

FACULTY NEEDS ASSESSMENT APPLICATION

Fall 2017

Name of Person Submitting Request:		Rochelle Fender
Program or Service Area:		Nursing
Division:		Science
Date of Last Program Efficacy:		2016-2017
What rating was given?		Continuation
# of FT faculty: 8	# of Adjuncts: 26	Faculty Load (per semester): FTEF 18.5
Position Requested:		Full-time Skills Lab Coordinator
Strategic Initiatives Addressed:		Access, Student Success
		Strategic Directions + Goals

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

The Nursing Program must maintain Accreditation and Licensure requirements. The Board of Registered Nursing (BRN) and Accreditation Commission for Education in Nursing (ACEN) have both recommended strengthening the full-time faculty pool in order to maintain compliance. It was noted in the 2014 BRN Accreditation report that more full-time faculty needed to be hired, and at that time, there were 10 full-time faculty members. Currently, the full-time faculty pool is down to eight (8), which could place the Program on a non-compliant status with BRN requirements. BRN regulations, Section 1424(h) states that “faculty shall be adequate in type and number to develop and implement the program approved by the board”. At the time of those visits, there was a full-time Skills Lab Instructor. The various functions of a Skills Lab Instructor are vital to student success and skill competency for the profession. Having one full-time member in the Skills Lab was acceptable at the time of that visit, but the BRN strongly urged that nursing program hire an additional part-time skills lab/simulation assistant. Shortly after that visit, the full-time Skills Lab Instructor retired. The program was able to hire into a “temporary full-time” position for this current semester; however, the member resigned due to insufficient/noncompetitive wages. This full-time position would replace a current vacancy.

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.*)

The need to recruit and hire sufficient faculty for student success per BRN and ACEN accreditation requirements was identified in the EMP and the Program Efficacy documents. In addition to the general need for full-time faculty, the Enrollment and Retention Grant has increased the number of students accepted into the program over the last several years. Sufficient faculty is needed in order to adequately deliver the curriculum for this expanding program and to attain/maintain accreditation/licensure requirements. Specifically, a full-time Skills Lab Instructor is necessary for a variety of reasons. The Skills Lab is the center of the student leaning and student success. Skill competency and student success are otherwise compromised.

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 Nursing Program is currently accredited by the BRN and ACEN. The recommendation to adhere to their full-time faculty regulations, and to hire an additional part-time skills lab/simulation instructor was received back when there were 10 full-time faculty members, a full-time Skills Lab Instructor, and less students. Having only 8 full-time faculty members and no faculty for the Skills Lab places the program out of compliance and at risk for warning status, or even further action.

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

Failure to fill this position places the program in accreditation jeopardy due to noncompliance of mandated regulations. Furthermore, student learning outcomes, course learning outcomes, program learning outcomes, and ultimately, student success are all compromised without adequate faculty.