

## *External Scan Analysis Summary*

As indicated in the external scan, the service area is socially, economically and demographically diverse. Changes in these factors impact the College and influence future planning, program development and implementation to ensure that the needs of the community are met and all students are prepared to thrive and succeed in attaining their academic and career goals. Since economic conditions are favorable in allied health with declining unemployment rates and clear growth in industries like healthcare and social assistance, there are opportunities for growth and pathway development. Aligning and adjusting to these external trends will strengthen the College and improve the opportunities for students to succeed.

## **Internal Scan**

The internal scan is an analysis of the College including the students, faculty, staff and administration. The data examines many metrics in order to describe the campus, the students and programs. This section will review data on both employees and students.

### *Employee Data*

#### Permanent Employee Counts by Category

Merritt College employed 145 permanent staff in fall 2015. Overall, the number of employees has increased by four people, or 3% in recent years, mainly due to a doubling of administrators from four to nine. It is important to note that all deans were laid off in 2011 due to State and District budget fiscal crisis. The College has been restoring dean positions over the past three years to ensure institutional stability and viability. The number of classified staff remained constant at 65, while the number of permanent faculty decreased by one over the past five years.

<b>Merritt College Permanent Employees by Category</b>					
	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>
<b>Administrator</b>	4	5	7	8	9
<b>Faculty</b>	72	62	68	71	71
<b>Classified Staff</b>	65	61	61	59	65
<b>Total</b>	141	128	136	138	145

#### Full-Time to Part-Time Faculty FTEF Ratio

The FTEF of permanent faculty decreased by 7% over the past five years while the FTEF of part-time faculty increased by 43%. The table also displays the ratio between the FTEF of the permanent faculty and that of the part-time faculty. The ratio has been declining for permanent faculty due to their loss of FTEF growth and the high growth of part-time faculty FTEF.