

## FACULTY NEEDS ASSESSMENT APPLICATION

Name of Person Submitting Request:		<b>Leticia Hector</b>
Program or Service Area:		<b>Communication Studies</b>
Division:		<b>Arts &amp; Humanities</b>
Date of Last Program Efficacy:		<b>Spring, 2011</b>
What rating was given?		<b>Continuation</b>
# of FT faculty <b>4</b>	# of Adjuncts <b>11</b>	Faculty Load: <b>8</b>
Position Requested:		<b>A full-time faculty position for Communication Studies Department.</b>
Strategic Initiatives Addressed:		<b>ACCESS &amp; STUDENT SUCCESS</b>

1. Provide a rationale for your request.

**The Communication Studies Department has a FTEF load equivalent to 8 FTEF. However, our Communication Studies Department functions with 4 FTEF, and 11 adjunct faculty. The need for more faculty support in the Communication Studies Department has been made evident through our program review process conducted in Spring, 2011.**

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.*)

**Data continues to demonstrate that growth continues to occur in the Communication Studies Department, with the exception of this last year due to budget cuts/section reductions across campus . Between the academic years of Fall 2006 and Spring 2011, the department experienced 34% growth (EMP report). During the 2004-2005 academic year, the department served 2420 students generating 228.41 FTES. In 2010-2011, we served 2932 students generating 290.57 FTES. However, due to current budget and section reductions across campus, we experienced a drop in FTES (270.82) in 2011-2012. The department has a FTEF load equivalent to 8 full-time faculty, but functions with 4 full-time faculty and 11 adjunct faculty. Our Department WSCH continues to improve. The Communication Studies Department WSCH has gone from 429 in 06-07 to 478 in 11-12. Our percentage of online enrollment has almost doubled, going from 7% to 12% in the past six years, providing more access to student who otherwise may not be able to enroll in our classes. Within the last six years, the Communication Studies department has also increased retention rates from 76% to 85%. (Reference 2012 EMP report & Spring,2011 Efficacy report-Part II).**

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 Communication Studies 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 4 FTF, we will struggle to continue to provide our students with the ACCESS necessary to accommodate the NEED of our students.**

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

**ACCESS and STUDENT SUCCESS will be jeopardized if the Communication Studies Department continues to function with 4 FTF, and 11 adjunct faculty, but with an FTEF load equivalent to 8 FTEF. 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 Communication Studies 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.**