



### **NEW FACULTY POSITION PROPOSAL**

*Click in the shaded fields and start typing your response.*

#### **DISCIPLINE: MEDICAL ASSISTING**

#### **A. How does the proposed position align with specific objectives within the college's strategic plans and initiatives? <http://www.canadacollege.edu/plans/index.php>**

Hiring a full-time Medical Assisting faculty supports the mission and strategic goals of the college because this individual will assist students in becoming knowledgeable and productive citizens in our larger community. A full-time Medical Assisting faculty will coordinate, develop and grow the current medical assisting program in response to the fast growing health care profession market in Northern California.

According to the Bureau of Labor Statistics, employment in healthcare occupations is projected to grow 19 percent from 2014 to 2024, much faster than the average for all occupations, adding about 2.3 million new jobs. This growth is expected due to an aging population and because federal health insurance reform should increase the number of individuals who have access to health insurance.

An increasing number of health care facilities rely on medical assistants who are responsible for clinical tasks, strict record keeping, and the submission of insurance forms. Medical assistants work closely with doctors, nurses and other medical professionals in helping to provide care to patients in different types of health care facilities, ranging from hospitals to specialized clinics.

Students in the Medical Assisting program receive instruction consistent with all of Cañada College's Institutional Learning Outcomes: critical thinking, creativity, communication, community and quantitative reasoning.

#### **B. How does the proposed position address the program's strategic action plans and long-term goals? Please refer to specific elements of the most recent program review.**

The proposed position addresses the Medical Assisting program's strategic action plan and long term goals in a significant way. There is a critical need for a full-time faculty member in the Medical Assisting program so it can be coordinated, developed and attended to in a thoughtful and attentive way in response to the increasing market demand for this timely and important profession. Moreover, hiring for this position and developing this program are consistent with Cañada College's vision for a strong Career and Technical Education program and the California Community College mandate for "Doing What Matters" for work force growth and the regional economy.

The Medical Assisting program review elements have addressed the program's need to:

- keep current with the rapidly changing allied health care fields;
- continue to review and revise course and certificate curriculum;
- maintain an active and engaged advisory board in order to cultivate partnerships, internships and relevant course and degree input about industry needs.

#### **C. How does the proposed position support program vitality and viability?**

1. How far is the program from achieving the legislative goal of having 75% of instructional hours taught by full-time faculty?
  - a. %CRNs that are taught by FT faculty:

- b. 0 previous semester 0 current semester ☐ not applicable
2. If this proposal is not funded, will there remain a minimum of one existing full-time faculty in the discipline? ☐ Yes ☒ No

**D. What is the evidence of student demand to justify the proposed position?**

1. Number (headcount) of full-time faculty in the discipline: 0 current semester
2. Total FTE of course offerings: 6.60 previous semester 5.67 current semester ☐ not applicable
3. Percent of "Total FTE of course offerings" comprised by FT faculty: 0 previous semester 0 current semester ☐ not applicable
4. Average departmental Fill Rate: 85 previous semester 88 current semester ☐ not applicable
5. Enrollment history – qualitatively and quantitatively describe student demand/course enrollments within this discipline, especially for those courses that will be assigned to the proposed faculty member.

The FTEs have remained consistent throughout the semesters from 34 to 40. The yearly load rate for the last three years has fluctuated between 340 to 382. The retention and success rate for first time students is from 88 to 100 percent and for continuing and returning students it ranges from 80 to 90 percent. Due to the strength of the health care career path, we have observed an increase in persistence among students who are pursuing medical assisting certificates.