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: Kerry Loewen
Name of Department Chair: Hannah Skoonberg
Name of Program Coordinator (if different):
Cluster: Arts and Humanities

CRITERION #1: DISCIPLINE/DEPARTMENT/PROGRAM NEEDS
Department: Art
Discipline: Drawing / Painting and 2D Foundations
Instructional type (Check all that apply): ☒ Credit   ☐ Non-Credit   ☐ Allied   ☐ CE
Site(s) of requested position: ☒ SR   ☐ PET   ☐ PSTC   ☐ SWC   ☐ Shone
Is this request included in PRPP? ☒ Yes   ☐ No • If no, please provide an explanation:
Is this a growth position (increase in current FT FTE)? ☐ Yes   ☒ No
Does target program currently have contract faculty? ☒ Yes   ☐ No
Has the department identified external budgetary resources (grants, categorical state funding, etc.) to fund or partially fund this position? ☐ Yes   ☒ No • If yes, please explain.
The new faculty position would teach courses in the following (check all that apply): • ☒ in department's degree program • ☐ in department's certificate program • ☒ GE program • ☐ 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? ☐ Yes   ☒ 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 2022)
Number of contract faculty members in department (headcount): 7 (6 SR and 1 Petaluma)
Number of contract faculty in discipline (headcount): 2 (1 in Petaluma)
Total FTE of contract faculty (data provided): 44%
Total FTE of reassign time for contract faculty:
Total FTE of overload assignments (data provided): 0.53
Net loss/gain in number of discipline contract faculty from F19 to F22 (data provided): -2 loss
Net loss/gain in number of discipline contract faculty at target site from F19 to F22 (if different from department; data provided):

ASSOCIATE FACULTY (use current data for Fall 2022)
Number of associate faculty members in department (headcount): 24
Number of associate faculty members in discipline (headcount): 24
Total FTE of associate faculty members (data provided): 8.91

RATIOS (historic data provided)

% of associate FTE in department:
- Spring 2022: 56%
- Fall 2021: 60%
- Spring 2021: 62%
- Fall 2020: 61%
- Spring 2020: 65%
- Fall 2019: 59%

% of associate FTE in discipline, if different:
- Spring 2022:
- Fall 2021:
- Spring 2021:
- Fall 2020:
- Spring 2020:
- Fall 2019:

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

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

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:

STUDENT DEMAND (historic data provided)

Productivity (FTES/FTEF) over the past 3 years:
- Spring 2022: 14.17
- Fall 2021: 14.93
- Spring 2021: 15.27
- Fall 2020: 16.33
- Spring 2020: 16.58
- Fall 2019: 17.51

Enrollment efficiency (fill rate) over the past 3 years (data provided):
- Spring 2022: 82%
- Fall 2021: 87%
- Spring 2021: 85%
- Fall 2020: 94%
- Spring 2020: 89%

• Fall 2019: 92%
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? 1
If this position is not approved, will core classes be cancelled? ☐ Yes ☒ No • If yes, please explain:

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: 23 • 2020-2021: 24 • 2021-2022: 28
Number of ADT degrees awarded for each of the last 3 years (if applicable): • 2019-2020: 8 • 2020-2021: 7 • 2021-2022: 10
Number of certificates awarded in discipline for each of the last 3 years (if applicable): • 2019-2020: 4 • 2020-2021: 4 • 2021-2022: 3

Program Review

When last was the program reviewed under Policy 3.6? 2022

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): 52.38%

CRITERION #5: MANDATES

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

☐ YES   ☒ NO

- If yes:
    - o Identify agency:
    - o Provide language of requirement:
    - o 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 art department requests a full-time faculty in Painting/Drawing and Foundations for the Santa Rosa campus. This instructor would be the department specialist in 2D foundations with additional background in drawing and painting.

The Drawing/Painting and Foundations classes at the SRJC are robust and have continued to experience strong enrollment despite collegewide trends. The Foundations classes constitute our core, studio-arts courses. These are classes that are required for the art major, studio-arts-for-transfer major, and art-history major, as well as meeting general education requirements.

Currently we have 1 faculty serving as the area head on the Santa Rosa Campus. This program has historically been supported by 2 full-time faculty. A new faculty would be able to help the Painting / Drawing area continue research into solvent-free painting techniques that reduce exposure to toxic chemicals.

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.

We have had two retirements out of the art department with Deborah Kirklin retiring from painting/drawing in 2020 and Donna Larsen scheduled to retire at the end of the Spring semester 2022. We are proposing hiring a single faculty to support both painting/drawing and foundations as a cross-dicipline appointment. We believe that this will support the department while acknowleging the current enrollment numbers.

Foundations is one of the largest areas within the art department with sections on both Santa Rosa and Petaluma Campus.
The art department has a total of 7 full-time faculty with one serving as the area coordinator for Foundations. 1 serving as the painting / drawing coordinator on Santa Rosa campus.

Part Time Faculty in Studio Arts
There are 24 part time faculty teaching in the art department. Of those, 10 teach classes in the drawing/painting and foundations area.

We offer 34 different sections in Drawing/Painting and Foundations. This makes up the core of our studio offerings and have a fill rate of over 82%.

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.

Studio arts is a deeply important program for engaging with diverse students on a cutural level. These studio classes introduce students to artists from diverse backgrounds and give students a visual language to communicate and express themselves.

The students engage in complex problem solving, addressing artistic questions that do not have a single answer. They learn how to communicate abstract ideas and connect with each other in an artistic community. The hand skills they learn in these classes serve our students in future employment. But it is the deep cultural literacy, learned in the classroom, that helps give students the language to connect more deeply with the community they come from.

When we think about equity gaps, we often focus on the nuts and bolts of students getting basic needs met. But if we look at the bigger picture for a moment, true equity is allowing students the opportunity to explore their passions in an environment where they feel safe to express themselves. There are not many places that provide affordable access to arts education and what we provide allows for students to explore the possibility of a career in the arts that many never thought was possible.

Every year we put together a student art show at the Agrella gallery featuring 5 sudents from each class in the gallery. This opportunity opens doors for students, many of them first generation, to see the arts as a place for them, too.

CRITERION #4: DISTRICT, STATE, & SOCIETAL PRIORITIES (0 - 10 points)
Please address how this position will support District priorities, statewide initiatives, and societal well-being.

The Studio Foundations and Drawing and Painting classes are all transfer-level classes that fulfill both the requirements of the art major, as well as, general education requirements.
Art is a good subject for enriching the lifestyle of a diverse community. One of the vital missions of a college education is to provide the students with the opportunity to develop problem-solving skills. The art program is not just for art's sake. It generally provides the learning experience of social well-being in a diverse community through developing problem-solving skills and critical thinking.