

2018-2019

**Program Review & Planning
Request for Full-Time Faculty Position**

Please upload and submit this completed form through the SurveyMonkey program review module.

Note: Staffing Prioritization Task Force will consult your program review as part of the rating process. Please reference appropriate sections of your program review as needed in your responses.

Department	Automotive Technology: Ford ASSET, GM ASEP, ASCCA, and General Program
Position Title	Program Faculty (2)

1. How will this position specifically support one or more of the College's four strategic priorities? (Rubric Criterion 4)

- Acceleration: Currently the Automotive Technology Department has submitted a model for an accelerated Ford ASSET commencement initiative that can be implemented in all programs. This is possible by developing credit by examination for industry professionals who are able to meet requirements by objective examination.
- Guided Student Pathways: Current initiatives for Cuyamaca College's Automotive Technology students have a positive trifecta effect. Students will be able to maintain demonstrated/objective student learning outcomes during credit by examination courses, will attain commencement at an accelerated rate and most importantly students will be able to attain certifications that will increase their earning potential as a result of the college's initiatives. Without additional faculty this initiative will certainly suffer.
- Student Validation & Engagement: Cuyamaca College maintains an Automotive Departments with progressive curriculum initiatives which are being developed to allow students to commence in a shorter timeframe and be more likely to engage in further program participation to increase degrees and certificates with the benefit of additional faculty.
- Organizational Health: The Automotive Technology department is developing a highly progressive model that has been recognized by the State Chancellors Office and is in the process of being approved. This model not only applies to the Ford ASSET Program but, will be the catalyst for change in many cross-departmental collaborations in student learning outcomes using distance education modalities however, staffing challenges hinder these initiatives.

2. Describe why this position is essential to your program and/or service area. How will this new position improve student learning and achievement? (Rubric Criterion 3)

Historically the Automotive science department in its most successful time periods was staffed with 4 fulltime faculty members. With the success of the ET 110 class which greatly supports FTES, the department is left with only two active automotive instructors. After the sudden retirement of a senior faculty member, it is observed that only one class can be taught in the AM with current staffing. This is a result of only two faculty members, one of which is interim faculty and coordinates the GM ASEP

Program, and the other, who both coordinates the department and the Ford ASSET Program. As a result, this reduces the ability for morning classes to be provided. It is observed that AM classes are a necessity for students to graduate in a timely manner. Not all students can attend PM classes, subsequently students needing to obtain their graduation requirements in their education plans are unable to commence in the suggested timeframe. This is discouraging to Cuyamaca students and can derail their educational objectives. Maintaining a more robust rotation of classes will increase commencement. Producing well rounded professionals through a comprehensive education plan is very important in a profession that has a high labor market demand. Again fulltime staffing is a challenge.

3. 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? (Rubric Criterion 3)

Lack of adequate fulltime staffing negatively impacts the efficiency of the department and impacts success of retention rates. Furthermore, it impacts the amount of degrees and certificates awarded. The challenge exists in that the two active faculty members have inadequate time to mentor students, adjunct faculty and maintain the general management of the department that includes two manufacturer programs. The inadequate staffing of the department significantly impacts the Automotive Departments' capacity to achieve its strategic goal of developing a benchmark program at a time when Cuyamaca College has special resources that are unprecedented in our area of instruction. Furthermore, manufacturers may choose to relocate their programs to institutions that have adequate staffing. With current initiatives that are cutting edge, this institution could possibly lose the support of manufacturer contributions that would be detrimental to the college strategic plans and more importantly the students' success. Cuyamaca College has been approached by other manufacturers' for program expansion, which would not be a consideration at this time.

4. Has there been or do you believe 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. (Rubric Criterion 2)

Wait lists are often a strong indicator based off of WebAdvisor data for core entry level classes such as: Auto 99, Auto 100 and Auto 120. These classes become wait listed, unavailable, and are often bottlenecked to the evenings when AM classes cannot be offered. This discourages enrollments to perspective AM Automotive Technology students. These entry level classes are most often the introduction to vocational pathways is the area of Automotive Technology and enrollments are suffering when not having AM staffing to instruct them. In the area of success, retention and commencement rates, these areas are highly impacted as it is difficult for a student to maintain a two year pathway without the availability of AM classes. Degrees and certificates awarded to students measured off LMI data shows substantial increase for students who attend upon availability of classes and time in program however, improving success rates is difficult to attain without more efficient curricula design, instructional availability and adequate fulltime faculty staffing. Labor Market Demand for Automotive Technicians is in high demand due to a technician shortage according to recent New Car Dealers Association data and nationwide feedback from franchise dealers.

5. Is this a new position, replacement for a retirement or upcoming retirement, replacement for a tenure failure, replacement for internal promotion (faculty to administrator), or replacement for other circumstances? Please explain. (Rubric Criterion 3)

The department is operating at 50% of historical fulltime faculty during the last 4 years. This is a result of the colleges' need for FTES and the departments' support of administration by shifting one senior faculty to four full sections of ET110 with significant enrollment and waitlists. Our recent unpredicted retirement of a senior faculty has impacted our department that is currently under a highly progressive change. The department has all the makings of successful growth with current funding and manufacturer support however, planning is in an unpredictable action stage without additional support. These factors certainly effect the success of the entire programs growth potential. The college needs to decide if we want to retake our position as one of the nation's leading automotive programs, with the expectation that we can have a substantial reach in California with a potentially global effect. This is absolutely not sustainable without two additional faculty.

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Page 2 of 2

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- 6. 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 inform, in part, the prioritization process.**
{ X } Yes, I understand.

The Staffing Prioritization Task Force will also consider the program review data provided by the IESE Office in reviewing this request. (Rubric Criterion 1)