

Bus/CIT 2011-12

CIT - Fill Vacant Faculty Positions

Summary:

Request to fill F15668, F15686, the current vacant CIT Department contracted faculty positions and position F15248 which becomes vacant in April, 2011 due to retirement

Description

Fill Positions **F15686, F15668 and F15248 which are vacant due to retirements.**

CIT has significant and ongoing curriculum modification and development needs in many areas including networking, security, game development, web technologies, project management, database development, systems analysis and design, and health informatics. Filling these positions will not only allow us to complete more of that curriculum development in a timely manner, but also allow us to develop curriculum that would otherwise be put on indefinite hold. For example, with the appropriate expertise our network security offerings could be expanded. CIT's offerings are in such high demand that we currently have to hire inexperienced instructors to teach some sections. In addition, if we were to lose many of the current part-time instructors, it could significantly influence our ability to offer our courses and programs. Health Informatics provides an example of a growth area where additional full-time faculty will directly influence the number of and quality of courses that can be offered and students who can be served. The more full-time faculty we have, the more innovative we can be.

Over the past few years CIT has seen a tremendous FTE growth (38.47% in 2008-2009). In addition judging by Fall 2009 we have a similar substantial increase in store for 2009-2010 (a 31.61% increase over Fall 2008). The student FTE to Faculty FTE ratio has risen steadily by 20-25% per year. Revenue per FTE has increased while the Cost per FTE has decreased. While the cost effectiveness of CIT has steadily increased, it is not sustainable without filling additional faculty positions that will allow the department to offer enough courses to meet demand. We have hired at least seven part-time instructors this year who have not previously taught for CIT. Some of them do not have teaching experience. The more this has to be done to offer sections, the more it affects quality, retention, and contracted faculty workload

Questions and Answers

How is the initiative linked to the Unit Plans most recently submitted?

- 1. How does it continue the achievement of those goals?**
- 2. If this is a continuation of an initiative started last year, make sure that relationship is clear.**

How is this initiative linked to the efficiencies and productivities plans you had last year?

- 1. How does it continue the achievement of these plans?**
- 2. If this is a continuation of an efficiency or productivity plan started last year, make sure that relationship is clear.**

The CIT Department has consistently pursued goals of streamlining and growing both curriculum and FTE, with an overarching strategy of developing online certificates and programs, which is seen as essential for growth. Full-time faculty are required for this level of intensive curriculum development, planning and innovation, as well as for increased support, preparation and oversight of CIT's certificates and two-year programs and mentoring of part-time instructors.

CIT has been consistently increasing FTE while decreasing cost per FTE. It has an intense focus on curriculum redesign and realignment that has resulted in the suspension of the low-enrollment CUS program with discussions to serve that community need instead through pathway certificates and the Computer Network degree. It has shifted

programming training toward the new Computer Simulation and Game Programming Development AAS which more naturally leads to a 4-yr pathway for programming students in recognition of the market demand in that area. Health Informatics is quickly emerging as a flagship program for CIT. The Network program remains strong, and has been supplemented with the highly successful Network Security pathway certificate.

The ongoing faculty leadership and ownership in creating and offering online curriculum offers multiple efficiencies: from freeing up scheduling pressures on physical facilities, to allowing better capacity flexibility with online enrollments, to improved use of expensive physical labs, to allowing hybridizing classes that maximize the efficiency of student time, to ensuring the curriculum and support materials are accessible efficiently even for in-class sections. However in order to maintain these endeavors more contracted faculty are needed. Since there is no explanation field for contracted faculty requests, the explanation of effect of partial funding is here. If the current number of full-time CIT faculty is not increased, it will greatly hinder CIT's ability to be innovative and make it more difficult to sustain the current stresses placed on the department by the expanding enrollment.

Describe the resources needed:

Since any hire would be placed well under the maximum salary level of \$72,792 + \$40,399 OPE = \$113,192 - new faculty provide significantly less of an expenditure than existing CIT faculty, most of whom are at the top of the salary schedule.

What specific measurable program outcomes do you expect to achieve with this initiative? The outcomes should be specific enough to be measurable. Also, outline the method that will be used to determine the results.

This initiative will result in the ability to maintain current curriculum development and innovation, enrollment, FTE, cost/FTE growth trends.

This is easily tracked by observing readily available data in each of these areas, including:

- * numbers of online sections
- * continued growth in FTE
- * continued improved efficiencies in cost/FTE
- * expansion of enrollment fueled by expansion of curricular offerings
- * efficiency of enrollment by re-aligning the curriculum (e.g. CUS, Web Programming, College Now focus and high-school alignments)
- * catalog of new instructional techniques introduced (e.g. video-based hybrid classes, offering of one-room schoolhouse approaches, Camtasia, streaming notes, etc.)

This level of innovation and growth requires the commitment and presence of qualified full-time faculty, intensified by the rapid growth and change of the Computer industry that will only increase over time.

Department Priority:

04

Unit Resources:

Department resources are routinely used to provide faculty with computer and software support that goes beyond what is institutionally available. The Department makes extensive use of ICP funds collected from students that use the CIT instructional lab (19-135) and servers, which in themselves garner significant FTE and provide critical pedagogical support needed for retention and success in a challenging technical field.

CIT has also had significant success recently in obtaining grant funding, and is intensifying efforts in this area.

Funding Request: Carl Perkins

Funding Request: Curriculum Development

Funding Request: Technology Fee