

FACULTY NEEDS ASSESSMENT APPLICATION
Fall 2015

Name of Person Submitting Request:		Leticia Hector
Program or Service Area:		Communication Studies
Division:		Arts & Humanities
Date of Last Program Efficacy:		Spring, 2015
What rating was given?		Continuation
# of FT faculty 4	# of Adjuncts 7	Faculty Load: 9
Position Requested:		A full-time faculty position for Communication Studies Department.
Strategic Initiatives Addressed: (See Appendix A: http://tinyurl.com/l5oqoxm)		ACCESS & STUDENT SUCCESS

1. Provide a rationale for your request.

The Communication Studies Department is concerned about being able to maintain student success with only 4 FT faculty while having load for 9, and is becoming apparent in the slight decline demonstrated in our success rates. This semester (Fall, 2015), the department experienced a challenge staffing all of our sections. For the first time, in the past 15 years, each FT faculty member in the department agreed to teach an over/over load (one section over the over load limit) to avoid cancelling classes. One FT faculty member over extended themselves taking on two sections over our limit. We are losing adjunct faculty to FT jobs, and it is making it difficult for us to staff our classes. This shortage is not unique to SBVC. Many surrounding Communication Studies Departments have contacted us, looking for adjunct faculty, including our sister campus CHC. The need for more faculty support in the Communication Studies Department has been made evident through our program review process and recent EMP Report.

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.*)

Data continues to demonstrate that the Communication Studies Department continues to function with 4 Full-Time Faculty, when it has an FTE load equivalent to 9 FTEF. The 2014-2015 EMP Report demonstrates 4% growth occurred in FTES between the academic years of F2013 and S2015. The most recent EMP Report also demonstrated that the department FTEF has continued to demonstrate growth each year since 2012-2015. Department Retention for the past 5 years has experienced a fairly steady increase. More specifically, the department has increased retention rates 7% in the past five years, between 2010-2015. Department Success rates have increased 1% in the past 5 years. However, the department seems to be experiencing a slight decline, which may support the need for additional FT faculty. The AA-T in Communication Studies was recently State Approved in 2013. In only two years, the number of degrees awarded has more than doubled from 4 to 9 this last year! As students continue to become aware of our recently approved AA-T degree, the department will feel the pressure to expand its offerings. However, the Communication Studies department is concerned that if we continue to function with 4 FT faculty, while maintaining load for 9 FTEF, then student access and success will be jeopardized.

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

The Communication Studies Department is responsible in providing one of the Golden Four courses required for our students to graduate and/or transfer: Oral Communication. This requirement can only be met through the offerings provided by our Department. The AA-T in Communications Studies was also recently State Approved in 2013, which has already resulted in a total of 13 degrees awarded! As long as we continue to move toward expanding the Communication Studies Department, and continue to function with only 4 FTF, we will struggle to continue to provide our students with the **ACCESS** necessary to accommodate the NEED of our students.

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

ACCESS and **STUDENT SUCCESS** will be jeopardized if the Communication Studies Department continues to function with 4 FTF, and 7 adjunct faculty, but with an FTEF load equivalent to 9 FTEF. We are not capable of fully accommodating our student growth at peak offering times due to adjunct teaching at multiple colleges, and a shortage of adjunct available at all. It is going to become difficult to accommodate expansion without staffing relief. As our department begins to move toward expanding, and the demands for more classes become apparent, our ability to meet that need will be severely jeopardized. Providing the Communication Studies Department with a new full time faculty member would support two strategic initiatives: **ACCESS** and **STUDENT SUCCESS**. Our department is committed to providing opportunities for acquiring educational and support services, as well as helping students succeed in their educational and career goals. However, in order to do this, more faculty support is needed.