

## FULL-TIME FACULTY POSITION REQUEST FORM

**Submission Date: 2013-2014**

(Based on Criteria for Full-Time Faculty Requests agreed on at the Instructional Administrators Council, with the Dean of Counseling and the Academic Senate President present, 9/25/12)

1. Describe the position being requested (e.g., biology faculty with expertise in anatomy).

Fire Technology Program coordinator, with expertise in Fire Science

2. Explain how the position supports one or more Board of Trustees Core Values, the College of San Mateo Mission and Diversity Statements, the College of San Mateo Institutional Priorities, and college initiatives.

As stated in the Mission Statement, CSM is dedicated to providing and promoting academic excellence. In order to accomplish this very important goal it is incumbent to reinvest in programs that show the promise and quality that the Fire Technology program has demonstrated for several years. The program meets or exceeds the goals and objectives that have been identified in all of those college initiatives stated.

3. Discuss how the position will help the department and/or division meet goals and support student learning as described in program review.

The current coordinator position is one of PT status. The requirements for the certified fire programs that we are providing are being increased by State of California Fire Training System. The State goal is to align with the National program through the two governing boards known as IFSAC (International Fire Service Accreditation Congress) and ProBoard (Fire Service Professional Qualification Organization). This alignment will provide cooperation and reciprocity with other state programs throughout the U.S.

In order to remain as an accredited regional fire academy and provide this valuable training we must move forward with these improvements. Failure to do so will surely cause CSM to lose its ability to provide Fire fighter training that will meet the new standards..

The development of this program will demand more time than the PT allocated at present. This development will need a Full time or an additional PT position to be successful.

4. Explain how the position will promote increased student success as described in program review in one or more of the following areas:
  - o Transfer: Include discussion of articulated pathways (e.g., UC, CSU, IGETC, SB 1440 transfer degrees, collaborative agreements with other community colleges and/or four-year transfer institutions).
  - o Career and Technical Education (CTE): Include evidence of a demand for the next five years (e.g., EMSI data available from the dean, data indicating healthy employment demand, other available environmental scans)

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- Capacity to move students from basics skills or ESL to transfer or CTE.

As described and explained above the accreditation for FF1 training is being increased. This increase is to align with all other states for reciprocity of this type of training. In order for our students to be successful and be competitive they will need this certified training to be provided here at CSM.

5. Identify number of students served by the department.

676 in 2012-2013

6. Discuss LOAD (The definition of LOAD is provided in the Educational Master Plan. The Budget Planning Committee sets College of San Mateo's target college-wide LOAD. Contact administration for current LOAD target.)

The most recent load shown for Fire Technology is 1037.2 for 2012-2013

7. Describe the impact of the following full-time / part-time faculty issues.

- Full-time and part-time faculty in the department or discipline
- Ratio of full-time FTEF (full-time equivalent faculty) to hourly FTEF
- Headcount of full-time faculty
- Headcount of part-time faculty
- Headcount of overload faculty (full-time faculty teaching an overload)

There is currently no FT faculty in the Fire Technology department. All faculty is PT. A Full Time position has been requested for over five years. Now that there is a substantial planned increase by the state the need is even greater. At the present load the success of the program is in jeopardy.

8. Discuss impact (positive and negative) of full-time to part-time faculty ratio on the program's goals, targets, and program student learning outcomes.

The impact is predicted to be positive provided the Full Time position is approved and funded. It probably will be negative without the addition of a full time position because of not enough time to be able to maintain and then increase to the new standard.

9. Recount number of faculty retirements for the past six years

None

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10. Discuss the vitality of the program (e.g., curriculum innovation, involvement in teaching and learning initiatives, faculty participation on committees, faculty participation in professional development).

All student success and program indicators show a high vitality.

11. Discuss any mandates and regulations affecting the position.

As described earlier the mandate is stated as a requirement by the governing State Board of Fire Services. In order to be an accredited fire academy the minimum requirements stipulated by them shall be met.

12. Provide any additional reasons for filling this position as determined by the department or discipline and the division including need and impact on the community at large (beyond CSM).

CSM currently provides a Fire Technology program. Our program success has been demonstrated multiple times throughout the years. Many of the current working firefighters and officers are former attendees of our program. The recent hiring of recruits in the past two years has demonstrated the quality and desirability of CSM Fire students. More than 75% of the recruits hired in San Mateo County have been students of the CSM Fire Technology program. This shows that our students can successfully compete and obtain career positions in the fire service within the area. Many others have gotten jobs outside San Mateo County in the surrounding bay area. The program has been highly successful utilizing PT personnel. The addition of a Full Time position as FT coordinator is likely to provide an avenue of greater success due to the increase in available time to maintain and increase our activity within the community both locally and regionally.