

MT. SAN ANTONIO COLLEGE

#25

Human Resources

REQUEST TO FILL – FACULTY POSITION

****This form is used to gain approval prior to recruiting for a position. Instructions for completing this form are located on the back.**

Discipline/Title: Professor of Geography - GISDepartment: GeographyDivision: Humanities and Social SciencesMonths per Year: ☒ 10 months ☐ 11 months ☐ 12 months#Days per Year: ☒ 175 ☐ 195 ☐ 210 ☐ Other: _____☐ Funded: _____

Former Employee (if applicable): _____

☐ Newly Funded Position Fiscal Year _____☒ Tenure Track☐ Temporary Faculty (one year)

Please list any changes in the budgeted position as described above (i.e., title, time, term, etc.).

Background and Rationale (use back of form if additional space is needed):

Please see attached.Please list the Account Number(s) and Budget Amount(s) that is/are being used **to fund** this Position. **This section MUST be completed in order to provide budget for the position.**Account Number(s): 11000-343520-111000-220600 1100 100 % Amount \$ 135,843

Account Number(s): _____ % Amount \$ _____

Funding: (check all that apply) ☐ General Fund Unrestricted ☐ Restricted Funds ☐ Categorical ☐ Grant
☐ Annual renewal of this position is contingent upon the College's receipt of continued funding

Duration (if grant funded): Beginning date: _____ End date: _____

Comments: _____

Signatures:Hoover, Karelyn Digitally signed by Hoover, Karelyn
Date: 2022.11.22 11:12:57 -08'00'

1. Requesting Manager Signature

Date

Kelly Fowler12/1/22

Date

Kelly Fowler Digitally signed by Kelly Fowler
Date: 2022.11.22 14:22:37 -08'00'

2. Division Vice President Signature

Date

4. Human Resources Signature

12/01/2022

Date

Bob Boyce

5. Vice President, Human Resources

3. Chief Budget/Compliance Signature

Date

11/28/22☒ Funding available ☐ Funding not available Position Number: _____ Contract Number: 111001

Comments: _____

Reviewed by President's Cabinet, the following action was taken on the above request:☒ Approved to fill immediately ☐ Denied ☐ ModifiedIf position **does not have funding**, provide funding directions: _____

Rationale: _____

William J. Smoggin
6. Signature of President/CEODecember 6, 2022

Date

There have been no full-time hires in Geography at Mt. SAC for over 20 years. With only two full-time faculty members, Geography has worked to maintain currency in the discipline and has recently created a new A.S. degree and Certificate in Geographic Information Systems (GIS) that began in Fall 2022. We request a full-time faculty member to spearhead these emerging, innovative programs and teach six courses that will be offered at Mt. SAC for the first time (GEOG 9 and 12-16).

Several adverse effects would result from failing to hire. Without a new hire, multiple new adjunct faculty members would be needed to teach many of the new GIS courses. Our existing two full-time faculty members already teach overload and are not able to simultaneously meet student demand for our present course offerings and our new programs. Indeed, one faculty member is teaching 28 LHE this Fall to meet demand. GEOG 10-16 cover highly technical topics, from data acquisition and management to spatial analysis and raster methods. There is severe market competition when hiring adjunct professors because GIS trained individuals are highly employable. This is compounded with the requirement that these instructors must have both GIS expertise and meet Geography minimum qualifications. It is very difficult to find rigorous, qualified adjunct faculty in these subject areas.

In developing the GIS A.S. and Certificate we relied on data from a Labor Market Report from March, 2021. The report reveals high levels of demand in geographic systems-related occupations, with over 26,000 jobs expected in 2024 in Los Angeles and Orange County. It is clear that our new offerings will contribute to economic growth in the region and in the state, allowing our students access to emerging fields.

LMI Data:

Computer Occupations, All Other	Bachelor's	\$ 87,962
Surveying & Mapping Technicians	HS Diploma	\$ 86,671

We convened a GIS Advisory Committee that was surveyed and met to discuss courses and skills in demand in the region. Our new programs are supported by employers in the area and, by offering these classes, Mt. SAC will meet student demand for a new group of students, increasing enrollment for the College.

As an example of enrollment, we see comparable courses fill at Rio Hondo College each semester. At Mt. SAC we have high levels of student demand for the GEOG 10 (Introduction to Geographic Information Systems). To meet the rapid growth, the department added an extra GEOG 10 this Fall, which now has a full waitlist, and we opened up another in Winter. GEOG 10 has recently been added to the Geotech Certificate offered by Geology, the Drone Camera Operator Certificate offered by Photography, the Unmanned Aircraft Systems Certificate offered by the Aeronautics Program and the Natural Sciences Emphasis AA Degree.

Finally, students who choose to pursue this new Career-Technical pathway deserve to have a dedicated full-time faculty member guiding them through their capstone portfolio, a requirement of the Certificate and A.S. degree in GIS. Mt SAC needs a full-time hire to support this program.

SALARY PROJECTION

POS CLASS	UNIT	POSITION	ACTUAL		RANGE	STEP	TOTAL MONTHS	FUND	ORG	ACCT	PROG	ACTIV	ACCOUNT PERCENT	TOTAL SALARY	FRINGE BENEFIT ACCTS					TOTAL BENEFITS	TOTAL SALARY & BENEFITS
			FTE												311000 STRS	335000 MEDI	341000 CIL	351000 SUI	361000 W/C		

Estimated Benefit Rates for 2022-23 19.100% 1.450% Varies 0.50% 1.480%

FY 22-23

FA175	FA	Professor - 175 days 10 mths Col 2 Stp 7	1.00	2	7	10	11000	XXXXXX	111000	XXXXXX	1100	100%	96,778	18,484	1,404	17,260	484	1,433	39,065	135,843
FA195	FA	Professor/Counselor/Librarian - 195 days 11 mths Col 2 Stp 7	1.00	2	7	11	11000	XXXXXX	111000/ 123000/ 124000	XXXXXX	1100 / 1200	100%	107,837	20,596	1,563	17,260	539	1,596	41,554	149,391
FA214	FA	Professor/Counselor/Librarian - 214 days 12 mths Col 2 Stp 7	1.00	2	7	12	11000	XXXXXX	111000/ 123000/ 124000	XXXXXX	1100 / 1200	100%	118,343	22,604	1,716	17,260	592	1,751	43,923	162,266