

# FACULTY NEEDS ASSESSMENT APPLICATION

## Fall 2019

Name of Person Submitting Request:		<b>Melinda Moneymaker</b>
Program or Service Area:		<b>Human Services</b>
Division:		<b>Social Science, Human Dev., Physical Ed</b>
Date of Last Program Efficacy:		<b>CTE mini review, Spring 2019</b>
What rating was given?		<b>Continuation</b>
# of FT faculty	# of Adjuncts	Faculty Load ( <b>per semester</b> ): 5
Position Requested:		Full time Faculty
Strategic Initiatives Addressed: <a href="#">Strategic Directions + Goals</a>		Increase student access, promote student success

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

The Human Services department graduates on average over 80 awards of both AA degree and vocational certificates. We offer over 30 sections on campus and in the community. Full time faculty that work in this department supervise over 20 interns every semester, which includes visiting intern sites. The full time faculty participate and serve as members on external boards in the community, and hold officer positions from a State level accreditation board. In addition the full time faculty run an advisory committee in the department as part of the CTE requirements, participate in strong workforce funding and articulation and concurrent enrollment with high schools, campus committee service, academic advising, and club advising. We currently have 2 full time faculty in the department when our faculty load could support 5.

We are making this request to maintain the overall efficiency of our program, promote growth in our program, increase enrollment, increase completion rates, provide the adequate ratio of full time faculty and to continue student success and overall institutional effectiveness of this major vocational program here on campus, and in our community.

### 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.*)

Current EMP 2018/2019 shows FTES at 108.97 and FTEF at 11.54. Our WSCH/FTEF is lower than it's been at 283, and is concerning to the department as we have been forced to reduce caps, and cut sections due to low enrollment.

Our success and retention have remained high over the past five years, (70% success, 90% retention approximately), and in order to continue to remain a strong program additional full time faculty is needed.

As an interdisciplinary program the department is working both with articulation and degree programs for transfer of our students such as social work, marriage and family therapy, and criminal justice programs, and also as CTE program linking our certificates to direct entry level jobs in community. Below is the job outlook information.

The projection for employment and growth in this field over the next few years, job outlook

2014-24 growth of 22%, according to the Bureau of Labor Statistics Occupational Handbook <http://www.bls.gov/ooh/community-and-social-service/substance-abuse-and-behavioral-disorder-counselors.htm>

With out the full time faculty addition we struggle to find the time to promote our programs adequately in the community, foster new community partnerships, and work on recruitment and articulation of our programs.

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 department does have external accreditation from the California Alcohol and Drug Educators Organization, CAADE, and has been in good standing for the past 20 years. This accreditation is recognized by the department of health care services, DHCS, from the state of California, and also grants eligibility for state certification to our graduates. This accreditation does require additional work from the faculty to meet the required standards.

The department also participates in strong workforce funding to help with recruitment efforts of community partnerships, and job opportunities for students. Currently the department works with over 60 different community partnerships in the surrounding communities of San Bernardino, Riverside and the High Desert. In order to maintain the visibility in the community and with these partnerships, both full time faculty participate in community events, collaborate with other organizations to hold events and provide community service such as homeless outreach, and recovery happens. We have worked in the past year with Cal Works and the district to hold workshops for those formerly incarcerated, the Gang and Drug Task Force of San Bernardino, mentorship programs, and Substance Use Disorder provider programs in both San Bernardino and Riverside county. In addition, this past semester we collaborated with the county of San Bernardino and the theater arts department on campus providing resource information to students, and just this past week we collaborated again with mental health systems prevention coalition to bring the “Escape the Vape” event to campus where over 180 people were in attendance from the community, the school, elected officials and other partnering community organizations.

It is difficulty to maintain our collaborative efforts in these important community partnerships and without at least one additional full time faculty member, and the department relies on these partnerships to see continued growth in the program, and enrollment in our certificates.

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

The department is maintaining and surviving, but unable to grow and thrive with additional full time faculty. Thought we have a compliment of 14 active adjunct faculty, they professionals that work in the helping professions and have other full time jobs, therefore they are no substitute for full time faculty.

Full time faculty in our department to keep up with the administrative oversight of the program is challenging; grant reports, schedules, agency visits, student and faculty concerns, communications to our adjunct faculty and community partners. Without the Human Services Dept having consistent visibility in the community potential opportunities for our students will suffer. Direct student services may also suffer when faculty is stretched so thin between class times, office times, meeting times, and other commitments. Recruitment to our programs may suffer when faculty are unable to able to attend career days, and articulation meetings.

