

## FACULTY NEEDS ASSESSMENT APPLICATION

Name of Person Submitting Request:		<b>Melinda Moneymaker / James Robinson</b>
Program or Service Area:		<b>Human Services</b>
Division:		<b>Social Sciences, Human Development, and P.E</b>
Date of Last Program Efficacy:		<b>Spring 2013</b>
What rating was given?		<b>Continuation</b>
# of FT faculty 2	# of Adjuncts 15	Faculty Load: 5.2
Position Requested:		2 Full Time Faculty
Strategic Initiatives Addressed:		Access and Student Success

Replacement

Growth

1. Provide a rationale for your request.

In 2006, the Committee and Instructional office reported “Currently, the department could support a total of 7.3 faculty; however, they only have 2 full-time faculty members. They have a WSCH/FTEF of 459.7, which is higher than the campus average of 445.24. In 2002-2003, Human Services produced more certificates than any other department on campus”. For the past 7 years the need for more full time faculty has increased and not been addressed. The current amount of sections the department offers is 63, and the current WSCH/FTEF is 544. With a faculty load of 5.2, we are at critical levels in ratio from full time to part time instruction. Still the Human Services department continues to see effective and efficient rates, though we have for the past years seen a reduction to due budget cuts in available sections for students, from 85 to 63, we have strong and increased success and retention rates, moving from 66% and 83% in 08/09 to 76% and 93% in 12/13. The Alcohol and Drug Program/Certificate alone, graduates on average of 70 students per year. With the duties assigned, the work experience and community provider agencies visits in addition to the work load, (article 13), the full time faculty currently are running at a deficit. In the past 6 years since our last program review this has become apparent. Current full time faculty is stretched, and program deadlines are some times barely met. With the possible retirement of the department chair in the next year, and possible non-replacement of that position the program will suffer, the students will suffer, and the institutional effectiveness of a major vocational program overall will be effected.

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.*)

The faculty load, FTEF and WSCH/FTEF demonstrate the urgent need for at least 2 Full time Faculty in the department. For the past 7 years more than 60% of instruction has been by part time faculty. The program as stated in the overall recommendation of efficacy report from 2013 states; “continuation is recommended. Human Services is meeting the needs of the college.... It is a popular program that leads to work in the helping professions.... Human Services is current, productive and in sync with the

mission of the college. They exceed expectations in their accomplishments and have a strong retention and pass rate.” This is further evidenced by the EMP data, moving from 66% and 83% in 08/09 to 76% and 93% in 12/13. We produce professionals who gain employment in the community of social service. In order to remain effective and consistent with our exceptional service to students, and community alike, the program is in need of more full time faculty.

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.*).

Per number of sections being taught, FTE should be 4. 32 sections, 78 units, 100.33 FTE's. If head the department retires, that will leave us with 1 FTE. In addition to instruction the full time faculty supervises work experience students, an average of 80 plus per school year, which requires agency site visits, and other duties under the State guidelines for work experience students. The employment of our vocational certificate students relies on the ability of our full time faculty to have good relationships with community providers, and consistent contact during the work experience component to the program. Add to those responsibilities departmental tasks that include but are not limited to curriculum, Student Learning Outcomes, departmental meetings, professional development, committee assignments, and office hours. All these influence ***institutional effectiveness***, as well as the effectiveness of just our own certificates and programs.

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

The current number of sections will not be supported by FTE's, and the program will suffer overall. With an AA degree, and 3 vocational certificates, meetings with provider agencies and work experience, there are deadlines that will fail to be met.