

Justification for Hiring Replacement for Pam Jones who is retiring July 21, 2016

1. Does the loss of a faculty member bring that department to having no full-time faculty?
2. Are there any special regulations such as law, Title 5, Education Code, Student Success Initiative, or accreditation standards, etc., that would require a minimum of one full-time faculty member?

JRCERT, the accrediting body for the Radiologic Technology program, does require a minimum of a full-time faculty member to be in charge of the program and coordinate the clinical training with at least 0.5 FTE of time for these duties. The Radiologic Technology program at Canada College has for many years had 2 full-time faculty members. One (Rafael Rivera) has overall responsibility for the program (with 0.3 FTE release time) and the other (Pam Jones) functions as the clinical coordinator (with 0.2 FTE release time). The clinical coordinator maintains the relationships with the hospital staff and organizes and manages the student placements at the various clinical sites and organizes the clinical instructors. This balance of duties has worked well for the program and the College. Pam's primary teaching responsibilities have been for the clinical courses and she spends much of her time at the hospital working with students, clinical instructors and staff.

When Pam retires, there will still be 1 full-time faculty member in the program, who would then have to take on all of the clinical coordinator duties.

3. Does the request support the goals of the Educational Master Plan or other strategic plans?

Yes. The Radiologic Technology program is one of our most successful CTE programs. Having 2 full-time faculty in the program is critical for its success.

4. Do the data indicate a demonstrated program/service need?

The Radiologic Technology program has had 100% pass rate on the certifying exam for more than 10 years. Given the growth in the health care industry and aging population, along with the core job for technologists in radiology, there is every indication that the need for X-ray technologists will remain strong.

The class size has stayed at 20 students in each class based on the employer needs in the community. The class moves through the program as a cohort, so the FTEF and load varies somewhat for each semester. For RADT courses, fall 2015 FTEF was 2.59 and for spring 2016 FTEF is 3.07. If the release time is added to this, then the FTEF need each semester is >3. Currently the program hires adjunct faculty for both didactic classes and as clinical instructors also demonstrating that there is more than enough load for 2 for full-time faculty in this program.