

Water Resources Management - Division 50 - Career Technical Education - Water Resources Management

I. Main

Overview

Proposal Type Annual Program Review (Annual Update)

Academic Year 2025 - 2026

Originator Miettinen Ames, Catherine

Division Division 50 - Career Technical Education

Department Water Resources Management

Programs

II. Co-Contributors

Questions? Find answers in [CurricUNET User Manual](#).

Contributor

Open the Form Properties to select co-contributors and assign permissions.

III. Annual Update

1. Previous Goals Facilitate the logistics of the Water Resource Management Apprenticeship Program (grant) with budgeting and funding.

Proposed Activity to Achieve Goal:

Hire Grant assistant who has knowledge and understanding of the logistics of the Apprenticeship program funding.

Responsible Party:

Dean

Total Three Year Resource Allocation Request:

75000

Timeline to Completion Month / Year:

12 / 2024

How Will You Evaluate Whether You Achieved Your Goal:

Budgeting and payment invoices will be completed and submitted to the state in a timely manner.

End of Year Goal Status In Progress

Please describe your status (No more than 200 words)

Emily Courtney of Good Green Work (GGW) was contracted to assist Gavilan College WTRM Apprenticeship Program to address identifying all relevant local employers, establish productive working relationships to support the placement of students into apprenticeships once registered with the DAS. GGW will support collaboration with the LEA to develop a DAS registered pre-

apprenticeship to form a strong recruitment pathway into Gavilan WTRM apprenticeship program.

Did you request the same resources the previous year? If so, what was the result? Has there been a significant change since your request?)

Was hired and will continue as stated per contract.

2. **Previous Goals** Complete the assessment of all PLOs for the WTRM degrees and certificates, map them, and align them to the ILOs.

Proposed Activity to Achieve Goal:

Work with CurriQunet to achieve the goals

Responsible Party:

MAC

Total Three Year Resource Allocation Request:

5

Timeline to Completion Month / Year:

06/2030

How Will You Evaluate Whether You Achieved Your Goal:

Will be completed during the 5 year updates

End of Year Goal Status Complete

Please describe your status (No more than 200 words)

As of October 21, 2025, all certificates and A.A. degrees were approved, resulting in a streamlined structure for the Water Resources Department. As part of this process, Student Learning Outcome (SLO) assessments were completed for all courses that had been taught but not previously assessed. This included the creation and assessment of the Water Resources Department A.A. degree and certificates, ensuring that Program Learning Outcomes (PLOs) are evaluated and aligned with Institutional Learning Outcomes (ILOs).

Did you request the same resources the previous year? If so, what was the result? Has there been a significant change since your request?)

This was accomplished due to having a full-time faculty in the department.

3. **Previous Goals** Complete the SLO assessments for all courses that have been taught and have not been assessed, including mapping them to the PLOs and ILOs

Proposed Activity to Achieve Goal:

Attend Assessment Party

Responsible Party:

Lead Faculty

Total Three Year Resource Allocation Request:

1

Timeline to Completion Month / Year:

06/2030

How Will You Evaluate Whether You Achieved Your Goal:

By inputted into within the 5 year update

End of Year Goal Status Complete

Please describe your status (No more than 200 words)

As of October 21, 2025, all certificates and A.A. degrees were approved, resulting in a streamlined structure for the Water Resources Department. This process also ensures that Program Learning Outcomes (PLOs) are assessed and aligned with Institutional Learning Outcomes (ILOs).

Did you request the same resources the previous year? If so, what was the result? Has there been a significant change since your request?)

This was accomplished due to having a full-time faculty in the department.

4. Previous Goals Increase the number of students who participate in WTRM internships.

Proposed Activity to Achieve Goal:

Create a Night Job Fair

Responsible Party:

WTRM Department & Gavilan Outreach

Total Three Year Resource Allocation Request:

5

Timeline to Completion Month / Year:

06/2030

How Will You Evaluate Whether You Achieved Your Goal:

06/2026

End of Year Goal Status In Progress

Please describe your status (No more than 200 words)

Over the course of this year, we've been steadily building relationships with industry partners to strengthen internship and apprenticeship pathways for our students. Earlier in the year, the Gavilan Water Department and I connected with regional partners through MES and met with Drew at Sunnyslope Water District to discuss partnership development and pathways into the Gavilan Water Resources Apprenticeship program. Those early conversations helped shape our approach and clarify employer needs.

More recently, we spoke with Ryan at the City of Sunnyvale, who shared your contact information and introduced us to the BayWork Internship program. This continued outreach reflects growing momentum and employer interest in engaging with Gavilan students through structured work-based learning opportunities.

Did you request the same resources the previous year? If so, what was the result? Has there been a significant change since your request?)

Yes, similar resources were requested in the previous year; however, outreach and partnership development efforts were more limited and largely ad hoc at that time. While initial industry conversations occurred, they did not consistently translate into sustained employer engagement or clearly defined internship and apprenticeship pathways.

IV. Resource Requests

Click Add Item to Enter a Resource Request

1. Request Name (short title) Full-Time Water Management Position
2. Request amount 80000
3. Type of Request Personnel

4. Alignment to Goal(s) Increase the number of students who participate in WTRM internships.

5. Is this a one-time or ongoing expense. Ongoing

6. Category of Request (Select all that apply).

- Full-Time Faculty

7. The committee will separate goals with resource requests. Requests will be categorized into two groups: those to be ranked and those not ranked. The requests not ranked include Safety, Compliance, Personnel, and Position. Which of the following best describes your requests?

- Personnel and Position: Requests that involve hiring, staffing, or reclassifying full-time or part-time faculty or staff. These requests are reviewed and approved through a separate process by the Faculty Staffing Committee or the Executive and Leadership Council.

8. Provide a complete description, justification, or rationale for the requested amount.

Describe how it aligns to the selected goal(s) and your responses to the above questions. (300 words)

Maintaining full-time faculty in the department is essential for sustaining both the quality of education and the long-term stability necessary for growth. Full-time faculty provide consistent leadership, institutional knowledge, and mentorship that cannot be fully replicated by part-time or adjunct staff. Their presence ensures continuity in curriculum development, research initiatives, and student support services, all of which are critical to upholding departmental standards and fostering a productive academic environment.

Since 2021, the department has taken proactive steps to strengthen its full-time faculty base, including hiring a temporary full-time faculty member. These efforts have contributed to a steady increase in full-time equivalent (FTE) positions over the past years, reaching 74% today. This upward trend reflects a clear commitment to stability, continuity, and the long-term development of the department.

V. Executive Summary

Please provide a brief executive summary regarding program trends and highlights that surfaced in the writing of this report. Summarize, using narrative, your program goals for this year. Your audience will be your Peer Review Team, the program review Committee, President's Cabinet, Dean's Council, ASGC, Academic Senate, Budget Committee and Board of Trustees (300 words or less).

A full-time faculty member with expertise in Gavilan's Water Resources Management (WRM) program is essential. Gavilan College empowers students of all backgrounds to reach their academic, social, and economic potential. The WRM program addresses California's growing shortage of water and wastewater technicians, promotes equity for women and students of color, and is the Bay Area's only comprehensive academic program in this field. By combining classroom instruction with hands-on training through internships and apprenticeships, the program prepares skilled workers critical to the state's public health and economic vitality.

VI. Attach Files

If there is any additional information regarding your program that you will like to have uploaded, please attach it here.

Attached File