SUMMARY

In the process of reviewing current faculty hiring's against newly developed faculty matrix for the 2014-2015 academic year a few areas of concern were flagged. The concerns come not from the quality of instruction or student learning achievements, but from ensuring the faculty body has a whole:

1. Is sufficient in the number of qualified faculty
2. Is sufficient in the number of faculty considered full-time and thus committed to the development and sustainability of the College
3. Is sufficient to assure the quality of educational programs and services to achieve institutional mission and purposes.

Assessment is necessary to meet compliance with ACCJC/WASC eligibility requirement 14 and Standard III.A.7.

Following the assessment of 2014-2015 faculty roster and assignments the following key areas of concern were highlighted:

1. Over 30% of courses were taught by non-degree holding faculty. While the College recognizes and supports professional experience, especially for performance based courses, the overall percentage of courses assigned to this faculty grouping is too high.

2. Only 50% of courses were taught by faculty holding advanced degrees or bachelors plus extensive professional experience.

3. There are no breadth of knowledge faculty members considered core or general faculty members.

The response to the assessment is to develop a series of benchmark standards that ensure faculty planning and development in future years ensures the faculty body is sufficient to fulfill the mission of the College.

BENCHMARKS

1. Courses taught by instructors with professional experience only should not exceed 20% of courses offered.

2. 100% of courses designated as breadth of knowledge courses should be taught by instructors with master's degrees or higher.

3. 60% of courses should be taught by faculty with Bachelor's Degrees plus professional experience or higher.

4. 70% of courses should be taught by core faculty.

2014-2015 Student Enrollment

	Certificate Program Only	Associate of Arts, Performance	Total Enrolled Students
1st Year Students	17	73	90
2nd Year Students	0	61	61
3rd Year Students	0	8	8
TOTALS	17	142	**159**

2014-2015 FACULTY ASSIGNMENTS

TERM	COURSE SECTIONS OFFERED	CORE FACULTY	GENERAL FACULTY	SUBJECT SPECIFIC FACULTY
FALL 2014	**149**	**83 (56%)**	**23 (15%)**	**43 (29%)**
Music Dept.	86 (58%)	57 (66%)	23 (28%)	6 (6%)
Theatre Dept.	31 (21.5%)	22 (71%)	0	9 (29%)
Dance Dept.	17 (11.5%)	3 (18%)	0	14 (82%)
Breadth of Knowl.	14 (9%)	0	0	14 (100%)
SPRING 2015	**191**	**120 (63%)**	**22 (12%)**	**49 (26%)**
Music Dept.	135 (71%)	98 (73%)	22 (16%)	12 (9%)
Theatre Dept.	23 (12%)	18 (78%)	0	5 (22%)
Dance Dept.	18 (9.5%)	2 (11%)	0	15 (83%)
Breadth of Knowl.	17 (7.5%)	0	0	7 (100%)

2014-2015 FACULTY CREDENTIALS

TERM	COURSE SECTIONS OFFERED	MASTERS	BA + PROFESSIONAL EXPERIENCE	BA + LIMITED PROFESSIONAL EXPERIENCE	BA EQUIVALENT PROFESSIONAL EXPERIENCE
FALL 2014	**149**	**17 (11%)**	**60 (40%)**	**27 (18%)**	**45 (30%)**
Music Dept.	86 (58%)	7 (8%)	34 (40%)	23 (27%)	22 (26%)
Theatre Dept.	31 (21.5%)	0	20 (65%)	0	11 (35%)
Dance Dept.	17 (11.5%)	0	5 (30%)	0	12 (70%)
Breadth of Knowl.	14 (9%)	10 (71%)	0	4 (29%)	0
SPRING 2015	**191**	**30 (16%)**	**64 (34%)**	**36 (19%)**	**61 (32%)**
Music Dept.	135 (71%)	13 (10%)	41 (30%)	36 (27%)	43 (32%)
Theatre Dept.	23 (12%)	0	17 (24%)	0	6 (26%)
Dance Dept.	18 (9.5%)	0	5 (28%)	0	12 (67%)
Breadth of Knowl.	17 (7.5%)	17 (100%)	0	0	0

2015-2016 Student Enrollment PROJECTION

	Certificate Program Only	Associate of Arts, Performance	Total Enrolled Students
1st Year Students	25	85	110
2nd Year Students	2	65	67
3rd Year Students	0	15	15
TOTALS	27	165	**192**

2015-2016 FACULTY ASSIGNMENTS WITH NEW HIRE ALLOCATIONS

TERM	COURSE SECTIONS OFFERED	CORE FACULTY	GENERAL FACULTY	SUBJECT SPECIFIC FACULTY
FALL 2015	**163**	**101(62%)**	**16 (10%)**	**46 (28%)**
Music Dept.	101 (62%)	66 (65%)	16 (16%)	19 (19%)
Theatre Dept.	32 (20%)	20 (63%)	0	12 (38%)
Dance Dept.	20 (12%)	10 (50%)	0	10 (50%)
Breadth of Knowl.	9 (6%)	4 (44%)	0	5 (56%)
SPRING 2016	**205**	**137 (67%)**	**30 (15%)**	**38 (19%)**
Music Dept.	158 (77%)	108 (68%)	30 (19%)	20 (13%)
Theatre Dept.	18 (9%)	17 (94%)	0	1 (6%)
Dance Dept.	13 (6%)	4 (31%)	0	6 (69%)
Breadth of Knowl.	15 (7%)	7 (47%)	0	8 (53%)

2015-2016 FACULTY CREDENTIALS WITH NEW HIRE ALLOCATIONS

TERM	COURSE SECTIONS OFFERED	MASTERS	BA + PROFESSIONAL EXPERIENCE	BA + LIMITED PROFESSIONAL EXPERIENCE	BA EQUIVALENT PROFESSIONAL EXPERIENCE
FALL 2015	**163**	**52 (32%)**	**48 (29%)**	**37 (23%)**	**22 (13%)**
Music Dept.	101 (62%)	41 (41%)	22 (22%)	30 (30%)	11 (11%)
Theatre Dept.	32 (20%)	2 (6%)	19 (59%)	0	11 (34%)
Dance Dept.	20 (12%)	0	6 (30%)	7 (35%)	7 (35%)
Breadth of Knowl.	9 (6%)	9 (100%)	0	0	0
SPRING 2016	**205**	**77 (38%)**	**51 (25%)**	**57 (28%)**	**20 (9%)**
Music Dept.	158 (77%)	61 (39%)	27 (17%)	57 (36%)	13 (8%)
Theatre Dept.	18 (9%)	1 (6%)	17 (94%)	0	0
Dance Dept.	13 (6%)	0	6 (46%)	7 (54%)	0
Breadth of Knowl.	15 (7%)	15 (100%)	0	0	0