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COMPLETE

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Page 1: Full-Time Faculty Position Form

Q1 Please enter the following:

Department	Ornamental Horticulture
Position Title	Full time Instructor, Ornamental Horticulture

Q2 How will the position support or advance one or more of the goals your department/discipline identified in this year's program review? (200 words or less) (Rubric Criterion 3)

The addition of a full time, tenure-track faculty member to the Ornamental Horticulture program would benefit OH students and the college's organizational health through the provision of a more consistent and dedicated leadership for the program over time. The current ratio of full time to part time faculty is 1:17. The recent, and sudden, change in OH program coordinators (2018) was disruptive to the program's function, and increased the workload for college administrative faculty and staff as a result. This type of disruptive leadership transition could be prevented by re-filling the existing second OH full time faculty position.

Q3 How will this position specifically support or advance one or more of the College's four strategic priorities? Acceleration Guided Student Pathways Student Validation and Engagement Organizational Health (200 words or less) (Rubric Criterion 4)

The addition of a full time, tenure-track faculty member to the Ornamental Horticulture program aids the college's organizational health through the provision of a more consistent and dedicated leadership for the program over time. The current ratio of full time to part time faculty is 1:17. The recent, and sudden, change in OH program coordinators (2018) was disruptive to the program's function, and increased the workload for college administrative faculty and staff as a result. This type of disruptive leadership transition could be prevented by re-filling the existing second OH full time faculty position.

Q4 Describe why this position is essential to your program and/or service area and how it will improve student learning and achievement. (200 words or less) (Rubric Criterion 3)

The addition of a full time, tenure-track faculty member to the Ornamental Horticulture program would benefit OH students through a more consistent presentation of content from a dedicated instructor. While a diverse adjunct faculty provides different perspectives and exposure to a variety of industry-related experience, the benefit of a full time faculty member, dedicated to the OH program's success over time exceeds that.

Q5 How has the lack of this position impacted your program and/or service area? What will be the impact to the program and/or service area if this position is not filled? (150 words or less) (Rubric Criterion 3)

The vacancy in this existing position impacts delivery of curriculum to students, as well as future planning for the OH program. It should be noted that Southwestern College is adding a second full time faculty member to their Landscape & Nursery Technology program. A diminished faculty at OH will continue or exacerbate the transfer of OH's students from Cuyamaca College to Southwestern College.

Q6 Has there been or is there any evidence to demonstrate that there will be an increase in demand for your programs and/or services? Please discuss supporting data from recent semesters. For example, enrollment trends, waitlist pressures, or wait time for appointments and support services as they apply to this position. (150 words or less) (Rubric Criterion 2)

Over the time period from June 2018 to present, the unduplicated head count for OH has increased by between 16% - 18%.

Q7 Is this a new position, replacement for a retirement/upcoming retirement or replacement for internal promotion (faculty to administrator), or replacement for other circumstances? Please explain. (100 words or less) (Rubric Criterion 3)

This is a replacement for an existing position, left vacant after the retirement of Don Schultz in June 2018.

Q8 Please confirm that you have discussed this faculty position request with the Division Dean and that you understand that Division Deans will be providing feedback to help inform the prioritization process.

Yes, I have discussed this position request with the Division Dean
