

## FACULTY NEEDS ASSESSMENT APPLICATION

Name of Person Submitting Request:		<b>Matie Scully</b>
Program or Service Area:		<b>Music</b>
Division:		<b>Arts and Humanities</b>
Date of Last Program Efficacy:		<b>2012</b>
What rating was given?		<b>Continuation</b>
# of FT faculty 1	# of Adjuncts 9	Faculty Load: 4.38/semester = 8.76 reported on EMP
Position Requested:		Tenure Track Faculty
Strategic Initiatives Addressed:		Access, Campus Culture/Climate, Student Success

Replacement                       Growth

1. Provide a rationale for your request.

As shown on the current EMP document, the music department has had steady growth over the past several years. Efficiency ratings have grown from 419 during the 08-09 academic year to 517 during the 12-13 academic year. There was a slight decline in 12-13 as a result of requirements to maintain no more than cap in all classes. Most classes have a 100% fill rate. All curriculum for the new TMC has been submitted and leveling of courses have now brought all courses into alignment with C-ID. However, hiring qualified faculty for these specific transfer courses on an adjunct basis is very difficult. The rigor of the academic transfer courses (Music Theory & Musicianship, Music Hist. & Lit. Conducting etc.) must meet the rigor of the same university courses. The intensity of the performance transfer courses (Concert Choir, Elem. & Interm. Voice, Chamber Chorale & Theatrical Music Workshop) must match the level of intensity of the same University courses. One full-time faculty member, teaching maximum overload, cannot teach & direct all the required transfer courses in the music program! The lone full-time faculty member is attempting to expand both academic and performance offerings, and is finding the task overwhelming. During the past year, a new Music of the World and Applied Music have been added to the schedule to support transfer. The full-time faculty is concentrating on performance, leaving theory, musicianship and appreciation classes to adjunct faculty. These courses are required for majors prep, but do not have sufficient full-time faculty support for their growth. As stated in both the current EMP and program review efficacy report, the department maintains a goal of providing musical performances to the campus and its community. The coordination of performance programs requires scheduling of concerts and festivals, arrangements for off-campus students to attend performances (community outreach) and coordination with other campus activities: Foundation functions, Black History Month celebrations, High School Counseling Presentations etc. Another full-time faculty member would allow the responsibilities for oversight of both the academic and performance components of the department to be split.

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 music department is continuing to offer many academic classes that fulfill general education breadth requirements. These courses are being taught exclusively by adjunct faculty, who are almost all at maximum load. In order to promote a strong music performance program, the full-time faculty (teaching maximum overload) has had to relinquish some of the majors prep curriculum to adjunct faculty who are difficult to find. Many of the classes are at maximum capacity and should be split into multiple sections for pedagogical reasons. FTES has steadily increased from 123.8 in 08-09 to 173.95 in 12-13. (one sheet) This increase has occurred despite dramatic section decreases from a high of 59 in 09-10 to 50 in 12-13. In spite of the dramatic loss of sections, the current full-time faculty is teaching only 23% of the section offerings, 12 of 50 (which includes maximum overload) leaving 77% of courses being taught by adjunct faculty. There is currently 1 full-time faculty and a load for 4.38 FTEF.

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.*).

As the students become aware of the new facility and the program's offerings, their enthusiasm is driving increased enrollment. This is evidenced in enrollment growth from 1095 students in 08-09 to 1313 in 12-13. While enrollment has increased, success has increased from 67% in 08-09 to 72% in 12-13. Retention has increased from 86% in 08-09 to 92% in 12-13. (EMP) With the addition of a full-time faculty, we would expect to elevate further, the success rate, bridging the gap between success and retention, because a full-time faculty would be able to devote additional time and energy on his/her students. Currently, music majors are being counseled by adjunct faculty because the courses are taught by adjunct professors. Opportunities for music festivals and children's concerts, faculty recitals, and music class recitals have considerably expanded with multiple performances of each group each semester. Development and follow-through for this while teaching and directing the academic side of the department is a burden that can be carried only by a full-time professor. We are succeeding in our challenges and opportunities quite well. We are seeing more and more students taking theory classes as well as choir, opera and voice classes. These students are spending many hours with us in the music department. An increasing number are seeking guidance as they consider careers in music. Full-time faculty are necessary to spend the time with these students.

Our department is also succeeding in our action plan. Our plan to increase the enrollment in the advanced theory classes has now come to fruition and we have initiated an applied music program, which is overloaded with students. A full-time professor is necessary to oversee this increased capacity in the theory, history/literature, and appreciation program.

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

With the new facility, the music department is experiencing a "renaissance" with new, exciting classes, increased numbers of students, new activities for students, multiple recitals and concerts. Without a new full-time faculty member, this newfound energy and zeal for the music program and its expansion may falter because the load is too great. Additional adjuncts are required to teach, but they cannot be relied upon to plan, direct, organize and carry out the other responsibilities that the music department must handle to be successful.