

FACULTY NEEDS ASSESSMENT APPLICATION

Name of Person Submitting Request:	Edward Millican, PhD	
Program or Service Area:	Interim Division Dean / Poli Sci Chair	
Division:	Social Science, Human Development, PE	
Date of Last Program Efficacy:	Spring, 2012	
What rating was given?	Continuation	
# of FT faculty 1	# of Adjuncts 8	Faculty Load: 4.0
Position Requested:	One additional full-time Political Science faculty with an emphasis in International Relations and/or Comparative Government	
Strategic Initiatives Addressed:	1. Access 3. Institutional Effectiveness & Resource Management 5. Student Success	

1. Provide a rationale for your request.

The Political Science Department is markedly understaffed – a long-standing problem that has been repeatedly acknowledged by the Program Review Committee and the 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. Actually, since the lone full-timer is serving as Interim Division Dean, all political science sections are now taught by adjuncts, and the Interim Dean is taking care of all departmental business in addition to his other duties. Even when not serving as Dean, the one full-timer is obliged to permanently serve as Department Chair and to handle any issues relating to SLOs, curriculum, mentoring of adjunct faculty, scheduling, 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 than one individual can supply. Our full-timer has specialties in American government and political theory, but an adequate political science program should also include, at a minimum, specialists in international relations and comparative government. We offer a World Politics course (POLIT 204), but have no full-timers qualified to teach it or to upgrade the curriculum. We should develop a course in comparative government to have a proper Transfer Model Curriculum for Political Science – but, again, our single full-timer does not have appropriate expertise. Moreover, this is an expanding program which, between the school years 2006-07 and 2011-12 grew 32.4% – **a rate nearly two and a half times that of SBVC as a whole** – and which therefore needs more full-time attention to simply maintain the current level of service to our students.

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 most recent EIS data show the Political Science Department to be both attractive to students and efficient in the use of resources. As mentioned above, the program has grown by nearly one third over the past six years, from 120.75 FTE to 159.84, in spite of severe cuts in the number of

sections offered. During the same period SBVC grew, overall, at less than half that rate. This robust growth can be attributed to three factors. (1) The principal political science offering is the introductory American Government course, demand for which will always be high since it meets requirements for transfer and an AA degree. (2) The Political Science Department has made it a priority to, as far as possible, offer sections in all time slots between 7:00 am and 8:50 pm for the convenience of students with scheduling problems – a policy that seems to be paying dividends. And (3) student interest in politics seems to have increased in the aftermath of 9/11 and the 2008 Obama campaign. With regard to efficiency, the 2011-12 WSCH/FTEF figure for the Political Science Department was 558, far above both the SBVC figure of 505.69 and the College goal of 525. This Department has exceeded the efficiency rate of the College every year since 2006-07, which is as far back as the available statistics go. Growth and efficiency, of course, are the best indicators of whether a department needs, and can make wise use of, more resources. If program efficiency isn't rewarded, what is the motive to count the cost?

The 2011-12 retention rate for this Department was 86%, roughly the same as the SBVC rate of 84%. The student success rate, however, was only 61%, compared to the College figure of 68%. Obviously there is room for improvement here, **yet this deficiency can be directly traced to the lack of full-time instructors in this area.** Freeway flyers inherently cannot provide the kind of focused attention necessary to bring out the best in our students.

An additional full-timer could also enhance our Political Science program by (1) designing a new comparative government course, (2) arranging for participation in the Model UN program, and (3) serving as an advisor to the SBVC student government – all of which are Departmental goals as stated in the 2011-12 Political Science Program Efficacy report (pp. 15 & 16).

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 need for an additional political scientist has been obvious 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. Indeed, it was ranked third on the last Program Review campus-wide needs assessment list. The Social Science, Human Development, and Physical Education Division has always supported this request.

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

This Department's efforts to foster the strategic initiatives of Access, Institutional Effectiveness, and Student Success will be compromised. Access will be adversely affected because necessary courses and programs will not exist, due to lack of staff to design and update them. Institutional Effectiveness will be impaired for the same reasons. And Student Success will suffer due to an inadequate Transfer Model Curriculum for Political Science, as well as overreliance on adjunct faculty for instructional purposes, as indicated above.

Needs Assessment Applications due to Committee by midnight on 9/28/12. Late requests not accepted.