

2019-2020 Program Review - Faculty Requests

Area	Program	Resource Request Title	Brief Desc of Resource Request	Cost	Previously Requested in Year(s)	Priority			
						Prog	VP	Comm	ET
AA	Engineering	ENG1901	<p>Construction Technology Full-Time Faculty Replacement.</p> <p>The Construction Technology program prepares students for a wide-range of middle-skill construction related occupations including self-employed contractors, building inspectors, project designers, c</p>	unknown		1	7	1	1
AA	Behavioral Sciences	BEH1901	<p>Replacement of full-time faculty member in PSY who retired. This is necessary because PSY is the single highest degree producer at Ventura College.</p>	\$100,000	2018-2019	1	3		2
AA	Career Education	CAR1802	<p>Construction Technology Full-Time Faculty Replacement.</p> <p>The Construction Technology program prepares students for a wide-range of middle-skill construction related occupations including self-employed contractors, building inspectors, project designers, construction managers and project supervisors. In 2018-19, the program had 98% fill rate and received Silver Star recognition from the California Community Colleges Chancellor’s Office for its exceptional outcomes in employment outcomes (74% of students attained the regional living wage and 54% reported increase in earnings).</p> <p>Since the full-time faculty member retired in spring 2017, the program has relied 100% on part-time faculty to teach courses. This negatively affects the success of the program and the students it serves. A full-time faculty member with content expert knowledge is needed to maintain program currency and expand partnerships with industry. Although the program has part-time faculty members who are experts in the field, all work full-time in the industry and cannot commit to leading the tasks of updating curriculum, student learning outcomes, and maintaining industry partnerships. For example, since the loss of the full-time faculty member, there has been a significant decline in the number of students participating in internship courses (CT V95 and CT V96). In 2015-2016, 34 students enrolled in CT V95 and CT V96, as compared to eight students in 2017-18, and no students in 2018-19 or fall 2019.</p> <p>Labor market data from the Centers of Excellence show a significant supply gap (i.e., gap between annual job openings and number of degree/certificate awards) in construction occupations in our region. None of the colleges in the South Central Coast region match the depth and breadth of Ventura College’s construction program. Ventura College is also one of the few state approved schools for electricians. We are a State approved partial provider of the Electrician Certification Curriculum. There are opportunities to increase enrollment and productivity by offering fully online courses and repackaging existing courses to create stackable certificates, as well as developing a shared degree program with our sister colleges. A full-time faculty member is needed to lead this effort.</p>	120,000 (salary and benefits)	2018-2019, 2017-2018	1	1	2	3

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AA	Child Development	CD1801	<p>students completing degrees and certificates over the last five years (including our first graduating class of Elementary education majors), and that our objective now is to continue to grow the number of students completing child development and education classes/certificates/degrees while also creating a pipeline for liberal arts students graduating with a focus on education, we are currently understaffed. We are being responsive to the local needs of CSUCI and our community in expanding our EDU offerings, we are being responsive to the requests to help build programming at VC East Campus as well as Santa Paula High School and we are excited and eager to support our community, but will be unable to sustain our current achievements without proper staffing.</p> <p>We have one faculty member that will be moving and another that has told us this will be her last year.</p> <p>Although we have hired part time faculty, these are really replacement positions of others that have moved on. To be able to sustain the growth we've accomplished and continue to grow to meet our college and community's requests, we need to be able to hire an additional full-time faculty member.</p> <p>Moreover, we are being asked by the state and the region to create pathways and pipelines for students because the workforce has a current 30,000 teacher gap in California which is anticipated to increase to 100,000 within the next few years. We are being responsive to our workforce as well as regional and state initiatives with increasing courses and pipelines to teaching at all levels. We will be less able to fulfill this need without additional faculty.</p> <p>The two full time faculty members have for the last 7 semesters had to work overload hours to staff all classes. Although we have hired part time faculty, we have also had failed searches because of the MQs not being met, the pool of qualified candidates is always very small. Even those we are able to hire end up being replacement positions instead of alleviating the overload burden because of natural attrition. We would ideally like to fill this position with someone that is able to teach EDU and CD classes because we are losing one of our EDU faculty and need a person who is available during the day. This semester (fall 2019) 30% of the courses are being taught by the two full time faculty members who are also the co-chairs of the department and most of the part time faculty are at maximum load that they will accept. If the full time faculty had not taken the overloads, they would account for less than 25% of the classes being taught. We have only been able to maintain this pace because we have converted many of our classes to DE formats that allow for more students to register (although this is pedagogically unsound). We were not able to offer a requested class to an industry partner this semester due to the lack of faculty. Our productivity is consistently at 525 or higher (this semester CD was at 566 while our new EDU program this semester was down due to a new class being offered and it having a minimum enrollment). We have also strived to be a leader on campus with the</p>	\$120,000	2018-2019, 2017-2018, 2013-2014, 2012-2013, 2011-2012	1		3	4

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AA	Physics/Astronomy	PHYS1701	A new full-time astronomy faculty position is sought. The department currently assigns 4.15 FTE on average to two full-time faculty and five adjunct instructors. 86% of astronomy courses are currently taught by part-time faculty. An additional faculty member could allow for improved program stability, consistent/focused attention on astronomy student needs, and more scheduling options for enrollment growth.	120000	2018-2019, 2017-2018, 2016-2017, 2015-2016	1	6	4	5
AA	Business	BUS1901	<p>Increase student success and campus productivity by offering more sections of all the accounting classes which currently are to capacity. A minimum of 3 accounting classes are required to complete the ADT degree in Business, and one or more are required for our most popular degrees and certificates from the Business Department.</p> <p>None of the 14 accounting courses were taught by a FT instructor in Fall 19. In Spring 19, 28% of accounting courses were taught by a FT instructor. Very few students are exposed to a FT accounting instructor while at Ventura College.</p> <p>Accounting typically generates some of the highest productivity on campus, generating 640 in Fall 19 and 695 in Spring 19. We have a great deal of unmet student demand for courses.</p> <p>In the past 5 months, the department had one failed FT accounting search and one failed PT accounting search. The Fall 19 accounting students were subjected to significant modifications to adjust for under-staffing: three full classes were cancelled, one full class was moved to a late start, one full class had to change meeting hours to accommodate an instructor, and one class had to be moved to hybrid due to staffing shortages. In addition, one instructor quit within 48 hours of the start of the class, resulting in the class being taught by temporary subs to avoid cancellation. It is extremely difficult to find candidates that meet the stated accounting minimum qualifications to accept either PT or FT positions.</p> <p>It is essential that we support the accounting program with more than one FT position. The department is critical to the success of the ADT Business degree and the majority of business certificates. We have been unsuccessful attracting and retaining qualified PT faculty to fill over 70% of our courses. Funding only one FT faculty creates undue strain and unnecessary risk to an integral part of the campus.</p> <p>We can increase student equity by giving more students access to full time faculty who are required to have office hours and make themselves more available to students. This is necessary in a difficult program like accounting. Complete the SLO process more efficiently for the department.</p>	120,000 annually	2018-2019	1	8	5	

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AA	Health Sciences	NS1701	FT faculty to work in skills lab to provide oversight of the lab, provide remediation and testing, supervise the high fidelity simulator scenarios, and provide comprehensive management of the simulation lab. In our recent Board of Registered Nursing Approval and our national ACEN accreditation visit, both gave the nursing program a recommendation that the issue of no skills lab instructor must be addressed. How the dept. is going to address this recommendation was sent to the BRN within two months as required, however, the department has been unable to meet the plan.	\$80,000	2018-2019, 2017-2018, 2016-2017, 2015-2016, 2014-2015, 2013-2014, 2012-2013, 2011-2012	1			6

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AA	Business	BUS1902	<p>Hire FT business faculty.</p> <p>Based on WED and Consortium labor market data, we are adapting the Business program to align with in-demand core competencies: business, entrepreneurship, global trade, finance, and digital & social media. One FT instructor is only available to teach 1-2 business courses (60-80% of load is allocated to the required courses in the social media marketing program). An additional FT faculty is only available to teach two business courses (60% of load is medical assisting). This leaves two FT faculty available to teach five core business and entrepreneurship courses each. As a result, the department excessively relies on PT adjuncts to teach specialty courses and in-demand computer courses such as computer applications, computer fundamentals, Excel, and Word. The department is unable to build out the entrepreneur program, launch the Business Information Worker program, staff East Campus and off-campus instructors, and expand options for the ADT degree.</p> <p>A minimum of 3 business classes are required to complete the ADT degree in Business, and the other AS business degrees and certificates.</p> <p>In Fall 19, 48% of business courses were taught by a FT instructor. With our current staffing, the FT instructors can teach 14 core business courses each semester.</p> <p>Business typically generates some of the highest productivity on campus, generating 585 in Fall 19 and 560 in Spring 19. We have a great deal of unmet student demand for courses.</p> <p>In the past 8 months, the department had one failed PT business search. The Fall 19 business students were subjected to significant modifications to adjust for under-staffing: three full classes were cancelled, one full class was moved to a late start, and 7 of 8 late-start courses were CLOSED over four weeks before the course began. All PT and FT faculty are at maximum load. Due to staffing shortages and budget constraints, many students are unable to enroll in core business courses to complete their degree and certificate objectives. It is extremely difficult to find qualified candidates to accept PT positions.</p> <p>It is essential that we support the business program with an additional FT position. The department awards some of the highest numbers of degrees and certificates and serves a large percentage of special population students. We have been unsuccessful attracting and retaining qualified PT faculty to fill over 50% of our courses, creating undue strain and unnecessary risk to an integral part of the campus.</p> <p>We can increase student equity by giving more students access to full time faculty who are required to have office hours, support student clubs and activities, and participate in shared governance. This is necessary in constantly evolving programs like business.</p>	120,000 annually		2	2	7	

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AA	Health Sciences	HS1701	Hire a full-time faculty for the CNA program. Because of new legislation that is effective in 2018, the ratio of CNA:patient care hours will increase. The demand for CNAs will be higher than ever before. There is currently a shortage of CNAs. The demand for the CNA course has doubled and Health Sciences has been unable to meet the demand due to insufficient faculty. Because of CDPH requirements for CNA faculty, it is exceptionally difficult to meet the staffing needs of our program. Current part-time faculty are unable to pick up any more clinical courses and clinical sections have to be cancelled every semester because there are no instructors to teach.	\$80,000	2018-2019, 2017-2018	4	4	8	
AA	Modern Languages	MDL1702	Hire a full-time Sign Language instructor. Sign Language has been increasing in enrollment for several years and needs a full-time instructor to ensure that students receive high quality and continuity of instruction.	\$ 100,000	2018-2019, 2017-2018, 2016-2017	2	5	9	
AA	Social Sciences	HIS1901	Full-Time Faculty position in History. This is sorely needed to help carry the workload (including needed SLO data collection and entry) of the few Full-Time Faculty Historians in our Department, most of whom split their teaching and service obligations with released or reassigned time for other duties (1 = .4 for Department Chair; 1 = .2 to .6 for faculty and curriculum development and Academic Senate; 1 = equivalent of .4 and .6 alternatively for pre-retirement, and 1 = divided between History and Chicano Studies). Effectively, we have no Faculty member devoted exclusively to teaching and service in History alone, yet our FTES numbers demand such support.	\$60,000- \$70,000		1		10	
AA	Architecture, Drafting, and Construction Technology	ARC 19-01	Replace retired Construction Technology Instructor. The success of programs require a balance in the number of adjunct staff with the number of full time staff. Currently we have NO full time lead instructor in the Construction Technology program, we rely on all adjunct instructors. It is difficult to find adjuncts that can teach the hours we would like to offer classes and to get the adjuncts to provide additional program support outside of class hours. A full time instructor will be able to provide the program with promotion, maintenance, and recruitment for both the program and the college. All would benefit from this hire.	\$100,000		1			
AA	Architecture, Drafting, and Construction Technology	ARC1708	Replace retired Drafting Instructor. The success of programs require a balance in the number of adjunct staff with the number of full time staff. Currently we are relying on a very high number of adjunct instructors. It is often very difficult to find adjuncts that can teach the hours we would like to offer classes and to get the adjuncts to provide additional program support outside of class hours. A full time instructor would help the program with promotion, maintenance, and recruitment for the program and the college. All would benefit from this hire.	\$100,000	2018-2019, 2017-2018	2			
SA	Career Center	CAR1701	Career Counselor/Coordinator to meet the needs of Career Education students and students overall that require Career Services, (i.e. career exploration, job placement, career assessment)	\$95,000	2018-2019, 2017-2018	1	6		
AA	Communication Studies	COM1801	Hire more quality part time faculty.		2018-2019	4			

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AA	Communication Studies	Comm1901	We are asking to hire a new full time faculty member to minimize our need for so many part time instructors. 78% of our faculty are adjunct, and only 22% are full time. We have 43% of our classes being taught by adjunct faculty. Some of them do have high fill rates, however, due to the difficulty in acquiring quality adjuncts, some of them do not. Comm classes almost always fill completely at the beginning of a semester, but while we have high fill rates, our productivity rates don't show it due to the fact that we have enrollments caps because of the nature of the curriculum. We must protect the integrity of the curriculum and keep smaller class sizes. The more full time faculty, the better continuity to encourage students to finish their degree at VC.	\$100,000		2			
SA	Counseling	COU1701	Hourly counseling to assist in providing services for students who attend VC in the evenings primarily during the hours of 5-7pm Monday through Thursday as well as Friday morning and potential weekend events.	1920 hours (40 per week x 48 weeks) times approximately \$65 = \$124,800	2018-2019, 2017-2018, 2016-2017	2	1		
SA	Counseling	COU1703	Full time dedicated COUN instructor assigned to teach COUN courses and maintain CSLOs. Currently all COUN courses are taught as hourly assignments.	\$90,000	2018-2019, 2017-2018, 2016-2017, 2015-2016	4	3		
SA	Counseling	COUN1902	Hourly counseling for specific follow up with students having academic standing issues, adult learners and returning students primarily in the evenings and in CE program.	1152 (24 hours per week for 48 weeks) at \$65=\$74,880		3	2		

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AA	Criminal Justice	CRI1801	<p>: Hire full time Criminal Justice Faculty for a position that retired at the end of 2017. Since the retirement of this position two years ago, student success rates dropped 7% percent overall. This drop demonstrates that a high reliance on part-time faculty in a department/program has a negative effect on the success of the department/program and the students it serves. In Spring 2020, 60% percent of all Criminal Justice courses will be taught by adjunct instructors.</p> <p>At the same time, enrollment rates have increased. In order to stop further decline in success rates and expanding demand for CJ courses, a full time hiring is needed. The division has utilized adjuncts to maintain classes offered during this period, but the continuity of instruction varies which adversely impacts overall student success in criminal justice. An additional full time faculty position would provide consistency in teaching pedagogy, as well as increase student contact on campus for students needing assistance and organizing student activities on campus. If not filled, there will only be two full-time faculty members to handle the workload of the CJ Dept., Sheriff's (Police) Academy, and PC 832 courses. The position has been held vacant.</p>	\$120,000	2018-2019	1	9		
AA	Sciences and Distance Education	DEd1904	<p>Our goal is to align 12 courses to the OEI Rubric in 2019. Compensate faculty for the approx. 40 hours of work to align their courses and compensate faculty to become Peer Online Course Reviewers. This course also takes approx. 40 hours and qualifies them to mentor the faculty who are aligning their course(s) with the OEI Rubric. We are required to get 20% of our courses aligned to maintain membership in the CVC OEI Consortium. Currently we only have 5 instructors who have aligned one or more of their courses. We need a minimum of 30 courses aligned to meet the requirement set by the OEI. Without compensation there is little incentive for faculty to do the additional work to align their course(s). Courses that are OEI aligned demonstrate greater success and a reduction in the equity gap. This request should be considered for Student Success and Equity Funds and/or Guided Pathways funding as it is demonstrated to assist meeting those goals.</p> <p>A suggested incentive is to pay faculty as Professional Experts \$200 to start a course and \$1000 to successfully complete it. Once we are certified as a Peer Online Course Review College we need to pay faculty to review the courses of their peers working on alignment. We suggest \$300 for each course reviewed. This is a cost of \$1500 per course to align. If we fail to make progress toward our 20% requirement, we risk losing the OEI provided LMS and all of the support software. This is a small price to pay considering the cost of Canvas alone to VC alone would have been \$109,532.72 this year. It would be tens of thousands more to include all of the other software provided by the OEI.</p>	\$18,000		1			

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AA	English	ENG1708	New full-time English faculty position.	120000	2018-2019, 2017-2018, 2016-2017, 2015-2016, 2014-2015, 2013-2014, 2012-2013, 2011-2012	10			
AA	English	ENGL1801	New full-time English faculty position. Ideally with specialization in teaching professional and technical writing to better support Career Education. This position will help us develop more effective workforce preparation in our courses as well as writing certificates for the workplace.	120,000	2018-2019, 2017-2018, 2016-2017, 2015-2016, 2014-2015, 2013-2014, 2012-2013, 2011-2012	11			
AA	Health, Kin, Ath, Vis and Perf Arts	HEA1906	11 Month Faculty Coordinator/Director for the Arts, Performing Arts, and Schwab Academy. Duties include operational work for all events, budget oversight, marketing, outreach, and fundraising.	150,000		4	10		
AA	Mathematics and Computer Science	Mat1912	1 Full time math faculty: Due the addition of units in the math department (by adding co-req support courses to our current transfer level courses), we are in need of a new full time faculty member. Currently, we are scrambling to find teachers to fill our classes, and we are unable to add the late start that administration has requested because we lack faculty. With potential growth in our classes, we will need more faculty to fill these classes.	\$240,000 (\$120,000 per FT faculty member = salary + fringes)	2018-2019, 2017-2018	12			
AA	Medical Assistant	MED1704	Faculty to teach both sections of BUS V97 each semester at both SP and VC campuses	The full cost of 1 additional faculty to teach 8 credit units.	2018-2019, 2017-2018, 2016-2017	1			
AA	Modern Languages	MOD1906	Hire a full-time Spanish instructor to increase course sections, student success and program development.	\$100,000	2018-2019, 2017-2018, 2016-2017	1			

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AA	Paramedic/EMT	PAR1901	FTEF Funding to operate a part time Paramedic Cohort beginning in the fall semester to run alongside the existing accelerated paramedic course. 0.825 FTEF in both the Fall and Spring semesters, 0.85 FTEF in the Summer session and 1.63 FTEF the following Fall semester to complete the cohort. The total FTEF would be around 4.1333 FTEF per cohort. This course could be scaled down when hiring demands of the local EMS agencies are decreased.	FTEF at 4.1333 using primarily adjunct faculty.	2018-2019	2			
AA	Performing Arts	PER1720	Full-time Piano Accompanist and Vocal Coach: Piano accompanist provides support to applied lessons, choral ensemble, opera/musical theatre, and chamber music courses.	\$65,000	2018-2019, 2017-2018	6			
AA	Social Sciences	POL1902	Full Time Political Science Faculty and Global Studies. This is needed to help carry the workload (including needed SLO data collection and entry) of the few Full-Time Faculty Political Scientists in our Department. Our Political Science FTES numbers demand such support.	\$60,000-\$70,000		2			
AA	Social Sciences	SOSC1708 (POLS)	Reinstatement of the Global Studies Facilitator Stipend.	\$5,000	2017-2018, 2016-2017	5			
SA	University Transfer Center	TRA1703	Part-time hourly counseling	\$75,000	2017-2018	2	5		
SA	University Transfer Center	UTC02	Hire of full-time counselor for UTC	\$100K	2018-2019, 2017-2018, 2016-2017, 2015-2016, 2014-2015, 2013-2014, 2012-2013, 2011-2012	2	4		
SA	University Transfer Center	UTC1902, TRA1701	Full-time Transfer Center Counselor	\$100,000	2018-2019, 2017-2018, 2016-2017, 2015-2016, 2014-2015, 2013-2014, 2012-2013, 2011-2012	2	7		
AA	Water Science	WAT1802	Hire additional full-time faculty to facilitate this objective, and to increase enrollment.	As per HR guidelines	2017-2018, 2016-2017	1			