

## FACULTY NEEDS ASSESSMENT APPLICATION

Name of Person Submitting Request:		<b>Todd Heibel</b>
Program or Service Area:		<b>Geology-Oceanography (Earth Science)</b>
Division:		<b>Science – Ranked First</b>
Date of Last Program Efficacy:		<b>Spring 2012</b>
What rating was given?		<b>Continuation</b>
# of FT faculty: 0	# of Adjuncts: 2-3	Faculty Load: 0.64-1.48 (per semester)
Position Requested:		1 (one) full-time faculty member
Strategic Initiatives Addressed:		Access, Campus Climate and Culture, Institutional Effectiveness, Partnerships, and Student Success

Replacement

Growth

1. Provide a rationale for your request.

This program has been without a full-time faculty member for nearly seven years. As a result, it has exclusively relied upon adjunct faculty. The faculty chair for this program teaches within another area (and must balance chair responsibilities with another adjunct-dominant program) and cannot devote the time and energy necessary to make it fully functional and healthy. Therefore, introductory-level courses have been prioritized at the expense of advanced courses, including those necessary to earn an AS or AS-T degree. Although the program has recently updated curriculum, including AS and AS-T degrees, it was completed well after the content review date. The same can be said of the entire SLO process. A full-time faculty member can better ensure that students have a full suite of courses to take, as well as addressing crucial curricular and SLO endeavors.

The program creates an average semester load of 1.08 and presents numerous challenges and opportunities for a full-time faculty member. Although this program provides students with valuable learning and skill-development opportunities, it is unable to meaningfully expand and develop beyond its current state. In a full-time faculty vacuum, no Oceanography courses were offered during the 11-12 and 12-13 fall and spring semesters. Therefore, students had fewer physical science course options.

Specifically, a full-time faculty member is needed to ensure that all courses within the revised and updated AS and AS-T degrees are taught on a regular basis; solicit grant funding (including Perkins funding); engage in outreach with area high schools, community colleges, four-year institutions, museums, and potential employers; recruit and facilitate successful transfer and entry-level employment; and maintain and update curriculum and SLOs (and regular SLO evaluations). In addition, advertising for a full-time Geologist-Oceanographer (or related Earth Scientist) would yield a significantly larger candidate pool than currently exists, and one who could teach across the complex Earth Science curriculum. On a related topic, locating a daytime adjunct instructor is exceedingly difficult, such that one or more daytime sections may need to be cancelled during future semesters. This forecloses educational opportunities for students, especially within the physical sciences.

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.*)

Please reference the following data from 08-09 through 12-13 academic years for GEOL-OCEAN:

<b>Year:</b>	<b>FTES:</b>	<b>Census:</b>	<b>FTEF:</b>	<b>Efficiency:</b>	<b>Success:</b>	<b>Retention:</b>
<b>08-09</b>	34.5	304	2.96	360	62%	79%
<b>09-10</b>	42.6	306	2.16	592	71%	85%
<b>10-11</b>	48.5	485	2.36	617	75%	86%
<b>11-12</b>	25.69	251	1.28	626	84%	90%
<b>12-13</b>	29.36	289	1.48	595	70%	87%

According to the latest GEOL-OCEAN Efficacy Report (p. 31): The greatest barrier to the growth and overall stability of the Geology-Oceanography is the lack of a full-time, tenure-track faculty member. This Department presently relies upon two to three adjunct faculty members. The Geology-Oceanography Department has been made aware that it must increase FTES and faculty load, as well as the diversity of courses offered, such that it warrants a strong position (ranking) within the Program Review faculty Needs Assessment. However, increasing FTES, faculty load, and course diversity remains extremely difficult without a full-time, tenure-track content expert. This Department is concerned that, lacking a full-time faculty member, it will: not grow beyond its present configuration; not be able to offer students an AS or AS-T degree; not fully encourage women, students of color, and other underrepresented populations to enter into the Earth Sciences; and not positively contribute to FTES growth within the Science Division, College, and District.

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.*).

In order to increase the FTES, census, FTEF, efficiency, success, and retention for these programs and students, a dedicated, full-time content expert must be hired. In addition, the job market for geologic technicians and geoscientists is forecast to improve. A full-time faculty member can better ensure that SBVC geology students are prepared to enter this expanding career field (State of California EDD, 2010-20 statewide occupation profile):

<b>Occupation:</b>	<b>Mean Hourly Wage:</b>	<b>Annual Average Openings:</b>
Geological and Petroleum Technicians	\$39.23	80
Geoscientists	\$46.63	260

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

Without an additional faculty, the department cannot meet the Strategic Initiatives previously noted, nor can it continue to offer entry- and advanced-level courses and internships, advise incoming and outgoing students, and meet the changing needs of transfer- and career-minded students. Because the Earth and geo-sciences are kindred spirits with ancillary science courses, SBVC students will have more limited transfer and career choices.