

FACULTY NEEDS ASSESSMENT APPLICATION
Fall 2019

Name of Person Submitting Request:		Leticia Hector
Program or Service Area:		Communication Studies
Division:		Arts and Humanities
Date of Last Program Efficacy:		Spring, 2019
What rating was given?		Continuation
# of FT faculty 4	# of Adjuncts 9	Faculty Load (per semester): 9
Position Requested:		A full-time faculty position for Communication Studies Department.
Strategic Initiatives Addressed:		ACCESS & STUDENT SUCCESS
Needs Assessment Resources (includes Strategic Initiatives):		https://www.valleycollege.edu/about-sbvc/campus-committees/academic-senate/program-review/needs-assessment.php

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

The Communication Studies Department is concerned about being able to maintain student success with only 4 FT faculty while having load for 9. We are losing adjunct faculty to FT jobs, and it is making it difficult for us to staff our classes. This shortage is not unique to SBVC. Many surrounding Communication Studies Departments have contacted us, looking for adjunct faculty, including our sister campus CHC. Aside from the Communication Studies department contributing to the success of our students obtaining their goals to earn a job, Associate Degree, or transfer to a four-year institute, the department also contributes to the well-being of our community. Our campus mission statement mentions improving the quality of life in the Inland Empire and beyond. Research continues to support that personal communication is essential for our well-being. Communication is so important that its presence or absence affects our physical health. All of the communication courses we offer explore the importance of communication and how to adapt our communication to various contexts. Thus, improving our communication skills can improve all aspects of our lives, impacting the greater good of our community. The need for more faculty support in the Communication Studies Department has been made evident through our program review process and recent EMP Report.

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.*)

- Data continues to demonstrate that the Communication Studies Department maintains FTEF load of 9, but functions with 4 FTF and 9 adjunct faculty.

- Our Department productivity rate will never reach the general campus goal because of our class caps. Our class caps have been set according to pedagogical factors that influence the success of our students in the course. Approximately 85% of our course offerings have a cap of 30 rather than 35, largely due to the multiple presentations required in those courses.
- As a result of our steady increase in % of online enrollment, we have continued to increase our online offerings to continue to meet the needs of our students.
- As students continue to become aware of our AA-T degree, the department will feel the pressure to expand its offerings. However, the Communication Studies department is concerned that if we continue to function with 4 FT faculty, while maintaining load for 9 FTEF, then student access and success will be jeopardized.

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 Communication Studies Department is responsible in providing one of the **Golden Four** courses required for our students to graduate and/or transfer: Oral Communication. ***This requirement can only be met through the offerings provided by our Communication Studies Department.*** The AA-T in Communications Studies was State Approved in 2013, which has already resulted in over 40 degrees awarded! As long as we continue to move toward expanding the Communication Studies Department, and continue to function with only 4 FTF, we will struggle to continue to provide our students with the **ACCESS** necessary to accommodate the **NEED** of our students.

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

ACCESS and **STUDENT SUCCESS** will be jeopardized if the Communication Studies Department continues to function with 4 FTF, and 9 adjunct faculty, but with an FTEF load equivalent to 9. We are not capable of fully accommodating our student growth at peak offering times due to adjunct teaching at multiple colleges, and a shortage of adjunct available at all. It is going to become difficult to accommodate expansion without staffing relief. As our department begins to move toward expanding, and the demands for more classes become apparent, our ability to meet that need will be severely jeopardized. Providing the Communication Studies Department with a new full time faculty member would support two strategic initiatives: **ACCESS** and **STUDENT SUCCESS**. Our department is committed to providing opportunities for acquiring educational and support services, as well as helping students succeed in their educational and career goals. However, in order to do this, more full time faculty support is needed!