

FACULTY NEEDS ASSESSMENT APPLICATION
Fall 2016

Name of Person Submitting Request:		Joshua Milligan
Program or Service Area:		Welding Technology
Division:		Applied Technology, Transportation and Culinary Arts
Date of Last Program Efficacy:		Spring 2015
What rating was given?		Continuation
# of FT faculty 1	# of Adjuncts 5	Faculty Load (per semester): 1
Position Requested:		1
Strategic Initiatives Addressed:(See http://www.valleycollege.edu/about-sbvc/office-of-president/college_planning_documents/documents/strategic-plan-report-working-doc-8-25-15-2.pdf)		2.8.10, 2.5.1, 2.6, 2.6.6

1. Provide a rationale for your request. (Explain, in detail, the need for this position.)

The Welding Department has had a 1-year temporary full time faculty since spring 2016 along with a full time faculty and a fluctuation between 4 to 5 adjunct faculty. The addition of the temporary full time has shown how badly the department needs 2 full time faculty. Returning to 1 full time faculty will mean about 60% of the classes would be taught by adjuncts. This will make it difficult to maintain the student success rates and stability the temporary full time position has facilitated. With addition of a 2nd full time faculty 60% - 70% of the courses would be taught by the full time faculty. Having the bulk of the classes taught by full time faculty helps to make the program more stable by allowing the faculty to better collaborate on curriculum, funding, partnerships, student success, advisory committee, program updates etc. . . This in turn provides a more stable learning environment for students which shows in the program by increasing enrollment, student success and completions.

2. Indicate how the content of the department/program's latest Efficacy Report and/or current EMP supports this request and how the request is tied to program planning. (*Directly reference the relevant information from your latest Efficacy Report and/or current EMP in your discussion.*)

With just one full time faculty who also acts as the faculty chair for Welding Technology, Machine Trades, and Inspection Technology, it is difficult to improve the program and support student success. A 2nd full time faculty will allow the program to continue to give the students the support they need to maintain the high level of student success achieved by the program. The drop in the FTES caused by the renovation and temporary closure of one of the welding labs has stabilized at 49.52. Now that the renovation project, that forced the program to reduce class size during construction, is over, the FTES is expected to increase as students discover the benefits of the completed lab. To facilitate and encourage the increase in FTES and the continued support of student success, a 2nd full time faculty is needed.

3. Indicate any additional information you want the committee to consider (*for example, course fill rates, regulatory information, compliance, updated efficiency, student success data, planning, etc.*).

Welding courses are lab intensive requiring more faculty hours than lecture courses. This allows little time for one full time faculty to handle everything for the program and support student

success. As the enrollment is expected to increase the number of industry certifications tested are also expected to increase. These certifications are an additional responsibility that the welding faculty are expected to keep up with.

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

Growth for the department would be impossible. This includes not only FTES but also efficiency along with retention rates. Unlike adjunct faculty, full-time faculty maintain office hours, serve on committees, and help shape the department and campus at large. Full time faculty are vital in developing, evaluating and assessing SLOs and in contributing their expertise to content review. These aspects best serve students, the department, and the college.