

## FACULTY NEEDS ASSESSMENT APPLICATION

Name of Person Submitting Request:		<b>Dr. Jose Recinos</b>
Program or Service Area:		<b>Modern Languages</b>
Division:		<b>Humanities</b>
Date of Last Program Efficacy:		<b>2011-2012</b>
What rating was given?		<b>Continuation</b>
# of FT faculty <b>4</b>	# of Adjuncts <b>10</b>	Faculty Load: <b>8.1</b>
Position Requested:		<b>ASL Instructor</b>
Strategic Initiatives Addressed:		<b>Access/Student Success/Campus Climate &amp; Culture</b>

1. Provide a rationale for your request.

The Modern Languages Department is requesting a replacement for a full time ASL instructor. Bert Reins, our former full-time ASL Professor, had to retire suddenly due to personal circumstances in the middle of the Spring Semester of the 2011-2012 school year. Since it was a NON-SERP retirement, the Modern Languages Department was not prepared to deal with the consequences. The ASL program has been thriving for several years because Professor Reins was able to provide a consistent presence on campus as a full time instructor. We normally serve an average of 245 ASL students (7 courses X 35 SecCap Fall12—same for Spring 13). In addition, finding qualified ASL instructors has become very difficult in the Inland Empire. To cover Prof. Reins Fall 2012 classes, we had to rely on Crafton Hill’s pool of ASL applicants who were not offered their full-time position at that campus. With a faculty load of 1.9, the American Sign Language program needs a full time position.

2. Indicate how the content of the latest Program Efficacy Report and/or most current EIS data support this request. How is the request tied to program planning? (*Reference the page number(s) where the information can be found on Program Efficacy.*)

When the Program Efficacy Report was completed during Spring, 2012, our full time ASL instructor had not retired officially; thus, the report does not mention the need for a replacement. However, based on the 1.9 faculty load and the fact that 100% of all ASL courses are taught by adjunct faculty, it becomes apparent that the program requires a full-time position. The Modern Languages Department wants to create an ASL Interpreter program; however, without a full-time instructor, the task becomes very difficult if not impossible. As the program planning takes place, the department has to keep looking for qualified ASL instructors to teach our courses. Unfortunately, the pool of qualified applicants is very limited in this area.

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

The retention rates increased from 88% during the 2010-11 school year to 93% for the 2011-12 school term. The student success data also show an improvement from 67% to 84% success rate during the same interval whereas the enrollment stayed consistent. The attached ASL Student

Performance table shows these changes in enrollment, retention and success rates for our ASL program at SBVC.

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

ASL students were taken by surprise by the sudden departure of Prof. Reins because he brought a great deal of charisma, dedication and enthusiasm to the classroom. The Modern Languages Dept. feels that the ASL program will suffer tremendously without a full time instructor. The possible Sign Language Interpreter program cannot be created by adjunct instructors. A full time instructor would continue Prof. Reins involvement in committee work, ASL club, American Sign Language week, and a myriad of other ASL activities. In addition, a full time ASL instructor can continue to assess and monitor SLOs and their implementation by adjunct faculty. Although the Modern Languages Department has a void left by Professor Bert Reins, it is essential to replace his position for the sake of the ASL students, the strength of the Modern Languages Department, and the greater good of San Bernardino Valley College.