

FACULTY NEEDS ASSESSMENT APPLICATION
Fall 2015

Name of Person Submitting Request:		Dr. Riase Jakpor and Dr. Ed Millican
Program or Service Area:		Dept. of Political Science
Division:		Social Sciences, HD and PE
Date of Last Program Efficacy:		Spring 2012
What rating was given?		Continuation
# of FT faculty	# of Adjuncts	Faculty Load: 2 full-time faculty, 9 adjunct faculty
Position Requested:		Political Science Instructor
Strategic Initiatives Addressed: (See Appendix A: http://tinyurl.com/l5oqoxm)		Strategic Initiative # 2: Increase course success, program success, access to employment, and transfer rates by enhancing student learning

1. Provide a rationale for your request.

This will be a replacement. Professor Edward Millican will be retiring shortly. 2016 is a presidential election year. He told me at the beginning of the fall semester that he wanted to have the thrill of teaching American Politics through the forthcoming presidential election. Although he didn't give me a firm date, he hinted that after the elections he could retire at anytime. The number of full-time instructors in the Department of Political Science (Department) at the last Program Review in 2012, was just 1.0. The number became effectively 0.0 in the period Dr. Millican served as Interim Dean before I was hired in fall 2013. Upon my being hired, the number of full-time instructors returned to 1.0. When Dr. Millican left the office of the Dean and returned to the classroom, the Department came to have two full-timers, for the first time in a long time. At the time of the Program Review referenced above, it was noted that the Department could justifiably have 4.4 full-timers, given the high level of enrollment in our courses. (p. 8. Program Efficacy Report.) Therefore, we now have a faculty deficit of at least 2.4. I say "at least" because our sections and enrollment have increased since 2012.

It is important that we have a replacement as soon as Dr. Millican leaves so that we do not return to the old bad days of a 3.4 deficit, and higher. At the time of the last Program Review, 77% of our courses were taught by adjunct instructors. That figure is currently 81.8% because we now offer more sections. If he leaves without a replacement, the number will rise to at least 90%. The comparable figure for the entire college is about 72%

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 EMP (2015, P. 1.) shows that we had a dip in our success rate from 64% (13-14) to 61% (14-15). Our retention rate also fell slightly from 91% to 88% during this period. Our chances of raising those numbers back are more likely to improve with two or more full-timers than with just one.

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

Our WSCH/FTEF also fell from 614 to 546 in the period referenced above. Although this figure is still considerably higher than the college average, we want to see it up again, and, in fact, rise to surpass the (13-14) figure. Chances will generally be better to accomplish this objective with more full-timers than with just one full-time instructor. Further, our efforts to increase the number of students in our new AA-T degree program and our EMP goal of increasing the number of degrees we award yearly are likely to suffer. It seems to me that students will be leery of enrolling in a program staffed by only one full-time instructor.

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

Not filling this position will negatively impact our ability to raise rates of student success, retention, and efficiency. It may also undermine the image of our AA-T program and erode confidence in our course offerings. We cannot afford to return to the days when we had only one full-time staff. The optics were bad, and so also were the practical effects of it.