

# FACULTY NEEDS ASSESSMENT APPLICATION

## Fall 2019

Name of Person Submitting Request:		<b>Todd Heibel</b>
Program or Service Area:		<b>Geography-GIS</b>
Division:		<b>Science</b>
Date of Last Program Efficacy:		<b>Spring 2019</b>
What rating was given?		<b>Continuation</b>
# of FT faculty <b>2</b>	# of Adjuncts <b>8</b>	Faculty Load ( <b>per semester</b> ): <b>6.2</b>
Position Requested:		<b>One Full-Time Faculty Member</b>
Strategic Initiatives Addressed:		<b>Student Success, Access, and Communication, Culture, and Climate</b>
Needs Assessment Resources (includes Strategic Initiatives):		<a href="https://www.valleycollege.edu/about-sbvc/campus-committees/academic-senate/program-review/needs-assessment.php">https://www.valleycollege.edu/about-sbvc/campus-committees/academic-senate/program-review/needs-assessment.php</a>

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

The combined Geography-GIS Programs are growing. From 2017-18 to 2018-19, both programs experienced an increase in students, FTES, and FTEF (specific data are provided within the section below). Currently, there are two full-time Geography-GIS faculty. This equates to less than 33 percent of a per-semester faculty load of 6.2. It has become increasingly difficult to find qualified adjunct faculty to teach the diversity of courses offered within the departments. We at SBVC are competing with other community colleges for a dwindling pool of adjuncts. Therefore, many of the current adjuncts have recently taught an overload. This means that they are ineligible to teach an overload in the near future. Hiring a full-time faculty frees up adjunct resources and allows for development and implementation of a more stable teaching schedule that provides additional opportunities for our students.

The number of face-to-face, online, and hybrid sections has increased, as has the diversity of courses taught. The availability of sections in multiple formats, as well as the diverse suite of courses allows students who are completing the Geography AS and AA-T Degrees – and GIS Certificate – to finish their studies and transfer, or enter the job market, in a timely manner. Geospatial skills learned in Geography and GIS classes are becoming increasingly important in the current job market. These classes also provide non-majors with ample natural and social science GE and elective credit opportunities. This is in alignment with the Guided Pathways philosophy. It also integrates with the AB 705 mandates. An additional full-time faculty can help us to satisfy and adhere to these important guidelines and mandates, as well as prepare our students for the 21<sup>st</sup> century job market.

### 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.*)

Within both spring 2019 Efficacy Report and current (2018-19) EMP, a full-time Geography-GIS faculty is prominently mentioned. Within the Efficacy Report, hiring a full-time faculty is part of the three-year plan for both programs. This will facilitate continued growth, attract new majors, and better position the programs within the Guided Pathways and AB 705 initiatives. This will also accommodate ongoing growth. At present, the adjunct and full-time faculty are stretched to

the elastic limit in an effort to serve an ever-larger student population. Please refer to the EMP data table below:

**Geography Program EMP:**

Category:	2017-18 Academic Year:	2018-19 Academic Year:
Duplicated Enrollment:	955	1089
FTEs:	100.1	117.8
FTEF (per semester):	3.7	4.1
WSCH/FTEF:	410	434
Sections:	51	56
% Online Enrollment:	21%	39%

**GIS Program EMP:**

Category:	2017-18 Academic Year:	2018-19 Academic Year:
Duplicated Enrollment:	74	196
FTEs:	11.6	31.8
FTEF (per semester):	1.3	2.1
WSCH/FTEF:	132	223
Sections:	18	24
% Online Enrollment:	50%	67%

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.*).

Although the efficiency (WSCH/FTEF) has increased within both programs, it remains far from the 525 ideal. To be quite frank, this goal may not be pedagogically advisable and achievable, as a result of the lab-heavy nature of the Geography and GIS programs. Nonetheless, an additional full-time faculty member can assist with course fill rates and associated efficiency.

The success and retention rates for Geography have decreased from 2017-18 to 2018-19, while they have increased for GIS. Please refer to the EMP data tables below:

**Geography Program EMP:**

Category:	2017-18 Academic Year:	2018-19 Academic Year:
Success:	76%	69%
Retention:	93%	89%

**GIS Program EMP:**

Category:	2017-18 Academic Year:	2018-19 Academic Year:
Success:	57%	69%
Retention:	81%	92%

With the increasing number of students and associated face-to-face, online, and hybrid sections, an additional full-time faculty is a crucial resource to ensure continued student success and retention.

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

The Geography and GIS program growth will be curtailed, student success and retention will stagnate, and adherence to Guided Pathways and AB 705 mandates will be difficult.