**FACULTY NEEDS ASSESSMENT APPLICATION**

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| Name of Person Submitting Request: | **Leticia Hector** |
| Program or Service Area:  | **Speech Department** |
| Division: | **Humanities** |
| When was the last Program Efficacy document completed? | **2009** |
| What rating was given? | **Expansion** |
| # of FT faculty **3** | # of Adjuncts **13** | Faculty Load **9.4** |
| Position Requested | A full-time faculty position for the Speech Department. |

1. Provide a rationale for your request.

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| The Speech Department has a FTE load equivalent to 9.4 FTF.  However, our Speech Department functions with 3 FTF, and 13 adjunct faculty. The need for more faculty support in the Speech Department has been made evident through our program review process in the last few years. |

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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| As indicated in the EMP summary-assessment , it is evident that growth continues to occur in the Speech Department.  During our 08-09 Academic year, 93 sections were offered, and 2600 students were enrolled which demonstrates the growth the Speech Department has experienced.   During the 2010 Academic year, we have continued to maintain offering 91 sections after a significant cut in our Summer offerings due to State Budget. Interestingly, the department, as mentioned above, has a FTE load equivalent to 9.4 full-time faculty, but functions with 3 full-time faculty and 13 adjunct faculty.  Our Department WSCH continues to improve.  The Speech Department WSCH has gone from 429 in 2009 to 493.12 in the Spring, 2010.  (Speech can be located on page 66 of the EMP.) |

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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| The Speech Department is responsible in providing one of the Golden Four courses required for our students to graduate and/or transfer:  Oral Communication.  This requirement can only be met through the offerings provided by our Department.  As long as we continue to experience growth and function with only 3 FTF, we will struggle to continue to provide our student with the ACCESS necessary to accommodate the NEED of our students. |

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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| Beginning salary for a full-time instructor is $46,635.95 plus benefits. This expense would be ongoing with yearly step increases. |

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

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| ACCESS and STUDENT SUCCESS will be jeopardized if the Speech Department continuines to function with 3 FTF, and 13 adjunct faculty, but with an FTE load equivalent to 9.4 FTF.  We are not capable of fully accommodating our student growth at peak offering times due to adjunct teaching at multiple colleges.  It is going to become difficult to accommodate continued expansion without staffing relief.  As our department continues to expand and demonstrate growth, and the demands for more classes become apparent, our ability to meet that need will be severely jeopardized.  Providing the Speech Department with a new full time faculty member would support two strategic initiatives: ACCESS and STUDENT SUCCESS.  Our department is committed to providing opportunities for acquiring educational and support services, as well as helping students succeed in their educational and career goals.  However, in order to do this with the growth demonstrated in our department, more faculty support is needed.   |