

Proposal to Replace Full-time Faculty Positions - May 2019

1. **Title of Positions:**

- a. (A) Full time Faculty – Biology (Replacement)
- b. (B) Full time Faculty – Anatomy & Physiology (Replacement)

2. **Job Description:**The minimum qualifications for biology is a master's degree in any field of biological sciences. The department will be seeking applicants who, for Position A, can focus on non-majors biology courses, and for Position B, can focus on teaching the sub-disciplines of human anatomy and physiology.

3. **Changes to position since last hire:**There are no changes to the program that affect either of these positions. They are equally needed now as they will be next year.

4. **Does the vacancy bring that department to having no full-time faculty?**The department has 3 remaining full-time faculty; the loss of the two retiring/resigning faculty would reduce our full-time faculty by 40%.

5. **Are there any special regulations such as law, Title 5, Education Code, Student Success Initiative, or accreditation standards, etc., that would require a minimum of one full-time faculty member?** There are no special regulations that require a minimum number of full-time faculty.

6. **How does the position support the goals of the Educational Master Plan or other strategic college plans?** The requested two full-time replacement position align with the College EMP Goal of "Student Completion and Success". The biology program offers courses that are integral to the academic pathways toward transfer to allied health programs and bachelor's degree in the biological sciences programs at four-year universities. The retiring/resigning faculty members are dedicated to teaching courses integral to these pathways.

7. **Describe program review or other data that indicate a demonstrated program/service need.** The biology program at Cañada is robust. We offer over 60 sections a year consisting of GE courses for non-majors, transfer courses for allied-health students, and transfer courses required for biology majors. In spring 2018 the department's program review findings successfully persuaded the college to invest in a fifth full-time faculty member. That was the right decision. Nothing has changed since that decision that would indicate the need to reduce full-time faculty in this

department. In fact, this current semester the department's census headcount is 763 – within just 2% of the 3-year average for spring term – with a load of 537.

8. (optional) Additional information that may be helpful to the Academic Senate and Planning and Budgeting Council in making recommendations, such as, but not limited to, how the position: a) Addresses access, equity, retention issues, b) Circumvents an extraordinary difficulty of hiring adjuncts, c) Addresses department plans and innovation

The department would like to begin the recruitment process for these vacancies during AY 2019-20.

Position A: Biologist

Professor Carol Rhodes will be retiring at the end of 2019-2020 academic year. During that year she intends to “buy out” of teaching any courses by managing various STEM grants. We would like to staff her courses with a new full-time faculty member as quickly as possible in order to avoid losing momentum and enrollment that can result if we are forced to delay the search for this replacement until after Prof. Rhodes actually retires.

Position B: Anatomist/Physiologist

Professor Dani Behonick is resigning at the end of this current academic year. We schedule our full-time A&P faculty in such a way as to create cohorts of students who progress through their allied health prerequisites with the same instructor. The peer relationships formed by these students in A&P often persist into their microbiology and nutrition courses which has the potential to contribute to persistence and success. We aim to hire a replacement full-time faculty who can teach the entire BIOL 130-250-260 sequence of courses. Having a consistent faculty member in this role is essential to implementing this model of learning community.