

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	Center for Water Studies
Position Title	Full-time Instructor, Wastewater Technology

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

This full-time position will support the organizational health of the college by significantly improving and strengthening the wastewater technology aspect of the Center for Water Studies program. A full-time instructor with wastewater expertise can more effectively advise students who are seeking a wastewater career on the proper coursework that aligns best with their specific career goals (Guided Student Pathways). A full-time wastewater instructor will have the industry connections necessary to successfully connect students with internships and the resources that will effectively facilitate their transition into the industry and achieve a fulfilling career in wastewater (Guided Student Pathways). The cutting edge trends in the wastewater industry all revolve around purifying wastewater to augment and diversify our diminishing imported supplies and develop sustainable practices. In order for Cuyamaca College to maintain its leadership in water and wastewater education and job training, it is imperative for the Center for Water Studies to keep pace with these industry trends. A full-time instructor with wastewater expertise is absolutely necessary for the program to maintain its premier standing in wastewater education and training.

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)

The WWTR program has recently completed a transformation into the Center for Water Studies, expanding course offerings with seven new courses. In addition, the program has added the Field Operations Skills Yard and will be integrating "learning by doing" activities into the majority of the curriculum. In order to adequately manage this additional workload it is essential to add a full-time instructor with wastewater career expertise. The program currently employs one full-time faculty position with career experience in water treatment and distribution (no wastewater expertise) and 13 adjunct instructors (7.1% ratio of FT/PT). The new technologies being employed in the industry center around wastewater treatment (San Diego City's Pure Water program and expanded Wastewater Reclamation mandates, for example), and it is essential to the Center for Water Studies program to staff a qualified wastewater professional to adequately support the programs expansion efforts and manage the wastewater curriculum. This new position will be responsible for development of new curriculum focusing on the leading edge wastewater

technologies being employed in the industry today. Students in our wastewater program will need to learn these new technologies in order to maintain an advantage in competing for these 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)**

If this position is not filled, it will significantly and negatively impact the programs ability to adequately prepare our students for a career in the wastewater sector of the industry. The new technologies in wastewater revolve around advanced purification of wastewater into drinking water, requiring new technological skills and additional State-mandated certifications required by our students to take advantage of these new employment opportunities. The new full-time position will have expertise in these new technologies, and will be responsible for development of coursework focusing on the technology and the expertise required to take and pass State certification exams developed for these new disciplines. This new position is essential to the programs continued development in the wastewater sector and in our programs ability to serve our students. If our program cannot keep pace with the industry's needs, students desiring a career in wastewater will have no choice but to pursue expensive private training options.

- 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)**

The Center for Water Studies program is currently pursuing an aggressive recruiting effort, geared towards women, retiring military veterans, and high school STEM students, and it is expected that enrollments in the future will increase as a result of these recruiting efforts. Additionally, a recent Government Accountability Office Bureau of Labor Standards report projects that 8.2% of existing Water & Wastewater industry jobs will need to be replaced annually between 2016 and 2026. That translates into 400 job vacancies annually In San Diego County, which employs about 5,000 in the water & wastewater industry. The industry relies heavily on graduates from our program to fill entry level positions. With the programs emphasis on recruiting under our current NSF grant efforts, and the high rate of industry turnover due to retirements, it is essential to hire a full-time instructor with career expertise in wastewater treatment and collections in order for the program to keep pace with the increased level of new students and job openings that are projected for the industry in the future.

- 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)**

This request is for a new position.

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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)