

2023-2024 SRJC Faculty Staffing Process

Data Form

DUE WITH NARRATIVE FORM & CLUSTER RANKING – OCTOBER 13, 2023 by 5 PM

Email all documents to Victor Tam (vtam@santarosa.edu) and

Nancy Persons (npersons@santarosa.edu)

Submitter Information

Name of Cluster Dean: Matt Markovich
Name of Department Chair: Tara Jacobson
Name of Program Coordinator (if different):
Cluster: Kinesiology, Athletics and Dance

CRITERION #1: DISCIPLINE/DEPARTMENT/PROGRAM NEEDS

Department: Athleticcs
Discipline: Athletic Training
Instructional type (Check all that apply): <input type="checkbox"/> Credit <input type="checkbox"/> Non-Credit <input checked="" type="checkbox"/> Allied <input type="checkbox"/> CE
Site(s) of requested position: <input checked="" type="checkbox"/> SR <input type="checkbox"/> PET <input type="checkbox"/> PSTC <input type="checkbox"/> Roseland <input type="checkbox"/> Shone
Is this request included in PRPP? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No • If no, please provide an explanation:
Is this a growth position (increase in current FT FTE)? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Does target program currently have contract faculty? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Has the department identified external budgetary resources (grants, categorical state funding, etc.) to fund or partially fund this position? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No • If yes, please explain.
The new faculty position would teach courses in the following (check all that apply): • <input type="checkbox"/> in department's degree program • <input type="checkbox"/> in department's certificate program • <input type="checkbox"/> GE program • <input type="checkbox"/> in prerequisites for core courses in programs in or outside of discipline ○ Identify:
Would this position provide expertise that current discipline faculty do not possess? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No • If yes, identify expertise and service or course need:

CE Position Requests Only

Current labor market demand in Sonoma County (or larger regional area, if appropriate).

Please cite source of data and include link.

Projected labor market demand in Sonoma County (or larger regional area, if appropriate) over the next 3-5 years.

Please cite source of data and include link.

CRITERION #2: STUDENT & STAFFING NEEDS

NOTE: Please use site specific data, where appropriate.

CONTRACT FACULTY (use current data for Fall 2023)

Number of contract faculty members in department (headcount): 16

Number of contract faculty in discipline (headcount): 2

Total FTE of contract faculty (data provided): 10.49

Total FTE of reassign time for contract faculty: 1.15

Total FTE of overload assignments (data provided): 1.10

Net loss/gain in number of discipline contract faculty from F19 to F23 (data provided): +1

Net loss/gain in number of discipline contract faculty at target site from F19 to F23 (if different from department; data provided): +1

ASSOCIATE FACULTY (use current data for Fall 2023)

Number of associate faculty members in department (headcount): 36

Number of associate faculty members in discipline (headcount): 3

Total FTE of associate faculty members (data provided): 9.71

RATIOS (historic data provided)

% of associate FTE in department:

- Fall 2023: 44%
- Spring 2023: 47%
- Fall 2022: 45%
- Spring 2022: 44%
- Fall 2021: 42%
- Spring 2021: 47%
- Fall 2020: 41%
- Spring 2020: 51%
- Fall 2019: 49%

% of associate FTE in discipline, if different:

- Fall 2023: 25%
- Spring 2023: 28%
- Fall 2022: 24%
- Spring 2022: 25%
- Fall 2021: 31%
- Spring 2021: 30%
- Fall 2020: 25%
- Spring 2020: 40%
- Fall 2019: 44%

ALLIED ASSIGNMENTS (Counseling, DRD, Athletics, Library, etc.)

FTES/FTEF recommendations from national or state groups/associations, if any: 87 student-athletes to 1 FTE athletic trainer. SRJC has 550 student-athletes making our AMCIA number 6 full-time athletic trainers.

Cite source for and provide link to above data: <https://www.nata.org/professional-interests/job-settings/college-university/resources/AMCIA>

<https://thesportjournal.org/article/ratios-of-certified-athletic-trainers-to-athletic-teams-and-number-of-athletes-in-south-carolina-collegiate-settings/#:~:text=This%20ratio%20of%20one%20athletic,standards%20for%20appropriate%20medical%20coverage.>

ALLIED ASSIGNMENTS - CONTINUED

If any, provide other data metrics or recommendations that inform appropriate staffing levels in the discipline/department: Currently SRJC has 3.6 FTEF in the Athletic Training Room.

STUDENT DEMAND FOR DEPARTMENT -- OR DISCIPLINE, IF APPLICABLE.

(historic data provided)

Enrollment at Census (duplicated headcount) over the past 4 years:

- Fall 2023: 2,976
- Spring 2023: 2,922
- Fall 2022: 2,766
- Spring 2022: 2,276
- Fall 2021: 2,479
- Spring 2021: 2,025
- Fall 2020: 2,174
- Spring 2020: 3,396
- Fall 2019: 3,649

Productivity (FTES/FTEF) over the past 4 years:

- Fall 2023: 10.82
- Spring 2023: 12.36
- Fall 2022: 13.21
- Spring 2022: 11.92
- Fall 2021: 11.12
- Spring 2021: 11.63
- Fall 2020: 12.66
- Spring 2020: 15.47
- Fall 2019: 15.74

Enrollment efficiency (fill rate) over the past 4 years:

- Fall 2023: 91%
- Spring 2023: 86%
- Fall 2022: 80%
- Spring 2022: 69%
- Fall 2021: 68%
- Spring 2021: 71%
- Fall 2020: 74%
- Spring 2020: 78%
- Fall 2019: 84%

Is the department/discipline able to meet staffing demands with current associate faculty?

YES NO

- If no, when was the last associate hiring process and how many were hired? Spring 2023

If this position is not approved, will core classes be cancelled? Yes No

- If yes, please explain:

CRITERION #3: STUDENT EQUITY NEEDS

- Please discuss the department/discipline’s student equity efforts, plans, and challenges in the narrative form.

CRITERION #4: DISTRICT, STATE, AND SOCIETAL PRIORITIES

Degrees and Certificate Data (historic data provided)

Number of local AA/AS degrees awarded in discipline for each of the last 4 years (if applicable):

- 2019-2020: 8
- 2020-2021: 4
- 2021-2022: 7
- 2022-2023: 8

Number of ADT degrees awarded for each of the last 4 years (if applicable):

- 2019-2020: 6
- 2020-2021: 5
- 2021-2022: 10
- 2022-2023: 14

Number of certificates awarded in discipline for each of the last 4 years (if applicable):

- 2019-2020:
- 2020-2021:
- 2021-2022:
- 2022-2023:

Program Review

When last was the program reviewed under Policy 3.6? Spring 2023

What was the Policy 3.6 determination?

- Vital
- Voluntary Discontinuance
- Other
- Further Information Require
- Revitalize
- Discontinue
- Evaluation Report Req

% of SLOs assessed in discipline (data provided): KAD 63.76% Athletics 89.22%

CRITERION #5: MANDATES

This position request is required to fulfill a licensing and/or accreditation mandate?

YES NO

▪ If yes:

- Identify agency: AMCIA
- Provide language of requirement: The gold standard for sports medicine coverage is the Appropriate Medical Coverage of Intercollegiate Athletics (AMCIA) equation. According to the AMCIA, SRJC should have 6 FT athletic trainers. We currently have 3.6 FT athletic trainers
- Provide link to relevant language: <https://www.nata.org/professional-interests/job-settings/college-university/resources/AMCIA>

**2023-2024 SRJC Faculty Staffing Process
Narrative Form**

DUE WITH DATA FORM & CLUSTER RANKING – OCTOBER 13, 2023 by 5 PM

**Email all documents to Victor Tam (vtam@santarosa.edu) and
Nancy Persons (npersons@santarosa.edu)**

Please use this section of the request process to provide additional information that the Data Form did not ask for, nuance, or explanations of responses on the Data Form that you believe should inform the Committee's consideration of your data.

In scoring each criterion, the Faculty Staffing Committee will consider the data that you provide for that section and the information that you provide in the text boxes below (250-word limit for each). Effective responses will be specific and, where information on the form does not already provide evidence for claims, will provide evidence.

CRITERION #1: DISCIPLINE/DEPARTMENT/PROGRAM NEEDS (0 – 10) points

Please address the overall well-being of the Department's programs, the existing faculty's disciplinary expertise in relation to program needs (services, courses), and any plans for strategic growth.

The Kinesiology, Athletics, and Dance department is requesting a 100% Allied faculty position for the Santa Rosa campus. This request is for an Assistant Athletic Trainer. This position would provide sports medicine care under the direction of the head athletic trainer and supervision of the KAD Dean/Athletic Director, for our 550 student athletes. Currently the athletic training room has 3.6 FTEF allocated to allied athletic trainers. We have 2 Full-Time trainers and 3 associate trainers that equal 1.6 FTEF.

This position aligns with campus, department and district goals to provide a safe learning environment to our students. This position is a priority because as of now, this area is understaffed, posing a large gap in appropriate medical coverage for student-athletes. According to AMCIA guidelines SRJC should have 6 FT Athletic Trainers to appropriately handle the health and safety of our student-athletes. The result is a major safety concern and a great liability concern. The current allied athletic trainers also work in the area of injury/illness prevention and reduction in risk management. Hiring this position is essential to student-athlete safety and prudent reduction in district liability.

In Spring 2024 Club Sports is being moved to the Kinesiology, Athletics and Dance cluster. This program will be under the supervision of the Dean of KAD. The program is a potential growth area for SRJC. Currently there are 3 club sport teams and could grow to more than 10 in a short period of time. Growing the club sports program will grow the FTES of the cluster.

Lastly, Athletics is 10% of the entire districts full-time student enrollment. The KAD Dean has a plan to use athletics as a growth avenue. The first step will be to add two more women's sports that will produce 35 more full-time students for the district. To accomplish both the

growth of club sports and intercollegiate athletics the district will need to increase the athletic training staff. If this position is not funded, students and the district will be at a safety and liability risk.

CRITERION #2: STUDENT & STAFFING NEEDS (0 - 10 points)

Please describe how this position will provide necessary FTEF and contract faculty positions to meet the program's FTES demand and contribute to the work of the department. Include information about the program's current enrollment trend in the context of the recent budget climate.

Our current student-athlete enrollment is trending back up after Covid. With our athletics facility's renovations and with the additions of the dorms the interest in SRJC athletics has never been greater. This fall the athletic training room and SHS performed 548 student-athlete physicals. SRJC athletic training clinicians see anywhere from 10-20 patients each, per hour, in the fall semester. For perspective, staffing the nurse practitioners at student health services allows clinicians to see an average of 2 patients per hour. The athletic training clinicians are also working on their documentation and records keeping outside the clinic hours. Their work load is incredibly high and I'm anticipating the trend to continue.

With the addition and potential grow of club sports and intercollegiate athletics over the next 2-4 years we could see an increase in our areas from 50-100 FTES. This growth should create a consistent increase in the FTES of the athletics program. This increase will not be possible with-out the growth in our FT athletic training staff and our athletic training services.

CRITERION #3: STUDENT EQUITY NEEDS (0 – 10 points)

Please describe how this position will allow the Department or Program to effectively serve disproportionately impacted populations, help students to overcome barriers, and close equity gaps. Include an assessment of the current department or program's ability to serve disproportionately impacted student groups.

Currently with-in the athletic department over 63% of our student are students of color. This is the first time in my years at SRJC that the athletic department has been over 60%. The diversity of our students has changed and the needs of our students have changed as well. A FT athletic trainer will provide access and guidance to our student-athletes in so many ways. The student-athletes rely on our athletic trainers for their heal and safety needs. They reach out to our athletic trainers when they need mental health support.

They reach out to our trainers when they encounter an unsafe environment at school or in their home. The Athletic Trainers are the front-line workers for our student-athletes. They are the ones that provide that safe confidential environment our student-athletes. The trainers play a vital role in allowing our student-athletes to overcome barriers and stay in school. In their own way they are retention specialists.

CRITERION #4: DISTRICT, STATE, & SOCIETAL PRIORITIES (0 - 10 points)

Please address how this position will support District priorities, statewide initiatives, and societal well-being.

This position will support the Santa Rosa Junior College Athletic Training program in its commitment to providing quality healthcare to all intercollegiate and club sport student athletes based on the values of communication, collaboration, innovation, inclusion, integrity and equity. The athletic trainers take a holistic approach to provide care for the whole student athlete.

SRJC Athletic trainers provide preventative services, emergency care, clinical evaluations, therapeutic intervention and rehabilitation of injuries and medical conditions. Athletic training is recognized by the American Medical Association (AMA), Health Resources Services Administration (HRSA) and the Department of Health and Human Services (HHS) as an allied health care profession.

Finally, hiring more athletic trainers reduces district risk and liability, enhances health and safety for student-athletes, and also helps to keep the district insurance claims amount under our premium paid amount which annually saves the district thousands of dollars. Also, the athletic trainer can work with the doctors and provide non-emergent care to the student-athletes. This is at no cost to our students and potentially save the district money by not having the student -athletes go to the emergency room for an injury.

With athletics and club sports being growth area, this position is urgent, necessary and prudent to hire this year.