

**FACULTY NEEDS ASSESSMENT APPLICATION**  
**Fall 2017**

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|--|---------------|---|
| Name of Person Submitting Request:   |               | <b>Tarif Halabi</b>                                   |
| Program or Service Area:   |               | <b>Aeronautics</b>                                    |
| Division:  |               | <b>Applied Technology, Trans. &amp; Culinary Arts</b> |
| Date of Last Program Efficacy:   |               | <b>?</b>  |
| What rating was given?   |               | <b>?</b>  |
| # of FT faculty  | # of Adjuncts | Faculty Load ( <b>per semester</b> ):                 |
| Position Requested:  |               | Full Time Faculty                                     |
| Strategic Initiatives Addressed:<br><a href="#">Strategic Directions + Goals</a> |               | 3.2,6.1   |

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

- Full time Aeronautics instructor required for the additional aeronautics night courses as well as for the upcoming Flight Operations certificate/ Associates Degree program.
- To coordinate these two additional programs as well as the current Aeronautics day program with one full time staff is overwhelming. Nevertheless, adjunct positions for this programs will hinder the growth and success of the programs due to the discontinuity in instruction.
- One adjunct instructor teaches the Lab portion while another teaches the lecture. This creates various teaching styles and methods which at the least creates dis-continuity for students going through the program.
- Creating continuity in the program, places a heavy workload on one full time instructor.
- In so far as Federal Aviation Administration (FAA) FAR 147 requires one instructor for every 25 students. An additional full time faculty would alleviate the concerns of having 25+ students in a class.
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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.*)

The aeronautics department/programs planning is directly tied to the need for an additional full time faculty in order to support the additional A&P night courses and the soon to arrive operations courses.

The following is from the 20116-2017 EMP" Departmental/Program Goals "which supports an additional full time faculty in the aeronautics department to gain the departments goals

- Increase outreach and program promotional activity to improve student enrollment.
- Increase student success and retention rates by providing high-quality education, innovation, instruction and services to a diverse community of learners.
- Update instructional technology and teaching aids to meet industry needs.
- Focus on close association with industry representatives in a continuing effort to meet the needs of a changing workforce to foster economic growth.

- Explore industry partnerships to provide our students with internship and or employment opportunities.

The following is extracted from the 2016-2017 EMP report “Challenges & Opportunities” Section

- “Hiring part-time faculty remains to be challenge due to high employability in the industry and low adjunct faculty pay scale.
- One Full-Time Faculty has been hired but this will still impact this year’s department performance statistics due to the learning curve and time lag of implementing new plans.

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.*).

The Aeronautics Department would like the committee to consider the current growth as well as the potential growth of San Bernardino International Airport as a major employer for SBVC Aero students. As per our mission statement “...Its mission is to prepare students to transfer to four-year universities, to the workforce by earning applied degrees and certificates, to foster economic growth and global competitiveness through workforce development...”

The following are extracted from 2016-2017 EMP, this reflects continued budget support for the Aeronautics Program.

With an additional full time Aeronautics instructor the department would be better positioned to take advantage of this growth in our own backyard.

The following was extracted from the 2016-2017 EMP report and this data reflects what type of positive impact just one full time instructor makes. The department would like the additional full time instructor for the additional classes and maintain the upward trend in student success.

- Student Success has increased to 82%, a high for the last four reporting periods
- FTES increased 7.5% from last year 2015-2016 although still higher than the previous 2 periods the increase in this current period is a positive step forward for the program.
- FTEF is at 5.98 which is an overall increase over the last 3 periods.

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

- Not hiring an additional full time instructor would place the Aeronautics Program in jeopardy by becoming not relevant to the industry because we are unable to move quickly enough and anticipate growth.
- For example San Bernardino International Airport, which is only 8 miles from our school is growing. Unical Aviation is continuously expanding their operation, as per Mr. Graham Unical Aviation director of maintenance. As well, Mr. Bonner UPS Aviation Manager said “we are expanding our flight operations to San Bernardino International Airport.
- During our advisory meetings it has been voiced as a major concern that ,SBVC Aero is not able to move quick enough to make relevant changes to match current industry needs
- Without an additional full time instructor we would not be able to make the changes and implement the departments plans in a coherent and timely fashion.

