

## FACULTY NEEDS ASSESSMENT APPLICATION

**Fall 2017**

Name of Person Submitting Request:		<b>Rochelle Fender</b>
Program or Service Area:		<b>Nursing</b>
Division:		<b>Science</b>
Date of Last Program Efficacy:		<b>2016-2017</b>
What rating was given?		<b>Continuation</b>
# of FT faculty: 8	# of Adjuncts: 26	Faculty Load ( <b>per semester</b> ): FTEF 18.5
Position Requested:		Full-time Med-Surg/Mental-Health Faculty
Strategic Initiatives Addressed: <a href="#">Strategic Directions + Goals</a>		Access, Student Success

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

The Nursing Program must maintain Accreditation and Licensure requirements. The Board of Registered Nursing (BRN) and Accreditation Commission for Education in Nursing (ACEN) have both recommended strengthening the full-time faculty pool in order to maintain compliance. It was noted in the 2014 BRN Accreditation report that more full-time faculty needed to be hired, and at that time, there were 10 full-time faculty members. Currently, the full-time faculty pool is down to eight (8), which could place the Program on a non-compliant status with BRN requirements. BRN regulations, Section 1424(h) states that “faculty shall be adequate in type and number to develop and implement the program approved by the board”. There was a full-time faculty in this position previously, but the position became vacant as of Fall 2017 when the Instructor transferred to a full-time position in the Psych-Tech Program. A retired Adjunct Instructor fulfilled this position for fall 2017, but is unable to return for the spring term. This retired faculty was already previously approved by the BRN to teach in the theory setting. Typically, it is unusual to receive BRN approval for Adjunct Instructors to teach theory due to the rigorous qualifications and the demand on the faculty member to have a Master’s degree in nursing. This full-time position would replace a recent vacancy.

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 need to recruit and hire sufficient faculty for student success per BRN and ACEN accreditation requirements was identified in the EMP and the Program Efficacy documents. In addition to the general need for full-time faculty, the Enrollment and Retention Grant has increased the number of students accepted into the program over the last several years. Sufficient faculty is needed in order to adequately deliver the curriculum for this expanding program and to attain/maintain accreditation/licensure requirements.

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 Nursing Program is currently accredited by the BRN and ACEN. The recommendation to adhere to their full-time faculty regulations was received back when there were 10 full-time faculty members, and less students. Having only 8 full-time faculty members places the program out of compliance and at risk for warning status, or even further action.

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

Failure to fill this position places the program in accreditation jeopardy due to noncompliance of mandated regulations. Student learning outcomes, course learning outcomes, and program learning outcomes are compromised without adequate faculty.