*

The new Chemistry full-time faculty will have a full load of 45 activity units that can be obtained by teaching two or three sections of Chemistry depending on the course units.

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

Even before the pandemic, it was extremely difficult to find qualified adjunct chemistry professors to fill the available teaching positions we have here at Solano Community College. As we continue online it is even more difficult to find well trained and certified adjunct professors to teach our Chemistry courses.

In addition to the lack of qualified adjuncts to teach classes, almost all our full-time faculty are teaching overload and are overwhelmed managing the increased workload. Thus, we are not able to put any more full-time faculty into vacant teaching assignments. We are offering less sections in the Spring as we don't have qualified Chemistry instructors to fill those position, although we are confident, they would fill if offered.

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

The amount of non-instructional time required by the full-time faculty to fulfill their duties to the college has greatly increased in the last several years. The amount of time needed to meet together to create, assess, and discuss SLO's and PLO's, discuss and create the UC Pathways and transfer degrees, along with updating curriculum and creating or expanding course offerings, and the time needed to contribute to on-going documents such as WASC accreditation reports has significantly increased in the past years. Taking a critical look at each of our current courses and curriculum in light of equity concerns should be done in a detailed and diligent manner, which also takes time. Faculty have legitimate concerns that we do not have time to investigate newer teaching methods, lab experiments or attend workshops or conferences so that we may become more aware of equity issues in our own teaching. More full-time faculty would help with these commitments so that faculty do not feel so overwhelmed and to allow time to collaborate and attend workshops and conferences to inspire and learn.

In addition, it is imperative that we have a full complement of qualified, full-time Chemistry faculty to add stability to the planning and scheduling process. We can increase the college FETS if we offer more Chemistry courses and have a full-time faculty to teach it.

4. Areas where additional expertise is needed:

We are in need for a full-time faculty member who has experience and expertise in instrumentation for the Fairfield campus. Chemistry needs a full-time faculty member who will continue to expand our Allied Health Courses, such as CHEM 011, Basic Organic Chemistry and Biochemistry course and CHEM 012, Chemistry in the Health Sciences, was not offered this coming Spring 2021 for lack of a qualified faculty member.

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

As mentioned above, the chemistry faculty are already over-loaded, and the adjunct pool is small. If we do not hire another full-time faculty member not only, we will have to reduce/cancel the number of current chemistry classes that we offer, but development and instruction of new courses will also be adversely affected. As a result of which we will not be able to serve our students well and accommodate their needs. This will in-turn reduce the number of FTES that the chemistry department contributes to the college.

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

According to our college mission we need to help our students achieve their educational, professional, and personal goals. Currently as most of the courses are online, we can accommodate more students in our classes. But when we go back face to face, we will have limited number of students due to our safe lab practices and social distance requirements. The only solution to this is that we can hire another qualified full time faculty member. Only then we can increase our course offerings to help many more students complete their required transfer courses and certificate programs in a timely manner.

As mentioned, several times already, the current full-time faculty are overloaded with teaching assignments and other department duties. If we have an additional full-time faculty to share our responsibilities, then we can spend more time towards learning how to recognize equity issues and how to implement antiracist practices in our courses. As a result of which we can better support the needs of our diverse student population and work more towards overcoming the equity gaps.

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

In addition, Chemistry desires to expand our course offerings to include several online hybrid courses even after the pandemic is over and we can go back to face to face teaching. We have currently developed hybrid Chemistry courses; however full-time faculty are already teaching overload and our adjunct pool is limited. As we offer more courses, we will need more faculty to teach it.

_ The position was identified in a previous program review: Yes or No

Yes, the need to expand our full-time chemistry faculty has been documented in several ways. It is mentioned in the Program Review and is also part of our Educational Master Plan.

Please find the evidence that was mentioned in our last Program review below:

4.1 Human Resources. Describe the adequacy of current staffing levels and a rationale for any proposed changes in staffing (FTES, retirements, etc.). Address how current staffing levels impact the program and any future goals related to human resources.

Current staffing for chemistry faculty is barely adequate. All Chemistry Department plans include increasing the number of full-time faculty to seven. There are at least one or more adjunct chemistry hiring committees annually, as some of our adjunct faculty move on to full-time jobs elsewhere. The high quality of the chemistry department and chemistry program depends on a full contingent of highly qualified full-time faculty. This will continue to improve the student enrollment and success rates. In addition, hiring faculty with a broader level of experience, for example in areas of chemistry and the arts, or environmental chemistry, etc., will attract and encourage more students to enroll in chemistry courses from a variety of backgrounds.

The chemistry lab technician position was increased to 1.5 full-time equivalent several years ago. At that time, a full-time technician was added to the division and split the work time between biology and chemistry. However, the Administration moved the employee to Vallejo and never replaced the position at the Fairfield Campus. As the chemistry sections and faculty are increasing and we consider increasing the number of classes offered in the evenings and weekend, it is essential that a chemistry technician be on site during these times.

As we acquire advanced and technical instrumentation for chemistry labs, the need of hiring a specialized lab technician who has expertise in these areas will be essential.

Planned Action: *Continue to pursue the hiring of additional faculty, lab technician support and an instrumentation technician.*

If no, what changed necessitating a request for a full-time faculty member?