



Faculty Hire Proposal Form

DIVISION: Science, Math, & Engineering

POSITION: Tenure-Track Anatomy/Physiology

Type of Position:

Replacement

Off-cycle (announced by Sept. 30)

Off-cycle

Emergency (If accepted these will become one-year temporary positions)

Legally mandated or required. **YES** **NO** If yes, please explain below.

1. Use data from your Program Review, the Institutional Effectiveness page, and the Data Dashboard to justify the need for this position (success rates, retention rates, equity data; curriculum compliance, student to faculty ratio, Full-Time to Part-time faculty ratio).

Anatomy, Physiology courses continue to be high in demand with fill rates of 106% - indicating that faculty regularly exceed class maximums and teach overload to help meet the student demand. AP courses are productive, Fall2020 - FTES/FTEF was 19.8 and the wait-lists, even amid the Covid-19 pandemic, were more than 600 students for Anatomy 125 and Physiology 101. This position is due to a retirement and combined with an adjunct retirement, the number of physiology sections for Spring 2021 have been reduced by 50% increasing the bottleneck for degree completion. The adjunct pool is small and it is difficult to find qualified adjunct in the central valley.

2. Based on projected demographics, workforce and community need, justify this position.

Our programs continue to be in high demand. The demand for health care professionals continues to be high, and thus the student demand for our courses will continue to be high. Further, we are in the process of developing a health careers guided pathway and we are developing a health careers AST, which includes anatomy & physiology as a core courses, that will serve as a conduit for students to enter many of the new and emerging health careers brought about by our rapidly evolving health care system.

3. Program-department outlook: Justify the significance and role of this position in terms of completion of Certificates, Associate Degrees, majors, student success, transfers, job attainment, and advancement. (Where appropriate, use 5-year trend data.)

Many health science majors require anatomy and physiology for AA, AS, AS-T degrees and the new BS in Respiratory Care degree. Anat & Physiology courses are required for students entering the nursing program, respiratory care, nurse assistant, kinesiology, as well as other allied-health related degrees, and are often courses needed for students to transfer into university health related programs such as pre-med and numerous other medical programs, all of which are careers our students successfully pursue.

4. Include other elements from Program Review, and/or the IOR Priorities (with an emphasis on equity), to justify this position.

The need for A&P courses has remained large and there is no sign of a decrease due to the fact that the demand for health care workers continues to increase and many health-related majors require A & P. Required curricular changes and the removal of a biology prerequisite as of summer 2016 has greatly increased the demand for A&P and it is expected that this demand will remain at the new elevated level well into the future. For many of our students A&P represents a bottleneck toward completing their degree .