Request for Tenure Track Faculty

Program: RN

Initiator(s): Alison Stull, Kady Dunleavy, Sally Urban, Connie Wolfsen, Roberta Farrar

1. Program(s) Supported by the Discipline: 2 (RN & RN Career Mobility)

2. Job Description. Separate requests are required for each position sought. Please indicate if this request is site specific and the location(s).  It is site-specific to the Eureka campus.

3. Please check ONE of the following categories: Faculty Replacement Position, Growth Position or New Program/Discipline. Provide related information.  (0-5 Points)

   Faculty Replacement Position (check one)
   [ ] Stable or growing discipline or program needs replacement for FT faculty who have left within this academic year
   [ ] Stable or growing discipline or program needs replacement for FT faculty who have left within 1-2 years
   [ ] Stable discipline or program needs replacement for FT faculty who have left within three-four years
   [ ] Stable discipline or program can justify replacement for FT faculty who have left within five years or more
   [ ] Outside accreditation is at risk without FT hire

   Provide justification and documentation. Include when the position became vacant and the incumbent to be replaced.

   Growth Position (check one)
   [x] Enrollment data over past two years indicate program is growing
   [ ] Enrollment data over past two years indicate program is stable
   [ ] Enrollment data over past two years indicate program is declining
   [x] Independent marketing or other data indicate growth potential
Provide justification and documentation.

RN Enrollments are up and have been for several years (from a cap of 45 to a cap of 55). Program waitlist data for enrollments indicates students who apply now will not be given a seat in the program until AY 2016-2017. The Increased Enrollment Grant from the Chancellor’s office does not support adding a full-time faculty person in addition to the other items it does support (AF instructional salaries, non-instructional salaries, employee benefits, supplies & materials, operating expenses, and capital outlay). In addition, the intensity and volume of the nursing content and skills taught in N21, along with the students’ need for remediation and practice times, plus the intensity of subject matter in N24, along with extensive clinical hours, requires an additional faculty member to adequately meet student learning needs and relieve the increased workload on current faculty. Furthermore, with the strong possibility of retirement for 1-2 long term faculty members, adding an additional faculty member now, rather than later, will provide the opportunity for CA Board of Nursing mandated faculty on-boarding in regards to the clinical teaching role and responsibilities as well as classroom responsibilities, teaching methodologies, etc.

New Program/Discipline Position
☐ Program Initialization process complete
☐ State curriculum approval complete
☐ Program has grown significantly without FT faculty
☐ Independent marketing data suggests viability of new program

Provide justification and documentation.

4. FT/PT Ratio: Indicate which statement/s are confirmed by the data: (0 -5 points)
☐ Program has no full-time faculty
☐ FT/PT ration below 50/50 percent
☐ FT/PT ratio below 60/40 percent
☐ FT/PT ratio below 75/25 percent
☒ FT/PT ratio results in critical lack of effective oversight for associate faculty
☐ Reliable pool of well-qualified associate faculty is unavailable

(In the case of non-teaching faculty positions, the criteria will be the deviation from norms obtained from like institutions)
Provide justification and documentation.
13 total RN faculty, 4 of whom are FT
5. Program/Student Outcomes  (0 – 5 points)

Provide a narrative justifying need for full-time faculty in order to maintain and/or improve program and student learning outcomes (one-page max), based on the following: (0 – 5 points)

- Demonstrate a clear need for FT faculty in order to maintain program outcomes
- Justification demonstrates a clear need for FT faculty in order to achieve student learning outcomes

Narrative:

A. Despite increased enrollments, we currently maintain a waitlist of students who meet admission screening criteria but cannot be enrolled due to the impacted status of the program. 55 students are accepted each year. The length of the waitlist indicates that students who apply for AY 2015-2016 will not be able to enroll until 2017-2018 – a wait of 2 years. An additional faculty will help to minimize the waitlist through decreased attrition (smaller clinical groups = increased time for individual students; waitlist numbers include repeat students vying for seats with new applicants.

B. HSU graduated their last class of RN BSN students as of 12-2012. There are no other RN training programs within 200 miles. Student and program success are vital to the region.

C. 85% of the enrolled cohort for AY 2012-2013 completed, and graduated on time in the spring of 2014. An additional faculty may help in providing support students need to be successful, thereby helping to raise program completion rates and outcomes.

D. National licensing exam pass rates (first-time takers) for fiscal year 2013-2014 was 82%, which is above the state benchmark of 75%. Although acceptable, CR’s pass rate could be better. An average pass rate is more vulnerable to weak student performance than a higher pass rate. Again, an additional faculty person will contribute to student success, thereby contributing to a higher pass-rate, which in turn speaks to student learning outcome, program and student success.
### RUBRIC FOR PRIORITIZING FULL-TIME FACULTY POSITIONS

#### Faculty Replacement Position
- Stable or growing discipline or program needs replacement for FT faculty who have left within this academic year
- Stable or growing discipline or program needs replacement for FT faculty who have left within 1-2 years
- Stable discipline or program needs replacement for FT faculty who have left within three-four years
- Stable discipline or program can justify replacement for FT faculty who have left within five years or more
- Outside accreditation is at risk without FT hire

| Points (0-5): |

#### Growth Position
- Enrollment data over past two years indicate program is *growing*
- Enrollment data over past two years indicate program is *stable*
- Enrollment data over past two years indicate program is *declining*
- Independent marketing or other data indicate growth potential

| OR |

#### New Program/Discipline Position
- Program Initialization process complete
- State curriculum approval complete
- New program has shown significant growth without FT faculty
- Independent marketing data suggest viability of new program

| Points (0-5): |

#### FT/PT Ratio
- Program has no full-time faculty
- FT/PT ration below 50/50 percent
- FT/PT ratio below 60/40 percent
- FT/PT ratio below 75/25 percent
- FT/PT ratio results in critical lack of effective oversight for associate faculty
- Reliable pool of well-qualified associate faculty is unavailable

(In the case of non teaching faculty positions, the criteria will be the deviation from norms obtained from like institutions)

| Points (0-5): |

#### Program/Student Outcomes
- Narrative justification demonstrates clear need for FT faculty in order to maintain program outcomes
- Narrative justification demonstrates clear need for FT faculty in order to achieve student learning outcomes

| Points (0-5): |

#### Other (Shared Interest)
- Shared interest determined by the Faculty Prioritization Committee. Scoring

| Points (0-5): |
rubric will be mutually agreed and will be based on the nature of the shared interest.

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