

**FACULTY NEEDS ASSESSMENT APPLICATION**  
**Fall 2016**

Name of Person Submitting Request:		<b>Melinda Moneymaker Dept Chair</b>
Program or Service Area:		<b>Human Services</b>
Division:		<b>Social Sciences, Human Development and Physical Education</b>
Date of Last Program Efficacy:		<b>Full efficacy 2013, CTE mini 2015</b>
What rating was given?		<b>Continuation for both</b>
# of FT faculty 2	# of Adjuncts 16	Faculty Load: 5
Position Requested:		Full time faculty request #2 of 2 requests
Strategic Initiatives Addressed:		Yes - Access and Student Success

1. Provide a rationale for your request.

- The Human Services department serves over 800 students 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 over 70 students a year with either an AA degree in Human Services or one of our vocational certificates or both creating a clear path way to employment or higher level of academic degree, (EMP 2015/2016).
- FTEF demonstrates the urgent need for at least two (2) additional full time Faculty. We have a faculty load for 5. As a CTE program the two full time faculty in this department, in addition to their full time faculty load and committee assignments, are required to serve on several boards including our own Advisory board, and visit over 32 different program sites per semester.
- We are making this request to maintain the overall efficiency of our program, promote growth in our program, increase enrollment, increase completion rates, provide the adequate ratio of full time faculty and to continue student success and 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.*)

- Current EMP 2016 shows FTES at 131.91 and FTEF at 10.83. Our WSCH/FTEF is lower than its been at 365, reflecting a drop seen across the campus.
- We have consistently been running a department which could utilize 5 full time faculty to service student's needs with 1-2 full time faculty. Adjunct faculty are no substitute for meeting the department needs of meeting with students. E.g.(Career and Ed plans, alignment of curriculum to reflect industry changes, Advisory, Board and community partner meetings, and other requirements of CTE programs).
- Currently 1 of the full time faculty in our department serves on the State Academic Committee for CI-D which is preparing a course transfer degree in Addiction Studies. The projection for employment and growth in this field over the next few years, job outlook 2014-24 growth of 22%, according to the Bureau of Labor Statistics Occupational Handbook <http://www.bls.gov/ooh/community-and-social-service/substance-abuse-and-behavioral-disorder-counselors.htm>
- With out the full time faculty addition we struggle to find the time to promote our programs

adequately in the community, foster new community partnerships, and work on recruitment and articulation of our programs.

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

- According to Labor Market Outlook and our own department surveys our graduates are working in the field, (72% of a sample survey of Human Service graduates over a 3 year period from 2013-2015 report employment in the fields of substance abuse, case management and other related social service and human service fields), with a promising outlook for more employment, higher rate of pay, and parity in the field of Addiction Studies both Statewide and Nationally as Mental Health Disorders and Substance Use Disorders merge into the service of Co Occur disorders, in higher paying setting such as hospitals and private and insurance pay medical assisted treatment settings.
- Our program continues to be strong in terms of efficiency, completions, retentions and graduates either finding employment, transferring on to higher education.
- The full time faculty in our CTE program in addition to their faculty load and campus committee responsibilities, serve on several advisory and executive boards including the California Alcohol and Drug Educators (the State wide Accreditation body for substance use disorder programs in community colleges and universities), In addition the faculty in our department also participate in community activities, advise clubs on campus, and supervise over 60 internship students per year, meeting with employers and perspective new community agencies who wish to partner with us continuing to link Vocational Educational Certificates to present jobs in the community.
- 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 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 outreach and recruitment efforts for our Certificates, continue to increase community partnerships, and to continue to work on alignment of curriculum with changing industry standards.

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

- Our department with only 2 FTES instead of the 5 FTES the load could support, the department must run on survival mode instead of growth mode.
- The professionals in our department who serve as adjunct faculty are working in the helping professions and have other full time jobs, therefore they are no substitute for full time faculty.
- With only 2 full time faculty in our department to keep up with the administrative oversight of the program is challenging; 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 other commitments. Recruitment to our programs may suffer when faculty are unable to attend career days, and articulation meetings.