

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

Name of Person Submitting Request:		<b>Joshua Milligan</b>
Program or Service Area:		<b>Welding Technology</b>
Division:		<b>Applied Technology, Transportation and Culinary Arts</b>
Date of Last Program Efficacy:		<b>Spring 2017</b>
What rating was given?		<b>Continuation</b>
# of FT faculty 2 + 1 Temporary full time	# of Adjuncts 2	Faculty Load ( <b>per semester</b> ): 1.3
Position Requested:		1
Strategic Initiatives Addressed: <a href="#">Strategic Directions + Goals</a>		1, 2, and 3

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

The Welding Department has 2 full time faculty and a 1 semester temporary full time faculty for the Fall of 2017. It was necessary to hire one of the adjuncts as a temporary full time for a semester as it has been extremely difficult to find qualified adjuncts to meet the needs of the students. The department normally has 4 to 5 adjuncts but is down to 3 adjuncts for Fall 2017 (including the 1 semester temporary full time). The decrease in adjuncts has been the result of the tragic death of one of our faculty members, hiring one of the adjuncts as a full-time faculty, and unfortunate family/personal emergencies for one of our other adjuncts. Additional adjuncts are desperately being looked for/recruited and one is in the hiring process. The full-time faculty are also working an overload. Besides the shortage in faculty, the enrollment has significantly increased and the program is now offering classes 6 days a week (morning through evening Monday-Friday and morning through afternoon on Saturdays). This has amplified the problem and the growth of the program will be cut short if an additional full-time faculty is not hired. Eight new courses and four new certificates have also been proposed and submitted to begin Fall 2018 by request of the Program's Advisory Board. This will continue to increase the enrollment and size of the program even more. Also, having the bulk of the classes taught by full time faculty helps to make the program more stable by allowing for better communication and collaboration 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 improving 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.*)

The duplicated enrollment went from 326 for the 15-16 year to 463 for the 16-17 year and the FTES went from 49.52 to 67.31 for the same years. This shows a 34.73% increase for the duplicated enrollment and a 30.45% increase in FTES. Because of these significant improvements, one of the major goals for the program's most recent EMP is hiring an additional full-time faculty. The program is continuing to sustain an increased growth for the current year and for this to continue successfully and support the needs of the students an additional full-time faculty is required.

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 the faculty to handle everything for the program and properly support student success. As the enrollment has significantly increased, and is expected to continue to increase, the number of industry certifications tested will also increase. These certifications are an additional responsibility that the welding faculty are expected to keep up with. These industry certifications are required for students who want to receive high paying jobs in the welding industry. Also, data from The Center of Excellence shows that there are 723 annual job openings in the region for the SOC Codes applicable to the program. Meeting this industry demand will be impossible for the program without proper support.

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.