



## Request for New/Replacement Faculty Position: 2024-25

The role of Academic Senates in the determination of the need for new faculty positions is contained in KCCCD Board Policy 8703:

### 8703 Position Identification/Approval

- a. The need for contract faculty positions shall be determined cooperatively through a well-defined, thoughtful planning process involving the College Academic Senate, faculty in the discipline, and College administrators. This process shall be agreed to by the College President and the Academic Senate.
- b. A contract faculty position requires the approval of the College President and the District Chancellor prior to the commencement of the selection process.

In keeping with the Academic Senate's role in the process, the Academic Senate requests that faculty making requests for new and replacement faculty positions submit their requests formally through the use of this form and the process outlined below.

This form is to be completed by the Academic Divisions and submitted by each Division Chair for *each* new faculty position being requested. Completed forms are to be submitted *via email* to the Academic Senate President *no later* than **Monday, October 7<sup>th</sup>, 2024, at 5 p.m.** Please answer all appropriate questions on this form and include as much relevant information as possible in support of your request. Supplemental documentation may be included as separate documents; please clearly title any additional files such that they can be easily identifiable from the file name (such as 'PC Social Science Division New Faculty Position Request 2024-25').

**Oral presentations** in support of position requests will be made as part of the Academic Senate meeting on **Friday, October 11<sup>th</sup>**, starting at 8 a.m. Presentations should be made by the Division Chair or their faculty designee. *Each position request will receive a maximum of 5 minutes.* Please submit any slideshows *before* the meeting or arrive early so that presentation time is not taken in transferring or uploading files. All presentations will be recorded and posted to the PC Academic Senate webpage for later viewing. *Discussion (including questions) of all position requests will take place immediately after all presentations have concluded.*

Per PC Academic Senate tradition, the Senate voting members will rank all of the positions requested by submitting individual Senate voting members' ballots of their ranking for all faculty positions requests directly to the Senate President *prior* to the next regular Senate meeting. Division representatives should ensure time to confer with their divisions in preparing their ballots. In coordination with requirements of the Brown Act, in which secret ballots are not permitted in Brown Act committees, ballots cast by members of the Academic Senate will be included as part of the Academic Senate meeting proceedings and indicate the rankings of each voting member of the Academic Senate. The cumulative results of the rankings will be presented and discussed at the next regular Senate meeting subsequent to the presentations. The Academic Senate President shall have the responsibility to promptly forward the Senate's cumulative rankings to the College President and College Council for review, along with all documents provided in support of each request. The College President, in consultation with the KCCCD Chancellor, will make the final decision regarding all faculty hires, and inform the Academic Senate in a timely manner about such decisions as part of the collegial consultation process.

**POSITION REQUESTED: Welding**

New  
 Replacement: [list person(s) being replaced]

**DIVISION:** Career Education

**DIVISION CHAIR:** Stephanie Cortez

**GENERAL INFORMATION REGARDING POSITION REQUEST:**

1. Which of the following areas of need will be addressed by this position? (check all that apply)
  - Transfer to 4-year colleges and universities
  - General Education
  - Vocational instruction
  - Instructional Support Services
  - Student Support Services
  
2. Is this position addressed in the college's Educational Master Plan and/or the most recent Program Review for the area?
  - Yes (please cite below)
  - No (please explain why below)
    - a. The program has increased to the point where there is a need for a full-time Instructor. The curriculum has been expanded to include one Certificate of Achievement, one Job Skills Certificate, and four new courses. The staffing, budgeting, curriculum development, and community response needs are currently not being sufficiently met. (Program Review 2023). Currently, the courses are being instructed by a one-year temporary COF position, and if funding is decreased, the students can be impacted by the opportunity to obtain a JSC or COA. Decreasing the industry's need for skilled welders.
  
3. Identify any resources the hiring of this position will require. Do not include salary and benefits, but please list things such as a computer, office space, equipment, and other related resources the new faculty member would require.
  - a. The resources are currently available. No additional assets are needed.
  
4. List any classes likely to be taught by this individual. If the position is primarily non-teaching, please describe the person's assignment.
  - a. Four courses will be the responsibility of the new faculty; these include a lecture and lab components. Weld P116, Weld P118, Weld P114, and Weld P113

**PROGRAM REVIEW DATA-BASED JUSTIFICATION:**

Provide the following data measures for the past 5 academic years in classes/subjects to be taught by the faculty (as applicable). Program review data can be obtained by subject from the Institutional Research web page below (include with supplemental materials any additional data or relevant past program review content). Faculty needing assistance with collecting relevant data are encouraged to contact our Institutional Research Director, Michael Carley. Programs with a substantial number of cross-listed (piggyback) classes should also contact Michael Carley for customized data on the number of sections and students per section.

<https://www.kccd.edu/institutional-research/annual-program-review-data.html>

		2019-20	2020-21	2021-22	2022-23	2023-24
Enrollment at Census		82	0	87	108	158
Average number of students per section		27	0	21.5	21.8	19.8
First Day Waitlist		26	0	10	18	3
FTEF	TOTAL					
	Full-Time	0	0	0	0	0
	Overload	0	0	0	0	0
	Adjunct	1.4	0	1.33	1.67	2.67
	Summer	0	0	0	0	0
FTES		14.3	0	15.0	18.8	27.5
Degrees & Certificates		10	12	25	6	48

**OTHER JUSTIFICATION:**

Provide here qualitative/narrative information that supports hiring for this full-time position:

The current position is a one-year temporary position, and for the life of the program, a full-time instructor is needed. If COF funding decreases, the chances of losing experienced instructors will also be impacted. Since the majority of instructors are working in the industry full-time. Bottlenecking the courses given to only late evenings and not during the day. And the affects will be felt by the students. Causing numbers to drop and losing students to other colleges.

A full-time welding instructor brings extensive expertise and hands-on experience in various welding techniques and technologies. Their practical knowledge is invaluable in training students and ensuring they acquire the necessary skills for the job market.

Full-time instructors can maintain strong connections with the welding industry, staying updated on industry trends, emerging technologies, and evolving techniques. This knowledge ensures that the curriculum remains relevant and aligns with industry demands.

The instructor can establish partnerships with local welding businesses, facilitating internships, apprenticeships, and job placements for students. These connections enhance students' employability and provide valuable networking opportunities.

A full-time welding instructor can guide students through advanced certifications and specialized training programs. This enhances students' credentials, making them more competitive in the job market and opening doors to higher-paying and specialized welding positions.

The instructor can facilitate certification exams, ensuring that students are well-prepared to pass and excel in their careers, reinforcing the community college's reputation for producing highly skilled professionals. In summary, hiring a full-time welding instructor significantly enhances the welding program's quality, ensuring students receive comprehensive, up-to-date training. Their expertise, focus on safety, mentorship, industry connections, and commitment to student success make them instrumental in shaping skilled and confident welding professionals, ultimately contributing to the success of the students and the college.