

2022-2023 SRJC Faculty Staffing Process

Data Form

DUE WITH NARRATIVE FORM & CLUSTER RANKING – OCTOBER 14, 2022 by 5 PM

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

Megan Lowry Reed (mlowryreed@santarosa.edu)

Submitter Information

Name of Cluster Dean: Benjamin Goldstein
Name of Department Chair: Kevin Sea
Name of Program Coordinator (if different): None (Vacant)
Cluster: AG/NR/CUL/ITT

CRITERION #1: DISCIPLINE/DEPARTMENT/PROGRAM NEEDS
Department: Agriculture and Natural Resources
Discipline: AGRI and Sustainable Agriculture
Instructional type (Check all that apply): <input checked="" type="checkbox"/> Credit <input type="checkbox"/> Non-Credit <input type="checkbox"/> Allied <input checked="" type="checkbox"/> CE
Site(s) of requested position: <input checked="" type="checkbox"/> SR <input type="checkbox"/> PET <input type="checkbox"/> PSTC <input type="checkbox"/> SWC <input checked="" type="checkbox"/> Shone
Is this request included in PRPP? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <ul style="list-style-type: none">If no, please provide an explanation:
Is this a growth position (increase in current FT FTE)? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Does target program currently have contract faculty? <input type="checkbox"/> Yes <input checked="" 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 <ul style="list-style-type: none">If yes, please explain.
The new faculty position would teach courses in the following (check all that apply): <ul style="list-style-type: none"><input checked="" type="checkbox"/> in department's degree program<input checked="" type="checkbox"/> in department's certificate program<input checked="" type="checkbox"/> GE program<input type="checkbox"/> in prerequisites for core courses in programs in or outside of discipline<ul style="list-style-type: none">Identify:
Would this position provide expertise that current discipline faculty do not possess? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

- If yes, identify expertise and service or course need: Hands on application of soil science and plant science to general and sustainable agriculture.

CE Position Requests Only

Current labor market demand in Sonoma County (or larger regional area, if appropriate). 19,300 current jobs. SOC Code 11-9013. Farmers, Ranchers, and Other Agricultural Managers. Bay Area.

Please cite source of data and include link. CCC Centers of Excellence for Labor Market Data. <https://coeccc.net/our-resources/>

Projected labor market demand in Sonoma County (or larger regional area, if appropriate) over the next 3-5 years. 1,762 annual job openings. SOC Code 11-9013. Farmers, Ranchers, and Other Agricultural Managers. Bay Area

Please cite source of data and include link. CCC Centers of Excellence for Labor Market Data. <https://coeccc.net/our-resources/>

CRITERION #2: STUDENT & STAFFING NEEDS

NOTE: Please use site specific data, where appropriate.

CONTRACT FACULTY (use current data for Fall 2022)

Number of contract faculty members in department (headcount): 8

Number of contract faculty in discipline (headcount): 0

Total FTE of contract faculty (data provided): 1.28 (Fall 2022 1.08 for AGRI and SusAg) Source: Fall 2022 Assigned Load Data

Total FTE of reassign time for contract faculty: 0

Total FTE of overload assignments (data provided): 0

Net loss/gain in number of discipline contract faculty from F19 to F22 (data provided): 1 (loss)

Net loss/gain in number of discipline contract faculty at target site from F19 to F22 (if different from department; data provided): Same as department

ASSOCIATE FACULTY (use current data for Fall 2022)

Number of associate faculty members in department (headcount): 56 (active) (27 teaching in fall 2022) Source: Department spreadsheet.

Number of associate faculty members in discipline (headcount): 4

Total FTE of associate faculty members (data provided): .82 Source Fall 2022 Assigned Load Data: AGRI 0.47, SusAg 0.36

RATIOS (historic data provided)

% of associate FTE in department:

- Spring 2022: 51% Source: Spring 2022 Assigned Load Data
- Fall 2021: 40%
- Spring 2021: 51%
- Fall 2020: 46%
- Spring 2020: 60%
- Fall 2019: 44%

% of associate FTE in discipline, if different:

- Spring 2022: 43.6% (for AGRI and SusAg combined)
- Fall 2021: 16%
- Spring 2021: 35%
- Fall 2020: 7%
- Spring 2020: 43%
- Fall 2019: 0%

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

FTES/FTEF recommendations from national or state groups/associations, if any: N/A

Cite source for and provide link to above data:

ALLIED ASSIGNMENTS - CONTINUED

If any, provide other data metrics or recommendations that inform appropriate staffing levels in the discipline/department: N/A

STUDENT DEMAND (historic data provided)

Productivity (FTES/FTEF) over the past 3 years:

- Spring 2022: AGRI: 14.37 SusAg: 9.79 Source Productivity (FTES over FTEF)
- Fall 2021: AGRI: 13.23 SusAg: 9.82 Source Productivity (FTES over FTEF)
- Spring 2021: AGRI: 14.12 SusAg: 11.5 Source Productivity (FTES over FTEF)
- Fall 2020: AGRI: 15.4 SusAg: 14.29 Source Productivity (FTES over FTEF)

<ul style="list-style-type: none"> • Spring 2020: AGRI: 16.54 SusAg: 12.57 Source Productivity (FTES over FTEF) • Fall 2019: AGRI: 17.14 SusAg: 11.44 Source Productivity (FTES over FTEF)
<p>Enrollment efficiency (fill rate) over the past 3 years (data provided):</p> <ul style="list-style-type: none"> • Spring 2022: AGRI: 102% SusAg: 65% Source Fill Rates • Fall 2021: AGRI: 92% SusAg: 76% Source Fill Rates • Spring 2021: AGRI: 103% SusAg: 87% Source Fill Rates • Fall 2020: AGRI: 101% SusAg: 101% Source Fill Rates • Spring 2020: AGRI: 107% SusAg: 86% Source Fill Rates • Fall 2019: AGRI: 98% SusAg: 75% Source Fill Rates
<p>Is the department/discipline able to meet staffing demands with current associate faculty?</p> <p><input type="checkbox"/> YES <input checked="" type="checkbox"/> NO</p> <ul style="list-style-type: none"> • If no, when was the last associate hiring process and how many were hired? N/A. FT Faculty resignation just occurred in Summer 2022.
<p>If this position is not approved, will core classes be cancelled? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <ul style="list-style-type: none"> • If yes, please explain: Possibly. We have only had one semester (Fall 2022) without our FT faculty who resigned and we managed to cobble together coverage for this semester with Associate faculty, but it was difficult. Spring 2023 has a section of AGRI 20 currently unstaffed.

CRITERION #3: STUDENT EQUITY NEEDS

- Departments/disciplines can request course completion data by submitting the following form by Sept 26: <https://forms.gle/1yLPnn5sZNnisShn6>
- Course completion data will be provided by OIR on October 3 to FSC and Clusters.
- The data provided will include the following:
 - Successful course completion rate at the discipline level compared to the District average
 - Demographic data of successful completers disaggregated by ethnicity, financial aid status, and first-generation status.
- Programs may choose to utilize this information as they deem appropriate in the narrative form as part of their faculty staffing request.

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 3 years (if applicable):

- 2019-2020: 3
- 2020-2021: 4
- 2021-2022: 4

Number of ADT degrees awarded for each of the last 3 years (if applicable):

- 2019-2020: 0
- 2020-2021: 1
- 2021-2022: 0

Number of certificates awarded in discipline for each of the last 3 years (if applicable):

- 2019-2020: 8
- 2020-2021: 1
- 2021-2022: 1

Program Review

When last was the program reviewed under Policy 3.6? AGRI is a course discipline, not a Program. SusAg was reviewed in 2018 and completed a revitalization process.

What was the Policy 3.6 determination?

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

% of SLOs assessed in discipline (data provided): 33%

CRITERION #5: MANDATES

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

- YES
 NO

▪ If yes:

- Identify agency:
- Provide language of requirement:
- Provide link to relevant language:

2022-2023 SRJC Faculty Staffing Process

Narrative Form

DUE WITH DATA FORM & CLUSTER RANKING – OCTOBER 14, 2022 by 5 PM

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

Megan Lowry Reed (mlowryreed@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 Agriculture/Natural Resources (AG/NR) department is requesting a replacement full-time faculty member due to the unexpected resignation of a full-time faculty member in Summer 2022. Even before this resignation, the continued growth of the Agriculture (AGRI) discipline led faculty to identify this position as a new faculty request 'growth position' in the PRPP (see criterion #2). The new faculty member's load will be grounded in AGRI's two core courses, AGRI 20 (Intro. to Plant Science) and AGRI 60 (Intro. to Soil Science). These courses are difficult to assign to associate faculty - they require a Master's degree, are high load, and are offered as multiple sections. Furthermore, it does not serve the department or its students well to pull other faculty members out of their respective disciplines to teach these courses.

The AG/NR Department is based around nine academic programs, with average unduplicated headcount of over 1,500 students per year over the past 3 years. Over the same period, the Department had an average of 94 completers (unduplicated degrees plus certificates) per year. Even though the faculty member who resigned was technically the Program Coordinator for the Sustainable Agriculture (SUSAG) Program, most of their teaching load was in AGRI. By focusing this replacement position on AGRI, we are prioritizing the area of our Department which has a brightest future in terms of enrollment (see criterion #2), excellent articulation for transfer students, greater focus in addressing economic and educational inequity (see criterion #3), and broader relevance for career education students.

[Empty box]

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.

In addition to replacement of a departing faculty member, this position request is in direct response to strong enrollment growth in AGRI 20 and AGRI 60. Using 2015 as a baseline, combined enrollment (unduplicated headcount) in these two courses has significantly exceeded the district average with enrollment in these two courses growing 61% from 2015 while district enrollment has decreased 28%. Average fill rate for both courses is over 100% across the past six years. Unmet demand (measured as unduplicated 'hits' on closed courses or sections) for both AGRI 20 and AGRI 60 indicates significant growth potential for both courses, beyond the multiple sections currently being offered; with 2021-2022 data demonstrating 55 and 6 'hits' respectively; and 2020-2021 data demonstrating 74 and 39 'hits' respectively. Productivity (FTES/FTEF) is also high in these two classes, with Fall 2019 to Spring 2021 productivity averaging 15.1 for both classes (compares to 12.7 for the Ag/NR department and 12.8 for SRJC in total).

In terms of faculty load, the Department has been offering and filling 2-3 sections of AGRI 20 and 2 sections of AGRI 60 per semester, for a total of 1.24-1.53 FTEF per semester. There are at least six additional related courses, totaling an additional 1.43 FTEF, that are currently taught by associate faculty and could also be offered to the new faculty member depending on subject matter expertise, faculty load, and student demand.

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.

AGRI 20 and AGRI 60 serve a greater range of students than any other courses in the Department. At least one of these courses is required for 4 Associates of Science Degrees, 4 Career Education Certificates and 2 Associate Degree for transfer (ADTs). Both courses can also be used to fulfill GE science requirements for Associates Degrees in Option A, B, and C.

While the agricultural industry is becoming more diverse, inequity in education and wage attainment is a problem. The AG/NR Department's Career Education (CE) and Associate Degree for Transfer (ADTs) have a disproportionately large impact in addressing these inequities. ADTs ensure that units from community college successfully transfer, saving students time and money, and guarantee them enrollment into a California State University. SRJC's CTE Employment Outcomes Survey concluded that students who complete CE courses and certificates see an average wage gain of more than \$10 per hour.

A large portion of SRJC students work and/or have family responsibilities- even more so in disproportionately impacted student groups. The AG/NR department's full-time faculty have been leaders in promoting a hybrid model for hands-on lab courses that allows maximum flexibility without sacrificing in-person learning. A review of 2021-2022 enrollment proportion reveals that Department enrollment for LatinX (46.6%) exceeds the district average of 42.5%. Success rates exceeded the 72% District average for LatinX (76%), White (87%), African American (100%), Asian (87%), Filipino (100%), and Native American (100%) ethnicities but were below average for Multi Ethnicity (44%), though low counts could skew results.

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

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

According to its vision statement, SRJC aspires to be an inclusive, diverse, and sustainable learning community that engages the whole person. We know the field of agriculture is diverse, but with this comes inequity in education and wages. Investing in career education and degree attainment in agriculture is critical to addressing these challenges.

In addition to its integral part in serving the majority of the District's various student types and educational goals (see Criterion 3), this position is instrumental in supporting the Career Education for "social and economic mobility and state economic competitiveness" that underpin the CA Community College Chancellor Office's (CCCCO) Strong Workforce Program Initiative. The position is also essential in achieving the CCCCCO's Vision for Success by increasing degree and certificate attainment, "making sure students from all backgrounds succeed in reaching their goals and improving their families and communities, eliminating achievement gaps once and for all."

Agriculture is critical for food security, natural resource conservation, climate change, and societal well-being. The SRJC Agriculture/Natural Resources Department is moving beyond sustainability, towards regenerative agriculture - a holistic approach to land management that sequesters more CO2 than it generates. As indicated in a 2021 New York Times article, Sonoma County is at the epicenter of regenerative agriculture. This position is integral to build on and continue this critical work at SRJC to train the next generation of farmers and land stewards.