

CLASSIFIED STAFF NEEDS ASSESSMENT APPLICATION
Fall 2016

Name of Person Submitting Request:	Sheri Lillard			
Program or Service Area:	Chemistry			
Division:	Science			
Date of Last Program Efficacy:	Spring 2016			
What rating was given?	Continuation			
Current Number of Classified Staff:	FT:	2	PT:	0
Position Requested:	Half-time lab tech			
Strategic Initiatives Addressed: (See http://www.valleycollege.edu/about-sbvc/office-of-president/college_planning_documents/documents/strategic-plan-report-working-doc-8-25-15-2.pdf)	Access, Student Success			

Replacement Growth

If you checked replacement, when was the position vacated? _____

1. Provide a rationale for your request. (Explain, in detail, the need for this position.)

We are asking for a half-time chemistry laboratory technician to provide additional overlap amongst our two full-time lab technicians, primarily in the afternoon, which is our peak time for lab offerings.

The district Chemical Safety Plan recommends that no one person work alone in a laboratory setting. Currently, we have two full-time lab techs, but if one of them is away (meetings, other assignments, etc.) then we only have one. There are student workers who help with some low-level tasks, but it would be best and safest if a trained classified staff could help with this overlap. Our primary concern is when the lab techs must prepare chemical solutions and handle chemical laboratory waste, which is usually during the afternoon.

In the past couple years, our lab techs have dramatically streamlined operations in the stockroom, assisted with laboratory manual revisions, and helped to pre-run experiments. This level of support has led to a significant improvement in quality of laboratory experiments, thus resulting in a better experience to be able to be provided by the laboratory instructors. This new half-time lab tech would ensure that in addition to maintaining district-mandated safety requirements, these pedagogical improvements could continue, in order to boost student success in the laboratory setting.

2. Indicate how the content of the department/program's latest Efficacy Report and/or current EMP supports this request and how the request is tied to program planning. (*Directly reference the relevant information from your latest Efficacy Report and/or current EMP in your discussion.*)

Biology's Anatomy & Physiology sequence has incorporated a CHEM 101 prerequisite to the A&P sequence (BIOL 250) This has increased the pressure for additional CHEM 101 sections, which is the entry-level to the allied health sequences including Nursing. In response to CSU's change in nursing requirements, we have added a new course, CHEM 105, that is a combination

of CHEM 104 and CHEM 101 in one semester, but with lab that meets twice per week (i.e., the same number of labs as 101 and 104 combined). In addition, we have increased the number of General and Organic Chemistry sections requiring specialized chemicals and increasing cost. The trends for allied health and STEM (Science, Technology, Engineering and Math) pathways were identified in the last program efficacy (Efficacy, pp. 27-28). We see more students with an interest in pursuing a STEM career and/or allied health pathway. In addition, UC-Riverside's medical school and its spotlight on the lack of medical providers in the Inland Empire has spurred even more interest in the community for STEM preparation. We continue to support major's preparation evening classes (p. 8) for students pursuing STEM pathways while working during the day, and one-day Fri and Sat sections of CHEM 101 for working students. The tremendous growth in general chemistry (150/151 – 9 sections FA16), and organic chemistry (212/21 – 5 sections FA16) reflects this trend. General chemistry is required for all STEM pathways, and organic chemistry is required for chemistry and biology pathways.

3. Indicate any additional information you want the committee to consider (*for example, regulatory information, compliance, updated efficiency, student success data, planning, etc.*).

If one lab tech is called away to an unscheduled meeting (and chemical solutions must be prepared or waste handled), and there are no student workers available, then the OSHA guidelines of one person not working alone in the lab cannot be followed.

4. What are the consequences of not filling this position?

There will undoubtedly be times during the week that we will be out of compliance with the chemical safety guidelines. The additional half-time lab tech is needed, so that they can be scheduled when the other lab staff must be away. Furthermore, we may not be able to continue our pedagogical improvements in lab experiment efficiency and efficacy (which utilize the assistance of the lab techs), since the current lab techs are now responsible for setting up and breaking down 51 labs per week.