



# FACULTY STAFFING REQUEST FORM

## Qualitative Criteria

**School:** Health Sciences

**Department:** Nursing

**Position Title (number of requested positions):** 1

**Number of FT Faculty in Fall 2021:** 8

**Number of PT Faculty teaching in Fall 2021:** 9

**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*):

We are requesting 1 FTE tenure track nursing faculty member to teach at full load. This would include 4 courses per year- each nursing course is a 5-credit course and consists of theory (2 days per week 2 ½ hours per day) and clinical components (two 7 hours days per week).

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

Due to the lack of a full-time faculty in the Maternal-Child and Pediatrics courses, each term we must utilize adjunct faculty to cover the clinical and didactic hours needed to meet the needs of our students. Since the hours and dates are uncertain and inconsistent and the adjunct job is not their primary job, the adjunct faculty are not always available year to year. This affects the education of the students we teach and serve.

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

We have been relying on adjunct faculty to teach this course. Each year we must hope that the adjunct faculty is available and willing to teach this course, and in the past few years, this has been challenging due to the adjunct faculty not being available. Each year we interview and hire adjunct OB and Pediatric nursing faculty for the year. However, a majority of the time those hires do not return the following year (due to their obligations at other jobs or personal circumstances) and we have to interview and hire new OB and Peds adjuncts the following year. This is time consuming, stressful (as it leads to a staffing crisis each year) and expensive (training, orientation etc) and does not provide the students with seasoned experienced teachers.

4. Areas where additional expertise is needed:

Our program needs extra help in the didactic and clinical areas of Maternal-Child Nursing and Pediatric Nursing courses. These are areas where it is very difficult to find qualified adjunct faculty.

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

If the vacant position is not filled by a full-time faculty, it will impact the college, our nursing program and student population in many different areas.



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- Full time faculty serve on committees ensuring that the faculty voice is heard in local decision-making.
- Full time faculty protect the quality of the teaching and learning environment.
- Full time faculty hold regular office hours and are available to the students.
- Full time faculty aid students in navigating through the college system.
- Full time faculty are the backbone of the Nursing Program creating the climate necessary to attract and retain students and maintain positive ongoing relationships with out clinical partners.
- Curriculum needs to be current and having a tenure faculty position ensures the emerging needs and continuity of an ever-changing student population and healthcare environment are in order and accountability is met.
- A stable staffing increases morale in the Nursing Program and distributes workload so that it is manageable.

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

SCC Management Team’s Message on Racial Injustice in 2020 states” We believe in the dignity of all people and will not be complicit to systems or practices that perpetuate injustice and inequality on campus or beyond. We must lead by example so that our policies and practices reflect the values of fairness and social justice, and we must empower our students to help lead the way to a more just future for us all”.

With tenure comes both freedom and responsibility. The freedom to act on one's conscience without concern for losing one's job and the responsibility of using this freedom to ensure the quality of the college at which one is employed. As the part-time ranks grow, there are fewer individuals in secure positions who can speak out when a wrong is perceived and advocate for equality and justice.

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

Nursing is a career that an individual graduating from Solano Community College can be proud of. We are shaping the future in healthcare and expect a higher standard of commitment from our graduates. Nursing students are helping not only our community but are taking the standards taught in SCC Nursing program to every avenue of medical care throughout the world. We are committed to maintain the level of excellence and professionalism taught in our program. Please consider replacing the vacant full time nursing position in order to maintain these standards.

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

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