

FACULTY NEEDS ASSESSMENT APPLICATION
Fall 2015

Name of Person Submitting Request:		Melinda Moneymaker Dept Chair
Program or Service Area:		Human Services
Division:		Social Sciences, Human Development and Physical Education
Date of Last Program Efficacy:		Full efficacy 2013, CTE mini 2015
What rating was given?		Continuation for both
# of FT faculty 1	# of Adjuncts 26	Faculty Load: 5
Position Requested:		Full time faculty
Strategic Initiatives Addressed: (See Appendix A: http://tinyurl.com/l5oqoxm)		yes

1. Provide a rationale for your request.

The Human Services department serves over 500 students and has over 30 sections devoted to 4 vocational certificates and an AA Degree in Human Services. We have over 60 partnerships with organizations in the community where we set up internships and work experience for our students which result in employment. On average we graduate 50-70 students a year with either an AA degree in Human Services, one of our vocational certificates or both. Faculty load, FTEF and WSCH/FTEF demonstrates the urgent need for at least two (3) additional full time faculty. We have a faculty load for 5. Currently there is one full time faculty in this department. In addition to serving our students in instruction capacity, including campus committee commitments, as a CTE program we are required to serve on several boards in the community including our State accreditation body, visit over 32 different program sites per semester, and run a Advisory board for our programs. Recent retirement of one full time faculty while waiting for replacement has resulted in deadlines stretched, meetings missed, and a struggle to maintain students' needs and the overall institutional effectiveness of this major vocational program here on campus, and in our community.

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.*)

Currently the WSCH per FTEF of 523, higher than the campus average. We have consistently been running a department which could utilize 5 full time faculty to service student's needs with 2 full time faculty, this year down to 1 full time faculty. Adjunct faculty are no substitute for meeting the department needs of meeting with students to develop career and educational plans, writing and updating curriculum to reflect the changing needs in behavioral health, networking and attending meetings with our community partners to ensure our programs are in line with industry standards and that ample opportunities exist and/or are being created in employment for our graduates. We have not had the time to promote our programs adequately in the community, foster new community partnerships, and work on recruitment and articulation of our programs. Human Service traditionally has strong community based ties which result in our certificate graduates becoming employed right here in San Bernardino and Riverside counties in the Social Service industries.

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

Surveying our graduates from 2009 to 2014 we were able to confirm that 72% are working in the field of substance abuse, case management and other related social service and human service fields. Our program continues to be strong in terms of completions, retentions and graduates either finding employment, transferring on to higher education of both, in spite of budget cuts and section cuts. In addition to our faculty load, full time faculty in our department are expected to serve on several advisory boards, participate in community activities, and supervise over 60 internship students per year, meeting with employers and agencies. In addition, the full time faculty in the department continue serve on college committees and advise clubs currently on campus. We will continue linking Vocational Educational Certificates to present jobs in the community. New industry standards in our state accreditation agency along with developments in the fields of Behavioral Health are creating new opportunities for jobs and higher education credentials for our students. The department has maintained the program without additional full time faculty, all though it has been difficult. In order to grow the program with all of the above mentioned changes in the field, the department will continue to advocate heavily for at least 1-2 more full time faculty. As specified in our EMP plan, our goals are to continue to explore new opportunities to develop new Vocational Educational Certificates for future jobs, to continue offering up to date topics e.g. Human Trafficking, Sickle Cell traits, Infectious Diseases, and Family Violence/Spousal Abuse, as these Saturday 1 unit courses are in part recruitment for our Certificates, and in part providing continuing education units to professionals in the community helping strengthen community partnerships, and to continue to work on updating our courses through curriculum and aligning our certificates with Industry standards and CAADE regulations.

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

In an attempt to run a department with only 1 full time faculty, instead of the 4-5 FTES the load could support, the department must run on survival mode instead of growth mode. The over 26 adjunct faculty who help to run this department and instruct our courses, meeting with students and the full time faculty member are outstanding, but they have other full time jobs and commitments in addition to teaching a course or two here at Valley College. This leaves the 1 full time faculty to try and keep up with the administrative oversight of the program. The processes, grant reports, schedules, agency visits, student and faculty concerns, communications to our adjunct faculty and community partners suffer because there workload required stretches the faculty so thin. Our community partnerships and the agencies which employ our students, depend on communication and participation with the faculty here in the Human Service Department. When calls are not promptly returned, or engagements in the community are not attended it decreases our visibility. Without the Human Services Dept having consistent visibility in the community potential opportunities for our students will suffer. Direct student services may also suffer when faculty is stretched so thin between class times, office times, meeting times, and off campus commitments. Recruitment to our programs may suffer when faculty are unable to attend career days, and articulation meetings both on and off campus. Deadlines run right up to the last minute, as the department works in survival mode, instead of growth mode. The department, students and the college may suffer because of potential lost opportunities to recruit new partnerships, and / or maintain existing ones.