

FACULTY NEEDS ASSESSMENT APPLICATION

Fall 2019

Name of Person Submitting Request:		John Roberts
Program or Service Area:		HVAC/R
Division:		Applied Tech
Date of Last Program Efficacy:		Spring 2019
What rating was given?		probation
# of FT faculty 1	# of Adjuncts 9	Faculty Load(per semester):
Position Requested:		Full-time Faculty for HVAC/R department
Strategic Initiatives Addressed: Strategic Directions + Goals		This request addresses three categories (1, 2 and 3). Access, Institutional Effectiveness & Resource Management, Student Success, and Technology

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

1. The HVAC/R Department has increased enrollment and successful completions of certificates and needs another Faculty to assist in this program. The FTEF load listed on the last EMP data reflect that another Full time Faculty is warranted in order to maintain and increase enrollment as well as to effectively deliver the knowledge and expertise to our students. Also with the majority of adjuncts teaching, it leaves little or no opportunity for outreach and or quality time spent to research or follow alternate funding for the program. I addition, an additional full time instructor would add continuity, quality and new outreach and networking opportunities as well as bringing about a more coherent program leadership and administration since the Full time faculty would definitely bolster our growth trend which puts excessive stress on the one full time faculty that is leading the program.

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.*)

Per the EMP report duplicated enrollment remained strong as well as the FTEF of 6.19 which supports another full time faculty. Nevertheless, in the past year the department has added morning sections to capture a different population of traditional working students and as can be seen that has created the noted enrollment increase even-though only two sections were added. Thus, in order to offer the complete set of program courses during the morning, another full time faculty will be required. And this would definitely increase enrollments and growth. The program is attempting to dramatically increase in size with only one full-time instructor. Another full time is required as the data depicts in the latest EMP report.

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.*).

Improvement in student success and student retention will be positively affected by the addition of a Full time faculty. Our goal of sustained growth cannot be achieved with just one fulltime

instructor notwithstanding the addition of Morning as well as afternoon courses to enable different student populations of obtaining their certifications. In, addition, a full time faculty will also improve outreach activities and further enhance our industry partnerships and provide more of a viable Faculty force to tackle these duties that cannot be performed adequately by a single fulltime faculty. In addition, student success rates and retention rates on the whole will definitely increase because the position will bring more stability and continuity to the program.

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

Sustained growth will not be possible as the FTEF clearly shows that another Full time Faculty is warranted and thus growth will be stymied and impeded. In addition, it is very hard to find adjunct instructors to teach HVAC as the pay rate is much higher in the field and most of them are working during the day and can probably only teach in the night, thus restricting us from offering the daytime classes which would impede our plan for sustained growth through the offering of morning sections cannot be fulfilled with the unavailable adjunct faculty.