

FACULTY NEEDS ASSESSMENT APPLICATION

Name of Person Submitting Request:		Todd Heibel
Program or Service Area:		Water Supply Technology (WST)
Division:		Science
Date of Last Program Efficacy:		Fall 2011
What rating was given?		Continuation
# of FT faculty: 1	# of Adjuncts: 8	Faculty Load: 2.88 to 3.52 (per semester)
Position Requested:		Full-Time WST Faculty
Strategic Initiatives Addressed:		Access, Campus Climate and Culture, Institutional Effectiveness, Partnerships, and Student Success

Replacement

Growth

1. Provide a rationale for your request.

The WST Department requests one full-time faculty member. As the data indicate, the faculty load has fluctuated between 2.7 and 3.59 during the most recent five semesters. At present, there is only one full time faculty member in a rapidly growing department. In the last two years, the department has received five grants, including a prestigious NSF grant. One faculty cannot keep up with the amount of work required to manage current grants, apply for future grants (including Perkins funding), expand the program, update course curriculum, increase the number of certificates and degrees awarded, and advise current and potential students (Efficacy Report, p. 18). The program needs another full-time faculty. Although this program is functional and presents students with valuable learning, skill-development, and career-placement opportunities, it is unable to meaningfully expand and develop beyond its current state. In addition, advertising for a full-time WST faculty member would likely yield a significantly larger candidate pool, in contrast to a part-time (adjunct) position.

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:

Year:	FTES:	Census:	FTEF:	Efficiency:	Success:	Retention:
08-09	86.00	923	6.61	390	66%	89%
09-10	102.96	1083	6.61	467	75%	86%
10-11	86.83	1015	7.04	370	71%	86%
11-12	84.59	852	5.76	441	73%	90%
12-13	95.67	952	6.39	449	78%	95%

While the preceding data have fluctuated during the previous five academic years, there is a demonstrated need for an additional full-time faculty member. The FTES has increased from 86 in 08-09 to more than 95 during 12-13. While FTEF has increased, the WST Department served a greater number of students in 12-13 with fewer FTEF than in 08-09 (the most recent year with a comparable student population). Although this has served to increase efficiency, it is taxing to full-time and part-time faculty. In addition, recent declines in FTES, census, and FTEF data can

be attributed to reductions in the total number of WST sections and courses offered, as budgets were reduced district-wide. As budgets increase in the future, it will be necessary to have a second full-time faculty member to help lead the WST program.

There are additional trend-, strength-, and challenge-related reasons for justifying this position:

- Need to attract under-represented populations (Efficacy Report, pp. 6-7):
 - An additional full-time faculty can further increase the number of daytime courses offered, thereby attracting more women, displaced workers, and other under-represented populations.
- Changing trends and policies in the WST field (Efficacy Report, p. 16):
 - New employees are needed to replace retiring older technicians and managers.
 - Increased technical (computer), chemical, safety, managerial, and mathematical knowledge are required of new entrants into the water industry labor force.
 - Federal and state regulations and policies will continue to drive change within the water industry, with a focus on water conservation and reclamation (recycling).
- Guaranteeing existing and future strength of the WST Department (Efficacy Report, p. 17):
 - Students are rigorously prepared and tested on a variety of water, chemistry, math, and work-experience topics.
 - Partnerships with water and grant agencies continue to expand and need oversight.
- Challenges facing the WST Department, as a result of too few full-time faculty (Efficacy Report, p. 18):
 - One faculty cannot keep up with the amount of work required to manage current grants or apply for future grants (including Perkins funding).
 - The program cannot expand without the input and guidance of another full-time faculty.
 - Updating course curriculum and SLOs is onerous without an additional full-time faculty.
 - An additional industry and content expert can better advise current and potential students.

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 find jobs in the water treatment, distribution, and wastewater industries, the students have to pass state administered certification exams. Each course in the program is designed to prepare students to take one or more state certification exam (Efficacy Report, p. 9). An additional full-time faculty member can assist with distribution, treatment, wastewater, and collections state examination preparation. Higher student pass rates not only benefit students but also the program, via greater student and grant recruitment, as well as the community at large, via well-trained water industry personnel.

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, better prepare students for state examinations and certifications, and meet the changing needs of students and the water industry. Because water industry jobs cannot be outsourced, an additional full-time faculty could improve the lives of individual students, as well as the regional economy (Efficacy Report, *Part II. Student Success*, p. 10).