

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	CIS/CS
Position Title	Full time tenure track CIS System Administration Teacher

1. How will this position specifically support one or more of the College's four strategic priorities? (Rubric Criterion 4)
 1. Acceleration
 2. Guided Student Pathways
 3. Student Validation and Engagement
 4. Organizational Health

(200 words or less)

Guided Student Pathways. For our students to succeed, complete, and find employment, we need curriculum that is up-to-date and reflects industry needs.

Student Validation and Engagement. We need a full-time teacher able to shepherd the program, nurture students, and engage students with current curriculum and enthusiasm.

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)
(200 words or less)

The CIS department has many distinct areas of specialization, including networking, security, computer repair, cabling, web development, business computing, computer science, and system administration. While some of these areas overlap, expertise is required in each area to track industry changes, shepherd programs, keep curriculum current, and teach courses. Current CIS Full-time faculty struggle to keep up in their own areas of specialization. We need a full-time teacher able to focus on Windows and Linux operating systems and at least one other area (cloud architecture & data storage, virtualization, security, business computing, Internet of Things, and CompTIA certification). Greg Differding's retirement left a gap in the area of operating systems and virtualization. David Raney's retirement left us without a full-time faculty member to lead our business computing program. Tim Phillips plans to retire soon, leaving a gap in CompTIA certification and cabling. We hope to develop new curriculum to integrate Mechatronics and Internet of Things, but don't have anyone to do this. Students respond to teachers who have expertise, enthusiasm, and teaching skills. Students also need access to current curriculum to pass certification exams and get jobs.

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)
(150 words or less)

We have been unable to keep up with changes in Microsoft certification. An operating system specialist would track these changes and keep the curriculum up-to-date. We have also been unable to develop new curriculum in potential growth areas (virtualization, cloud technology, and Internet of Things). If this position is not filled, we risk falling behind in curriculum and risk losing students.

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)
(150 words or less)

Enrollment trends have more than doubled in computer science and decreased in CIS. This position would allow us to update our curriculum to reflect industry needs, leading to increased enrollment. We believe the CIS and CS statistics should be combined to give an accurate view of our department as a whole.
Fill rates are skewed by large online class sizes. For example, 30 students in a 32 capped class would have been a 94% fill rate but is only 60% in a class capped at 50.

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)
(100 words or less)

This position would help to replace Greg Differding and possibly David Raney, depending on the expertise of the faculty member. Tim Phillips has also indicated that he expects to retire within a few years, which will leave us without a lead teacher for Cabling and CompTIA A+ and Network+. While this position isn't intended to address Tim's retirement, hiring now to replace Differding and Raney would help us prepare for Tim's retirement.

Here's how it breaks out now:

Cisco networking – Curtis Sharon, replaced Dave Stilson. Curtis is also Department coordinator, leads Security, and manages the regional NetLabs installation
Web coding and programming – Jodi Reed. Jodi also serves as Distance Education Coordinator.
Computer Science -- Roger Mitchell, replaced Connie Elder
CompTIA (A+, Network+) -- Tim Phillips covers these now, but plans to retire soon
Cabling – Tim Phillips took Cabling from Ted Chandler
Business Computing – David Raney (retired) leads CIS 110 for now, Curt Sharon teaches Databases
Security – GAP. Curt Sharon leads this, but we need someone who can track changes in Forensics and Certified Ethical Hacking industry certification. Curtis Sharon is overloaded.
System Administration – GAP. Nobody has replaced Greg Differding.
Internet of Things & Mechatronics. GAP. We have been asked to develop curriculum, but do not have faculty with enough expertise to write curriculum.

Revised Fall 2018

Approved by Academic Senate on 10/11/18

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)