



FACULTY STAFFING REQUEST FORM

Qualitative Criteria

School: School of Applied Technology & Business

Department: Computer – Information Science

Position Title (number of requested positions): CIS Instructor

Number of FT Faculty in Fall 2021: 4 (NB: 2 FT Faculty are teaching reduced loads in Fall 2021/Spring 2022)

Number of PT Faculty teaching in Fall 2021: 5

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 request is to hire a FT CIS programming instructor who could teach up to 1.6 FTEF per semester (approximately 4-6 sections per semester depending on the course). Although the department is comprised of 4 x FT faculty, two of the faculty members regularly teach courses in other departments, e.g. Office Technology, Business, Real Estate, etc. and do not carry a full load (or overload) solely within the Computer Information Science department.

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

There are currently 5 adjunct faculty who teach regularly in the CIS program; however, **only one of them possesses an FSA to teach programming** – an area of significant need.

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

The college's CIS program was introduced during the early 80's and has served students for over 30 years. The CIS program offers AS-T, AS, and Certificate of Achievement in computer programming, microcomputer applications, and web design and administration. Most courses in the respective CIS programs transfers to a CSU and some of the classes we offer are UC-transferable.

Over the past 10 years the department has lost 8 full-time instructors to retirement and resignation. Only one position was effectively backfilled; however, this was an instructor from another division, thus resulting in a neutral impact on the college's general fund.

Labor market data predicts a rise in employment opportunities (see information below); the CIS program offers students a valuable career pathway, particularly in the areas of programming and cybersecurity. The CIS AS-T degree has been approved to give students a clear transfer pathway to the CSU's.



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Employment in computer and information technology occupations is projected to grow 13 percent from 2020 to 2030, faster than the average for all occupations. These occupations are projected to add about 667,600 new jobs. Demand for these workers will stem from greater emphasis on cloud computing, the collection and storage of big data, and information security.

The median annual wage for computer and information technology occupations was \$91,250 in May 2020, which was higher than the median annual wage for all occupations of \$41,950.

4. Areas where additional expertise is needed:

Computer programming, Cybersecurity, and Networking.

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

We will not be able to offer as many sections as we have the demand for. Students will be delayed in receiving the AS-T transfer degree in Computer Programming. Many of the students work during the day and would like more evening courses in these areas.

There is a strong need for more full-time CIS instructors. Retirements and resignations have not been replaced causing course offerings and sections to be eliminated. Total sections offered each semester decreased from 44 sections in 2013 to 22 sections in 2021. Classes must be offered in a timely manner so students can graduate within a realistic window (5 semesters). We have seen a dip in program completions because we cannot offer the full complement of existing courses, much less staff the new areas of development and design, including **[NEED TO COMPLETE HERE]**. As a result, students will be delayed in obtaining a certificate, degree of AS-T if we do not augment the number of instructors qualified to teach in these growing areas. Secondly, as the computer information industry evolves at lightning speed, we need to remain competitive with neighboring colleges by designing and offering new programming languages and courses in cybersecurity, network administration, etc. The current faculty are stretched, which leaves this program in a dangerous stasis without more faculty.

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

The CIS Department's mission mirrors that of the college. The department educates an ethnically diverse student population that resembles the population at large across the district, including 36% White/Non-Hispanic, 24% Asian American/Pacific Islander, 19% Black/African American, 19% Hispanic, and 1% American Indian/Alaskan Native. In fact, the program serves a higher number of Black/African American students than many programs on campus. 50% of the CIS FT faculty are African/American and numerous students candidly report that they are drawn to the African American FT faculty member because they share a common experience and serve as a role who



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represent real possibilities for our students of color.

Over the past two years, the Dean has hired two additional adjunct instructors in the CIS program, thus increasing the number of adjunct faculty of color from 0% to 40%. Better representation is a critical mechanism for advancing equity and anti-racist practices.

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

In 2016, the feedback the Academic Program Review Committee (APRC) provided to the CIS department stressed the need to hire more faculty so students could transfer in a timely manner. They emphasized the need to hire more faculty in a time of limited resources. Fortunately, for the college, times have changed and there are resources the college could use to hire at least one full-time CIS instructor.

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

The following is an excerpt from the CIS Program Review (2014)

<i>Long-Term Goals</i>	<i>Planned Action</i>	<i>Target Date</i>	<i>Person Responsible</i>	<i>Source</i>
1. Develop a CIS Excel online class	CIS 73	Fall 2017	Kevin Anderson	NR
2. Hire two full-time programming instructor	Discuss with Dean	Fall 2017	Dean of CTE & Business	DB
3. Hire additional CIS application instructors	Discuss with Dean	Fall 2017	Dean of CTE & Business	DB

In the source column denote "SP" for Strategic Proposals, "DP" for Department Budget, "P" for Perkins or "NR" for No Additional Resources Needed.