

FACULTY NEEDS ASSESSMENT APPLICATION

Name of Person Submitting Request:		Romana Pires
Program or Service Area:		Sociology
Division:		SSHDPE
Date of Last Program Efficacy:		2011
What rating was given?		Continuation
# of FT faculty 1	# of Adjuncts 6	Faculty Load: 3.40
Position Requested:		SOC FT Faculty (SERP Replacement)
Strategic Initiatives Addressed:		Access & Institution Effectiveness

1. Provide a rationale for your request.

- Since fall 2009 at least 60% of sociology courses have been taught by adjunct faculty.
- Faculty chair who is a sociology discipline expert is also responsible for anthropology program which has no full time anthropology faculty.
- In 2010 sociology faculty replacement request was ranked #1 by program review.
- Program efficacy evaluations continue to emphasize need for full time faculty (2007, pg. 1 and 2011, pg. 4) before and after SERP retirements in the department.
- In spring 2012 the Academic Senate passed a resolution supporting the hiring of full time faculty in the Social Sciences and CTE (Resolution SP12.02 Need for Discipline Faculty) <http://www.valleycollege.edu/Resolutions/~/-/media/FFC830B23E594ABBABCC5E6A4E5030C.ashx>

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 reflects 2011-2012 from EIS/EMP and is within or above average from past years in areas of efficacy, retention and success rates:

- Efficacy (WSCH/FTEF) averaged 574 above the institutional goal of 525.
- Retention and success rates were 83% and 62% (EMS) and within college average (Efficacy, 2011, pg. 13).
- Program produced 133 FTES and this is approximately a 13% reduction from the average of 153 FTES (2008-2009 to 2010-2011) (EIS and EMP) due to budget cuts. The program now has about the same amount of FTES as in 2006-2008 when the program had two full time faculty. All courses fill quickly and the program has a load for 3.40 faculty.
- Efficacy, student performance and FTES data indicate that sociology is a productive program that justifies an institutional commitment to *replacing retired professor*.
- The program modified its curriculum in anticipation of the new sociology transfer degree by creating a crime/deviance course and is also currently offering a new health/illness course to reflect the growing trend in students seeking careers in health. The sociology transfer degree has been institutionalized and while no quantitative data exists yet, casual observations and interactions with students seem to indicate an increased interest in sociology as a major. Since the majority of sociology courses are taught by adjunct

faculty, SBVC students that choose sociology as a major have limited social capital to compete at the four year level since adjunct faculty do not normally participate in mentoring, recommendation letters, and other discipline activities.

- CSUSB in recent years discontinued its Human Services major and this is channeling SBVC students into the sociology major who are interested in mental health careers such as social work. Students have limited *access* to counseling and career services and often the interactions with *full time faculty* serve as points of contact for major, career advice and other related resources and contribute to the institutional goal of increasing transfer rates (Strategic Initiatives and Benchmarks Master Form, 2011, 5.2.2, pg. 16).
- In 2007 program review evaluators wrote: “operating both departments [soc/anthro] with so many part-time instructors results in difficulty in achieving the same level of excellence that full-time instructors would have time to deliver” (pg. 1). This statement was written prior to 2008-2009 when there were *three* full time departmental faculty.

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.*)

- Adjunct faculty are not required to participate in departmental tasks for example program review, curriculum review, departmental meetings, professional development, and student learning outcome discussions which influence *institutional effectiveness* and put excessive pressure on faculty chair.
- Between 2010-2020 Bureau of Labor Statistics expects the following careers related to the sociology major to grow faster than average: sociologists 18%, social workers 25%, mental health workers 37%, probation and corrections 18%, rehab counselors 28%, school counselors 19%, social and community managers 27%, social and human service assistants 28%, substance abuse and behavioral disorder counselors 27%, and survey researchers 24% (<http://www.bls.gov/ooh/>).
- CA EDD also shows a positive outlook and growth for the above careers (http://www.labormarketinfo.edd.ca.gov/cgi/databrowsing/occExplorerQSContinue.asp?s_eearchCriteria=social+work&geogarea=0601000000&btnSearch=View+the+Occupation+Profile).
- All sociology courses are transferable and meet GE requirements. SOC 100 is a requirement for many social service and health related certificates and degrees. With diverse course offerings, the discipline requires more than one instructor with varying research and educational backgrounds as well as discipline related theoretical perspectives to serve the needs of our diverse student population (College Mission Tenets, 4,8)

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

Continued dependency on adjunct faculty teaching the majority of sociology courses does not meet the mission, tenets and institutional strategic goals of the college in providing a quality education and contributes to real inequalities in work load between faculty across disciplines.