**Faculty Staffing Request: Industrial and Trade Tech**

The Industrial & Trade Technology Department is requesting a full time faculty to replace the one (and only) diesel instructor in the department. This retirement is rather sudden. The faculty is taking early retirement, and PRPP 2.3c does not describe any faculty within retirement range.

It is imperative that we replace our diesel instructor. As PRPP 2.b points out, the full time faculty taught a 98% load and there was a zero adjunct load. The diesel program has an open adjunct pool in place, and the program is actively seeking adjunct faculty, but it is very hard to find industry employees who want to: A) Work extra hours after a tough day on the job; B) Already make very good money in their trade; and C) Have a desire (and the ability) to teach our students with the quality of instruction that we expect at SRJC.

For purposes of the following guideline points, I am going to quote figures only from the diesel program. Because the expertise necessary to teach our Diesel program is so different from the expertise needed in our Machine Tool, Welding, and Automotive programs, I will quote figures from the Diesel program and not from the Industrial & Trade Technology department.

**Guideline Point 1.** The current full-time to part-time ratio in our diesel program is 100%. There is only one contract faculty member in the diesel department. There have been no contract faculty who vacated the diesel program over the past six years. Filling this position is due to the retirement of our only qualified diesel instructor.

**Guideline Point 2.** There are currently no adjunct faculty in the diesel program, and only one volunteer who helps in the lab classes. There are no available adjuncts for the diesel program due to the factors that I outlined in my introductory statements. No adjunct screenings have been done in the last three years; there have been no applicants. The diesel program has run very well for many years with only one instructor. The number of students has been just right for one full-time instructor, but due to the potential lack of coverage should the instructor become incapacitated we have been actively seeking an adjunct faculty.

**Guideline Point 3.** This faculty would teach the Diesel Technology curriculum, which consists of: DET 179, Diesel Shop Practices; DET181, Preventive Maintenance and Inspection; DET 184, Mobile Hydraulics; DET185, Heavy Duty Chassis and Undercarriage Systems; DET 188, Heavy-Duty Power Train; and (new in the second half of fall 2015) DET 156, California Commercial Truck Driving License Preparation. Including DET 156, the total diesel program load would be 110.86 %. According to figures pulled from EMS for 2011-2014, the average class size in this program is twenty-one to twenty-seven. Being that the normal class size is twenty-three including the wait list, and the average class size of the four core classes is 24, I would say that the Diesel Program class size and efficiency is over 100%. The demand for diesel classes is strong and steady; classes normally fill, but demand is not so great as to warrant additional sections (at least not yet). If this position is filled, all the resources that our retiree used will be available to the new faculty member.

**Guideline Point 4.**  This faculty position supports the Business and Professional Studies (BPS) 2014-2017 Mission Statement: “Our mission is… To prepare students to be successful in a career field or at a four‐year university.” In turn, the BPS mission statement directly supports the colleges Strategic Plan goal number four: “Identify & implement responsive instructional practices that increase the learning & success of our diverse students…” This faculty position is not in response to changing demographics, only a faculty retirement. All curriculum, programs, and faculty evaluations are up to date, and are continuously being worked on. If we do not get this position the impact on our Diesel Program will be catastrophic. It is likely we would need to shut the program down until such time that we could hire several adjunct instructors to run the program, or receive authorization to replace our diesel instructor.

**Guideline Point 5.** Over the last three years, the Diesel Program has bestowed 96 certificates (that’s if I counted all of them in my Excel sheet). Being a CTE program, this faculty position has no impact on prerequisites or general education requirements.

**Guideline Point 6.** According to the California Employment Development Department (EDD), the 2012-2022 statistics for Bus and Truck Mechanics are: current jobs=21,700, projected jobs=24,600, that’s an increase of 2,900 or 13.4%, with an annual figure of 760 job openings. SRJC is currently in collaborative articulation agreements with local high schools, but not colleges.

**Guideline Point 7.** a) Our Diesel Program has no licensing or accreditation mandates, as such, but we do encourage and promote Automotive Service Excellence (ASE) certification as something our students should have. Most of our curriculum is designed around ASE guidelines, and the Automotive Program is close to becoming National Automotive technicians Education Foundation (NATEF) certified. NATEF is affiliated with ASE, and certification will affect how all of our transportation based programs are taught. Our students all know that ASE certification is very important to employers; our advisory committees tell us this. b) Diesel Technology is dangerous due to many factors. The equipment is very large and heavy, there are hot equipment issues, and many, many more things; but, that just means that the instructor needs to be vigilant and should have a lab aide to help keep an eye on the shop (the need for a lab assistant is documented in PRPP 2.2e & 2.3d). There are no national standards that must be met by the Diesel Program.

**Guideline Point 8.** There are jobs in our community and state for our students. Our advisory committee is very active and supportive of our diesel training program, and advisory members employ many of our students. That being said, the district need that our diesel program supports is laid out in the District Policy Manual, item 1.1:

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| MISSION SRJC passionately cultivates learning through the creative, intellectual, physical, social, emotional, aesthetic and ethical development of our diverse community. • We focus on student learning by preparing students for transfer; by providing responsive career and technical education; and by improving students’ foundational skills. |  |  |  |  |