



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 7th, 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 11th**, 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: Emergency Medical Technician (EMT)

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

DIVISION: Health Careers _____

DIVISION CHAIR: Elizabeth Keele _____

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)
 - Position #1 EMT/ Paramedic Instructor:
 - Fall 2019, Fall 2021, Fall 2022, and Fall 2023, Request for New Faculty Position: New position request submitted for Emergency Medical Technician (EMT) instructor.
 - The EMT-Basic program began in 1976. The program has been an adjunct-only program. The program continues to be in high demand with a waitlist each semester. Over the past few years, the program has increased from two sections a year to five sections per year and a summer section every other year. This is in response to ambulance and fire industry partner needs. Ambulance and City Fire Departments state there is a significant shortage of paramedics throughout Tulare County. The EMT adjunct faculty all work full-time as EMT-Paramedics or Firefighter-EMTs. Paramedics typically do not have a degree. It is a continuous challenge to find EMTs or Paramedics with both the required degree and time to teach the 171 hours required for the EMT course. The full-time position would require that the EMT-P is certified with the Central California Emergency Medical Services agency as a Primary EMT Instructor and Clinical Coordinator and a licensed Paramedic with the State of California (CCR Title 22, Division 9 Chapter 2 §100070). The EMT-Basic program is a pre-requisite for the Fire Academy. Potential for development of Emergency Medical Responder course – Job Skills Certificate required for peace officers, fire, and lifeguards. Provides faculty resources for the development of the Paramedic program - Certificate of Achievement and Associate of Science Degree. Potential for Porterville College to become an American Heart Association Training Center offering certification in Basic Life Support Heart Saver, First Aide, Basic Life Support Provider, Advanced Cardiac Life Support, and Pediatric Life Support.

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.
 - An office space and computer

4. List any classes likely to be taught by this individual. If the position is primarily non-teaching, please describe the person's assignment.
 - Program Faculty Director and Instructor.

- EMT Basic P050C Emergency Technician-Basic – Program Director, Clinical Coordinator, and Principal Instructor
- EMT Firefighter and Paramedic Firefighters would qualify to teach in Fire Academy.
- Paramedic qualifies to teach Public Safety First-Aid CPR certification for Wildland Fire.

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 crosslisted (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		136.0	118.0	85	123	85
Average number of students per section		27.2	24.4	21.3	24.6	42.5
First Day Waitlist		51	17	2	19	49
FTEF	TOTAL	3.35	2.46	2.46	3.08	1.27
	Full-Time					
	Overload					
	Adjunct Summer	3.347	2.464	2.464	2.464	1.27
					0.616	
FTES		36.9	32.1	22.2	30.5	26.5
Degrees & Certificates		45	73	55	66	53

OTHER JUSTIFICATION:

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

- Availability of part-time/overload faculty:

The EMT-Basic course is taught by adjunct faculty only. The EMT adjunct faculty work full-time as EMT-Paramedics or EMT-Firefighters. Paramedics typically do not have a degree. It is a continuous challenge to EMT Adjuncts who meet minimum qualifications and have the time to teach. A full-time permanent instructor is needed to grow the current EMT Basic program and add a paramedic program.
- Compliance with state regulations/accreditations:

The full-time position would require that the EMT-P is certified with the Central California Emergency Medical Services agency as a Primary EMT Instructor and Clinical Coordinator and a licensed Paramedic with the State of California (CCR Title 22, Division 9 Chapter 2 §100070)
- Maintaining “one-full-time-faculty” program:

This full-time position would maintain a “one-full-time-faculty program”.
- Long-term community needs/support (Document with Advisory Committee, Program Review or other recommendations for increased staff):

- o Advisory Committees (2019, 2020, 2021, 2022) Meeting the current and future needs of the community

- industry partners ranked the paramedic program as #1
- Prehospital and Hospital

#1 Paramedic Program

Industry Partner Report

- 38% vacancy rate
- 72-hour workweek to cover current vacancies
- Average 20 hires per year
- 80% of the paramedics live greater than 100 miles away, making them not available for multiple or mass casualty incidents

- o Labor Market Information

- EMSI Labor Market Analytics and Economic Data – LMI 2021-2031
- EMT and Paramedic Tulare County 18.2%
- Job openings for Paramedic, EMT-Basic, EMT-Firefighter, and Paramedic-Firefighter 2,100 over the next 10 years.
- EMT and Paramedic California 6.7%

Source:<https://www.labormarketinfo.edd.ca.gov/Occguides/AllOccPrj.aspx?soccode=292041>

- o EMT Basic continues to be in high demand with our local ambulance and firefighter partners. This entry-level position is a pathway for students interested in careers as paramedics and firefighters. Future job growth for EMTs and paramedics in the PC service area is 18.2%. The annual median salary for EMTs in Tulare County is \$40,572 (EDD, Labor Market Information, 2020).

- Maintaining certificate/degree/transfer program:

- o Current Certificate
 - EMT-Basic Job Skills Certificate
 - Public Safety Job Skills Certificate
- o Proposed Certificates and Degree

- Courses are part of a core program and/or a graduation requirement (Identify program(s) and/or applicable graduation requirements):

- o EMT-Basic program is a pre-requisite for the Fire Academy
- o EMT-Basic would be a pre-requisite for Paramedic Program
- o Public Safety Certificate is required for Wildland Fire

- Potential for development in a related and/or emerging discipline (Identify source for growth potential):

- o Emergency Medical Responder Job Skills Certificate – High School Dual Enrollment
- o American Heart Association Training Center - Job Skills Certificates
 - Basic Life Support Heart Saver

- First Aid
- Basic Life Support Provider
- Advanced Cardiac Life Support
- Pediatric Advanced Life Support
- o Source of growth – Health Careers, Administration of Justice, and Firefighter students, industry partner employees, and students interested in public safety careers.

- Potential for multi-discipline expertise (Cite discipline and justify need within each discipline):
 - o Paramedics are often Firefighters with expertise in both pre-hospital care and firefighting.
 - o Faculty and staff CPR and responder training
- Potential for aiding the college's goals of closing achievement gaps, aiding underserved populations, or other areas of the college's mission that may have an impact beyond the program itself:
 - o https://www.recorderonline.com/news/imperial-ambulance-operation-works-as-it-should/article_7f892d06-1878-11eb-aa9d-c3e09c11db56.html
 - o Provide Porterville College service area and Tulare County with locally trained Paramedics bringing relief to current shortage and stability for continued future need of 1st responders.
- Other relevant areas not addressed in this list:

The EMT program has historically been conducted by two adjunct employees. Last year we lost one of our adjunct employees. This adjunct employer also did our summer EMT sessions. When the adjunct left us, he was slated to teach a full class of 30 students with a waitlist of 25.