

**Proposal for Adding a New Faculty Position  
For the 2008-09 Academic Year**

Please enter your responses using the text boxes below and email this form to Susan Myers, Faculty Senate President [smyers@ohlone.edu](mailto:smyers@ohlone.edu) by 5:00 pm on April 13, 2007:

Department Making the Proposal:

Biology

Author(s) of the Proposal:

Margaret Kauffman
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A. Provide a summary description of the position.

Full time permanent faculty to teach anatomy and physiology. This faculty member would share teaching of 103A/B sequence courses and the one semester 104 and 109 courses.
Formerly a second anatomy and physiology faculty position had existed to cover these courses, but that position was not re-filled. The growth in these courses enrollment demands a second full time position.

B. Relationship to College-Wide Needs

1. How does the position relate to our college goals?

The biology for health sciences program in the biology department has grown dramatically to meet the enrollment demands over the past few years. The quality of teaching in these programs affects the college's ability to successfully transfer students into professional programs such as nursing. Presently we have a number of part time instructors and one full time temporary instructor that are covering these courses along with Dr. Kauffman. Previously part time faculty have put in jeopardy the acceptance of these courses as fulfilling nursing pre-requisites at several local nursing programs. Thus, hiring a full time faculty member to cover these courses will insure our transferability of these courses and meet the college goal of maintaining high standards of teaching.
A second college goal addressed by this position is the goal of providing life long learning. Many of the students in these courses are presently working in hospitals as LVN or medical assistants and wish to further their career with an RN, or similar degree. Many other students are re-entry students wishing to change careers and take advantage of the growing job market for health science professionals.

## 2. How will classes offered meet student needs and goals?

A full time faculty will provide consistent and high quality of instruction in this program. Students graduating from this program face a highly competitive and difficult entry into health science programs such as nursing, respiratory therapy and dental hygiene. Weak instruction in the 103A course can cause a student to earn a W or D/F in the subsequent 103B course. If a student earns either of these grades then that student will not be able to enter Ohlone's nursing program (or any other nursing program that uses the state mandated formulae for admissions) Furthermore the quality of these pre-requisite courses impacts their ability to successfully complete these professional programs since a weak background in normal anatomy and physiology is necessary to gain adequate knowledge of pathophysiology once a student has entered the nursing or other health science professional programs.

## 3. How does the position address the needs of the campus or the Newark Center?

This year all three health science programs (nursing, respiratory therapy and physical therapy assistant programs) will now require the year long 103A/B Anatomy and Physiology sequence courses as pre-requisites for admission into their programs. This more rigorous standard for admission will require a consistently higher level of instruction.

Also, the high numbers of students enrolled in these courses aid the campus as a whole by providing FTE that enables lower enrolled programs to continue to be offered.

## 4. Does the position address an area of growth?

Enrollment in these courses has grown in proportion to demands of the students. Nursing programs are expected to be impacted for at least the next ten years due to the need for new nurses and other health sciences professionals needed..

## C. Relationship to Department Needs

### 1. Does the position reflect department goals resulting from program review?

Yes, one of the department goals in the upcoming program reviews will be the addition of another anatomy and physiology instructor to replace the position lost when Bonnie Moore left the position.

### 2. What is the ratio of full time to part time faculty?

Presently we have one full time permanent faculty teaching in the health sciences courses. We also have one full time temporary faculty hired for this year and three part time faculty teaching this semester and one or two teaching during the summer. Without another full time faculty for the fall semester I would anticipate at least four part time faculty would be needed coverage of these courses.

### 3. What is the current WSCH/FTEF in the department?

The WSCH/FTEF of the biology department is the second highest (630.98) in the division. It also provides a substantially higher FTES than most of the other programs at 168.

4. Is this position related to a new program?

no

D. Any other rationale to support the position proposal: