

FACULTY NEEDS ASSESSMENT APPLICATION
Fall 2015

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| Name of Person Submitting Request: | | Lorrie Burnham |
| Program or Service Area: | | Biology |
| Division: | | Science |
| Date of Last Program Efficacy: | | Spring 2013 |
| What rating was given? | | Continuance |
| # of FT faculty 6 | # of Adjuncts 21 | Faculty Load: 15.79 |
| Position Requested: | | Biology Instructor |
| Strategic Initiatives Addressed: (See Appendix A: http://tinyurl.com/l5oqoxm) | | Student Success, Access, Partnerships |

1. Provide a rationale for your request.

The rationale for the Department's request for this position is derived from the following observations; a) the current faculty load for the Department, b) the current number of adjunct instructors, c) the demographic characteristics of the Department, d) the coverage of courses within the Department, and e) predicted changes in the Department's course offerings. I will address the latter 3 points.

- a) Currently 38% of the load is being taught by full time faculty. Even when we replace a faculty member who resigned, only 45% of the load will be taught by full time faculty. Additionally, it is difficult to find qualified adjunct faculty.
- b) Currently the demographic characteristics of the Department suggest that within the next 5 years the Department will lose more faculty due to retirement. Since these retirements often occur as a result of a SERP, gaps typically occur between a retiring faculty member and the new, replacement faculty. These gaps result in a decline of a department's faculty contribution to the strategic initiatives as well as lost opportunities for mentorship that may occur between these faculty cohorts.
- c) The Biology Department has endeavored to place a full time faculty in each of the Departments representative courses or sequences (e.g. Bio 100, Bio 270, Bio 250/251 etc). This provides for long term continuity within these courses to manage SLOs, CORs, articulation, and other facets of a course that require commitment, collegial dialog, and oversight. ~~a degree of institutional memory.~~

The Biology Department's offering will be changing over time as a result of TMC and the anticipated expansion of the Biotechnology program. These course offering changes will have inevitable consequences to items already mentioned in part a) and b) if the college's past hiring practice is a guide.

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.*)

2013 Program Efficacy, p17-18 Planning, and p18-19 Accomplishments and Strengths. The narratives in these sections suggest challenges and opportunities that face the Biology program in the near term. The ability of the Biology Dept to meet and take advantage of the future changes are contingent upon having the full time faculty in place who can incorporate them into their careers.

3. Provide updated or additional information you wish the committee to consider (*for example, regulatory information, compliance, updated efficiency, student success data, planning, etc.*).

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

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| Less efficiency in the planning and articulation of initiatives within the Department (SLOs, PLO's Content Review, etc). With problems finding qualified adjunct, sections may be cancelled. |
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