

FACULTY NEEDS ASSESSMENT APPLICATION

Name of Person Submitting Request:		Mark Ikeda
Program or Service Area:		Biology
Division:		Science
Date of Last Program Efficacy:		Spring 2009
What rating was given?		Expansion
# of FT faculty 8	# of Adjuncts 20	Faculty Load: 14.86
Position Requested:		Biology Instructor
Strategic Initiatives Addressed:		Student Success, Access, Partnerships

1. Provide a rationale for your request.

The rationale for the Department's request for this position is derived from the following observations; a) the current faculty load for the Department, b) the current number of adjunct instructors, c) the demographic characteristics of the Department, d) the coverage of courses within the Department, and e) predicted changes in the Department's course offerings. I will address the latter 3 points.

- a) Currently the demographic characteristics of the Department suggest that within the next 5 years the Department will lose between 2 and 4 faculty due to retirement. Since these retirements often occur as a result of a SERP, gaps typically occur between a retiring faculty member and the new, replacement faculty. These gaps result in a decline of a department's faculty contribution to the strategic initiatives as well as lost opportunities for mentorship that may occur between these faculty cohorts.
- b) The Biology Department has endeavored to place a full time faculty in each of the Departments representative courses (e.g. Bio 100, Bio 270, etc). This provides for long term continuity within these courses to manage SLOs, CORs, articulation, and other facets of a course that require a degree of institutional memory.
- c) The Biology Department's offering will be changing over time as a result of TMC and the anticipated expansion of the Biotechnology program. These course offering changes will have inevitable consequences to items already mentioned in part a) and b) if the college's past hiring practice is a guide.

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.*)

The history of this faculty request can be documented in the 2010 needs assessment faculty request and in the longitudinal patterns as expressed in the 2009 Program Efficacy document p13-14. The current EIS data for Biology does indicate an interesting association between WSCH per FTEF and measures of success and retention. Over the time span sampled the Department has displayed to low points in WSCH per FTEF (academic years '07-'08 and '11-'12) that also correspond to peaks in student success and retention. If the WSCH per FTEF changes in the '11-'12 academic year are picking up the decrease in the fraction of adjunct taught sections to full time taught sections this may be another piece of evidence in support of hiring an

additional full time faculty member.

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.*)

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

The short-term consequences of not filling this position may not be evident especially if the proposed tax measure does not pass in November. There may in fact be evidence that measures of success and retention will continue to increase. However I think that once an economic recovery occurs the long-term consequences of not filling this position will become evident due to the effects outlined in part a) and b) of the rationale statement.