**FACULTY NEEDS ASSESSMENT APPLICATION**

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| Name of Person Submitting Request: | | **Edward Millican, PhD** |
| Program or Service Area: | | **Political Science** |
| Division: | | **Social Science** |
| When was the last Program Efficacy document completed? | | **Spring, 2008** |
| What rating was given? | | **Continuation** |
| # of FT faculty 1 | # of Adjuncts 8 | Faculty Load 4 |
| Position Requested | | One additional full-time Political Science faculty with an emphasis in International Relations and/or Comparative Government |

1. Provide a rationale for your request.

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| The Political Science Department is markedly understaffed – a long-standing problem that has been repeatedly acknowledged by Program Review and the Social Science Division. Though the departmental faculty load is four there is just one full-time instructor. Currently, 80% of political science sections are taught by adjuncts, with all that this implies in terms of instructor expertise, commitment, and availability to students. Our lone full-time instructor is obliged to permanently serve as department chair, handling all issues relating to SLOs, curriculum, mentoring of adjunct faculty, scheduling and staffing of classes, etc. It is well known that the workload of department chairs has increased steadily over the past few years, with no sign of a letup. Also, there is need for a broader expertise in political science than one individual can supply. Our FT instructor has a specialty in American politics and political theory, but an adequate political science program should additionally include, at a minimum, specialists in international relations and comparative government. We offer a World Politics course (POLIT 204), but when curriculum review comes around, we have no FT faculty qualified to update the course. And, finally, this is an expanding program. Due to the departmental scheduling policy and high student interest in the subject, **the political science department is growing at a 332% greater rate than the SBVC campus as a whole**. Despite all challenges, the data show this to be an efficient department. But we cannot maintain the current level of service without the help of an additional FT instructor. |

1. Indicate how the content of the EMP One-Sheet and latest Program Efficacy Report support this request. How is the request tied to program planning? *(reference the page number(s) where the information can be found on the EMP and Program Efficacy).*

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| When the departmental WSCH/FTEF figures on p. 58 of the EMP are compared with the figures for the SBVC campus on p. 17, it will be seen that Political Science achieved higher efficiency than the school average in four of the five years covered. The data on p. 58 also show growth in the program from 05-06 to 08-09, as well as success, retention, and online rates in line with other social science disciplines, though with room for improvement. **More recent data, given under item #3 below, show a great deal more growth and even higher efficiency**.  The most recent Program Efficacy Report on Political Science (Spring, 2008) shows the program population closely matches the college in terms of ethnicity, gender, and disabilities (p. 4). The report finds that retention and fill rates for the department are close to the school averages, while the departmental pass rate is below the SBVC average and could be improved (p. 5).  Both the EMP and the Program Efficacy Report stress the **imperative need for an additional full-time political science instructor** – the key to all improvements and to the maintenance of program quality and efficiency. |

1. Provide updated or additional information you wish the committee to consider   
   *(for example: regulatory information, compliance, updated efficiency and/or student success data or planning etc).*

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| Data from the EIS Reports over the past five years reveal robust growth in this department along with steady improvements in efficiency. By comparing the figures for FA 05 with those for FA 10, it will be found that while **SBVC enrollments grew by 22.0%** during this period, **political science enrollments grew by 73.0%** – from 58.48 FTES to 99.59 FTES – a rate almost three and one-half times that of the school as a whole. This growth can be attributed to three factors. (1) The main political science offering is the required American Government course, demand for which will always be high. (2) The Political Science Department has made it a priority to offer sections for all the time slots between 7:00 am and 8:50 pm, for the convenience of students with scheduling problems, and this policy seems to be paying dividends. And (3) student interest in politics has increased in the aftermath of 9/11 and the Obama campaign.  The EIS Reports also show that this department achieved a higher WSCH/FTES score than the SBVC average in eight out of the last eleven semesters. From FA 05 to FA 10, SBVC’s score improved from 458.28 to 530.19 – an increase of 71.91. During this period, **Political Science efficiency improved from 417.68 to 622.47 – an increase of 204.79 (three times the campus figure) to a WSCH/FTES score 92.28 over the campus-wide average.**  Growth and efficiency, of course, are the best indicators of whether a department needs – and can make wise use of – additional resources. If program efficiency is not rewarded, what is the motive to count the cost?  The need for an additional political scientist has been clear for over a decade – ever since this department’s senior faculty member left for CHC and wasn’t replaced. The need has been noted by every Program Review Committee in recent memory, and has ranked as high as fifth on the campus-wide priority list. Political Science (just barely) did not make last year’s replacement list, but the full figures on growth and efficiency were not available at that time. The Division has always supported this request, usually ranking it our highest priority.  Finally, an additional full-timer could work on upgrading our political science program by (for example) adding a new course on Comparative Government and participating in the Model UN program. None of this is possible today, since our lone full-timer is too busy being department chair. Nor is it realistic to expect this department to improve our pass rate and other measures of student success with the current inadequate staffing levels. |

1. Evaluation of related costs (including any ongoing maintenance or updates) and identification of any alternative or ongoing funding sources. (for example: Department Budget, VTEA or Perkins).

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| Costs would entail entry level salary for FT faculty (with MA) at $46,665/year, minus the cost of paying adjuncts to teach five sections at $55.49/hour. |

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

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| In view of the substantial growth in this program, which will surely continue for the foreseeable future, and our inability to find additional resources through more efficiency, due to our already high efficiency levels, deterioration in the quality of instruction will be inevitable. |