

Engineering Industrial Technology

Reorganization Proposal

By Jason Stratton

This proposal is the formal request for consideration to change the organizational structure of the Engineering and Industrial Technology Department. The department is composed of the following programs:

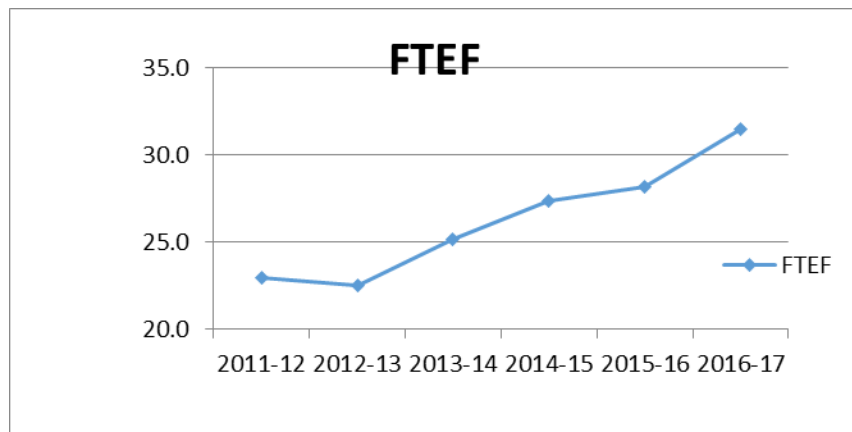
1. Architecture
2. Automotive Technology
3. Construction Technology
4. Electronics
5. Engineering
6. Industrial Drawing
7. Industrial Automation (Baccalaureate)
8. Manufacturing Technology
9. Occupational Safety and Risk Management (added 2016-17)
10. Welding
11. Woodworking
12. Air Conditioning (to be added in 2017-18)

Each of these programs has its own TOP code. As such, each of these programs is distinct in the nature of its curriculum and technologies taught in the classroom and lab. Each program serves a spectrum of student interests and career pathways. Each program maintains an awareness of its strengths, weaknesses, opportunities, and threats with respect to the various industries served by that program and the economic forces that affect the stakeholders in those industries. There is no single program to be reviewed annually – each of the above programs generates its own annual program review and CTE program review (except for Engineering).

Serving as chair of EIT is equally challenging and rewarding, however, it is a job that comes with complexity.

I became department chair of EIT at the beginning of the 2014-15. Program review data show that this was in the second year of a growth trend that began in 2011-12:

<u>Year</u>	<u>FTEF</u>
2011-12	23.0
2012-13	22.6
2013-14	25.2
2014-15	27.4
2015-16	28.2
2016-17	31.5



As shown above, EIT generated 28.2 FTEF in 2015-16. The maximum reassigned time for department chairs is 0.7 for 28 FTEF and above. The estimated FTEF for 2016-17 is 31.5. And this growth trend will likely continue as new initiatives are underway in EIT that will most likely generate additional FTES and FTEF:

- A redesigned Automotive Technology curriculum built on 3 and 4 unit courses, allowing flexibility in scheduling additional class sections
- A redesigned Construction curriculum built on 3 and 4 unit courses with a strengthened evening program
- A new program in Occupational Safety and Risk Management
- The full complement of upper division courses for the Bachelor of Science in Industrial Automation degree program
- The hiring of a third full-time engineering instructor to be assigned to the Delano Center
- The hiring of a fourth full-time electronics instructor to be assigned to the Delano Center in 2018-19
- The hiring of a HVAC instructor to develop a new NVAC program to begin in Delano in 2018-19

As EIT continues to grow, the complexity of the department grows along with role of EIT department chair. The commitment to program growth in Delano adds an additional layer of responsibility to the position.

As such, it would be prudent to reorganize EIT into two separate, smaller departments. Each department would have fewer programs, allowing each chair to devote greater time to serve the needs of each program. Here is the proposed reorganization (including FTEF and reassigned time):

Engineering & Systems Dept	FTEF	Industrial Tech Dept	FTEF
Automotive	5.6	Architecture	2.3
Electronics	5.8	Construction	1.2
Engineering	2.9	Industrial Drawing	3.7
HVAC	1.0	Manufacturing	1.0
Water Technology	0.2	Welding	5.1
Industrial Automation	2.5	Woodworking	0.4
Occupational Safety	1.0	Total FTEF	13.6
Total FTEF	19.0	Reassigned Time =	0.4
Reassigned Time =	0.5		

This reorganization increases the total reassigned time from the current 0.7 for a single department chair to 0.9 for two department chairs. The benefit, however, is more involved, less divided leadership at the chair level.

I do recognize that this change requires CCA approval. There may be factors and organizational dynamics that I may be unaware of.

I have discussed reorganization with the Dean over EIT (Liz Rozell) and she is supportive of the proposal.