FACULTY NEEDS ASSESSMENT APPLICATION
Fall 2017

Name of Person Submitting Request:	**David Rubio**
Program or Service Area:	**Athletics**
Division:	**Social Science, Human Development, Kin/Athletics**
Date of Last Program Efficacy:	**Spring 2016**
What rating was given?	**Continuation**
# of FT faculty 6 # of Adjuncts 5	Faculty Load: 16
Position Requested:	Instructor/Head Baseball Coach
Strategic Initiatives Addressed: (See Appendix A: http://tinyurl.com/l5oqoxm)	Access, Student Success, Instructional Effectiveness, Planning, Campus Climate

1. Provide a rationale for your request.

The baseball program is the 2nd largest program on our campus with an average of 40 members each year. This program has been run by adjunct for over thirty years. The program has been successful in recent years winning the last 3 Foothill Conference Championships, 2015, 14 and 13. Transfer and scholarship rates are good but, not up to the average if compared to coaches that are fulltime faculty. As a fulltime faculty member one is able to track student's performance in the classroom more readily. They are able to counsel students easily. They are able to confer with our academic advisor with greater ease. The positive academic benefits to our student increase tremendously when we have a fulltime faculty member as a head coach. Not having a fulltime head baseball coach does disserves to our student, college and 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.)*

This position was not requested in the last Efficacy report because there was no position available. Ken Blumenthal's retirement in the spring of 2014 could allow us to request his vacancy be filled. EMP data supports this request. FTES, FTEF, Success and Retention have all increase from 2013-24 to 2014-15.

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

Oversight of a lager team such baseball can be daunting. Oversight as an adjunct can be near impossible. We are asking our adjunct head coach to do everything our fulltime head coaches do. Our expectations are set high on GPA, transfer, graduation and, or scholarships. We want to do what is best for our students. We want student success. We should have a fulltime head coach for the 2nd largest team on our campus, baseball.

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

Lower student success, GPA, transfers, graduation, scholarships.