## Core Requirement 2.8

The number of full-time faculty members is adequate to support the mission of the institution and to ensure the quality and integrity of each of its academic programs.

### Impact Statement

The merging of Baton Rouge Community College (BRCC) and Capital Area Technical College (CATC) increased the number of faculty at the new college. Approximately 52% of the present faculty is full-time and 48% are adjuncts (*Table 1*). The number, distribution, and type of faculty employed suit the mission of the college.

Table 1 BRCC Faculty Headcount by Employment Status. This analysis is based on faculty who delivered instruction in Fall 2014 (the counts exclude professional staff who delivered instruction).

| Faculty Status | Fall 2014 |
|----------------|-----------|
| Full-Time | 188 |
| Adjunct | 164 |
| Total Faculty | 352 |

### Rationale

BRCC is dedicated to providing adequate full-time faculty to assure effective teaching, advising, college service and continuous professional development. These duties are stressed at the time of faculty employment and are prominently considered in the performance evaluation process (*Figures 2.8.1 and 2.8.2*).

To assist faculty in their non-instructional roles BRCC has five full-time advisors who advise new students. All full-time faculty serve the college, assist with graduation and other college events and activities (*Figures 2.8.1 and 2.8.2*).

In Fall 2014 there were 188 full-time faculty teaching in the various certificate and degree programs. The faculty was supported by 164 appropriately qualified adjunct faculty (*Table 1*). The number, distribution and type of faculty employed suit the mission of the college (*Table 2*). The number of full time faculty provides direction and oversight of academic programs (*Figures 2.8.1, 2.8.2, and 2.8.3*).

The full-time faculty to adjunct faculty percentages for the sections delivered indicate that the number of faculty is adequate to support the institution's academic mission (Table 2).

Table 2.  Fall 2014 Full-Time and Adjunct Faculty Counts by Discipline

| Discipline | Full-Time | Part-Time | Total |
|---|---|---|---|
| Business, Social Science and History | 41 | 32 | 73 |
| Liberal Arts | 43 | 55 | 98 |
| Library Science | 2 | 0 | 2 |
| Nursing and Allied Health | 16 | 2 | 18 |
| Process Technology | 5 | 2 | 7 |
| STEM | 55 | 40 | 95 |
| Technical Programs | 26 | 28 | 54 |
| Transportation Technology | 0 | 5 | 5 |
| Total | 188 | 164 | 352 |

There are several indicators that the BRCC faculty resources support the quality and integrity of its academic programs.

- The percentage of full-time faculty relative to adjunct faculty (*Table 2*).

- BRCC makes continual assessment of the adequacy of its faculty and faculty resources at both academic and administrative levels.
  - o Faculty have input at monthly Departmental and Division levels to establish requirements for specific disciplines and programs.
  - o The Annual Program Reviews include recommendations to ensure the quality and integrity of academic programs.
  - o Department Chairs prepare the next semesters schedule in advance to ensure they have adequate faculty resources for all sections offered. Anticipated increases in enrollment at BRCC are calculated as 5-10% each fall. Chairs use past enrollment as a predictor of future section offerings.
  - o The BRCC Fall 2014 Graduating Student Satisfaction and Employment Survey reported that 48% of students were extremely satisfied with the quality of instruction and another 34% were satisfied. 48% were extremely satisfied with the quality of their courses and another 41% were satisfied (*Figure 2.8.4*).

BRCC uses procedures and policies to provide additional information for the continuous evaluation of the adequacy of courses and programs in terms of numbers, quality, and resources. These include the following:

- Annual Program Reviews. In Spring 2014 all programs completed programmatic review evaluations that contribute to future planning and the assessment of resources including faculty staffing levels.

- Faculty Evaluations. Faculty members are evaluated annually following LCTCS Policy (*Figure 2.8.2*).

- Rank and Promotion. Faculty accomplishments are evaluated by a formal and structured rank and promotion process (Faculty Handbook, *Figure 2.8.1*). This

information is then evaluated by a faculty committee, which passes recommendations onto administrators.

- Student Assessment of Instruction *(Figure 2.8.4)*.

- Accreditation by External Programmatic Agencies. Several programs at BRCC require external programmatic accreditation to ensure students have access to licensure or registration events after graduation. Continual accreditation by specialty accrediting agencies is a continuing factor for ensuring the quality of faculty resources.

**Supporting Evidence**

Figure 2.8.1   2014 Faculty Handbook
Figure 2.8.2   BRCC Faculty Evaluation Performance Policy
Figure 2.8.3   Annual Program Review
Figure 2.8.4   BRCC Fall 2014 Graduating Student Satisfaction and Employment Survey