

FACULTY NEEDS ASSESSMENT APPLICATION

Name of Person Submitting Request:		Leticia Hector
Program or Service Area:		Communication Studies
Division:		Humanities
Date of Last Program Efficacy:		Spring, 2011
What rating was given?		Continuation
# of FT faculty 4	# of Adjuncts 10	Faculty Load: 8
Position Requested:		A Full-time Faculty Position for the Communication Studies Department.
Strategic Initiatives Addressed:		Student success, Student access

Replacement

Growth

1. Provide a rationale for your request.

The Communication Studies Department has a FTE load equivalent to 8 FTF. However, our department functions with 4 FTF, and 10 adjunct faculty. The need for more faculty support in the Communication Studies Department has been made evident through our program review process in the last few years.

The AA-T in Communication Studies was recently State approved. As our students become more aware of the opportunity to complete this AA-T, we will need to begin increasing our course offerings, which will require more faculty who are flexible in their availability, which can be difficult with part time faculty having to balance the many schools they are committed to.

2. Indicate how the content of the latest Program Efficacy Report and current EMP 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.*)

As indicated in our latest Program Efficacy Report, conducted Spring 2011, it is evident that growth continues to occur in the Communication Studies Department. The department experienced 24% growth in enrollment between the academic years 04-05 to 09-10. During the 2004-2005 academic year, the department offered a total of 88 sections in which 2420 students were enrolled, and the department generated 228.41 FTES. However, during our 2009-2010 academic year, 92 sections were offered, and 2889 students were enrolled and the department generated 284.28 FTES. The Communication Studies Department has an FTE load equivalent to 8 full-time faculty, but function with 4 full-time faculty and 10 adjunct faculty. Our department WSCH continued to improve. Between 2004-2011, the Communication Studies Department WSCH had gone from 389 to 479. Our department offered online courses for the first time in 05-06. Our percentage of online enrollment 2005-2011 had gone from 7% to 12%, providing more access to students who otherwise may not have been able to enroll in our classes. During that same period, the Communication Studies department had also increased retention rates from 74% to 80%.

The current 2012-2013 EMP summary report offers additional data pertaining to the Communication Studies Departments: Between the academic years of F08 and S11, the department experienced 14% growth. FTES started to drop 2011-2012 due to budget cuts and class reductions across campus. Department WSCH per FTEF continued to increase each year, prior to budget cuts in 2011-2012. Department Retention increased steadily for the past 5 years. Department Success rates have also increased 7% in the past 5 years.

3. Provide updated or additional information you wish the committee to consider (*for example: regulatory information, compliance, updated efficiency, 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 function with only 4 FTF and load for 8, 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 10 adjunct faculty, when the FTEF load for the department is equivalent to 8 FTF. We are not capable of fully accommodating our students at peak offering times. Many part time faculty are working at multiple institutions, which does not allow the flexibility we need at times when building our schedules. Most recently, our department has committed to advertising the AA-T in Communication Studies, helping students succeed in their educational and career goals. Again, to provide STUDENT ACCESS to the courses they will need to achieve this AA-T will require increasing course offerings, which will require more faculty. As 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, more faculty support is needed. Continuing to function with 4 FTF will impact STUDENT SUCCESS and STUDENT ACCESS.