



FACULTY STAFFING REQUEST FORM

Qualitative Criteria

School: School of Math and Science

Department: Physical Science / Geography

Position Title: Physical Science / Geography Instructor New Replacement

Number of FT Faculty in Fall 2021: 0 (PHSC), 1 (GEOG)

Number of PT Faculty teaching in Fall 2021: 0 (PHSC), 1 (GEOG)

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*):

This instructor will carry at least a full-time load. For example:

SEMESTER	COURSE	UNITS	ACTIVITY POINTS
FALL	PHSC 013	3	9
	PHSC 014	1	7.5
	PHSC 015	3	9
	GEOG 001	3	9
	GEOG 001L	1	7.5
	GEOG 002	3	9
FALL TOTAL		14	51
SPRING	PHSC 013	3	9
	PHSC 014	1	7.5
	PHSC 016	3	9
	GEOG 001	3	9
	GEOG 001L	1	7.5
	GEOG 006	3	9
SPRING TOTAL		14	51

2. Availability of qualified hourly faculty to teach and servestudents:

We have no FT person to teach our Cultural Geography courses: GEOG 002 (Cultural Geography), GEOG 004 (World Geography), GEOG 006 (California Geography), or our GIS course, GEOG 010 (Introduction to Geographic Information Systems). None of our current adjuncts are capable of teaching GEOG 010, or any of the new PHSC courses, which focus on the environment and climate change: PHSC 013, Weather and Climate; PHSC 014, Atmospheric Science Laboratory; PHSC 015, Global Climate Change; PHSC 016, Natural Disasters.

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

We initiated a new PHSC AS degree in 2019, with a focus on Climate Change, along with four new



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courses (PHSC 013, 014, 015, 016), but we have no staff, either full-time or adjuncts, to teach these courses. More importantly, we desperately need someone to take the *lead* in this new program, which focuses on one of the most important issues of our time: man-made climate change.

We have a similarly serious gap with regards to Cultural Geography (as opposed to Physical Geography). Overall, we have not had a dedicated full-time Geography instructor since Don Kiernan retired in **2001**. Cultural Geography is a potentially huge growth area. This is obvious from merely reading the description of course GEOG 002: "This course is a study of diverse human populations, their cultural origins, diffusion and contemporary spatial expressions. Topics include: demography, languages and religions, urbanization and landscape modification, political units and nationalism, and economic systems and development." Other local community colleges, such as DVC, have already established an AA degree in Social/Cultural Geography:

<https://www.dvc.edu/academics/departments/physical-sciences/pdfs/Geography-Social-Cultural-Geography-AA.pdf>.

4. Areas where additional expertise is needed:

The absence of someone in this position has led to a lack of leadership and vision for the Physical Science program, and the Cultural Geography side of our Geography program. As mentioned above, we lack staff to teach the four new PHSC courses in climate change, and to teach our Cultural Geography courses. There are also a great number of administrative tasks, such as Program Review, Curriculum Review, Guided Pathways, co-ordination of SLO assessments, *etc.*, for the Physical Science program, that otherwise will fall on the shoulders of full-time faculty from outside the department.

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

1. If this position is not filled, we will continue to be unable to teach our new courses in climate change and the environment, thus depriving our students of access to this important topic.
2. If this position is not filled, we will miss an opportunity to strengthen the Cultural Geography side of our Geography program, and to establish a degree in Social/Cultural Geography.

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

It is well known that problems related to climate change and the environment has a disproportionate impact on people of color (please see <https://nature.berkeley.edu/news/2021/08/new-faculty-focus-climate-change-and-environmental-justice>.) Hiring a new faculty member in the area of climate change will help shed light on and address these issues.

A new full-time faculty member who could focus on Cultural Geography would allow us to strengthen, and more regularly deliver, our courses that deal with human diversity and cultural diversity.

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



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The position was identified in a previous program review: Yes

According to p. 19 of the Fall 2014 Geography Program Review, long-term goal #1 was: "Hire a full-time Social Science and GIS Instructor". From the context of the Program Review, the reference to "Social Science" clearly refers to what we have referred to above as "Cultural Geography".

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