

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](mailto:vtam@santarosa.edu)) and

Nancy Persons ([npersons@santarosa.edu](mailto: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: Athletics
Discipline: Athletics
Instructional type (Check all that apply): <input checked="" type="checkbox"/> Credit <input type="checkbox"/> Non-Credit <input 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 <ul style="list-style-type: none"><li>If no, please provide an explanation:</li></ul>
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 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"><li>If yes, please explain.</li></ul>
The new faculty position would teach courses in the following (check all that apply): <ul style="list-style-type: none"><li><input checked="" type="checkbox"/> in department's degree program</li><li><input type="checkbox"/> in department's certificate program</li><li><input checked="" type="checkbox"/> GE program</li><li><input type="checkbox"/> in prerequisites for core courses in programs in or outside of discipline<ul style="list-style-type: none"><li>Identify:</li></ul></li></ul>
Would this position provide expertise that current discipline faculty do not possess? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <ul style="list-style-type: none"><li>If yes, identify expertise and service or course need: Intercollegiate Wrestling</li></ul>

**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:

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 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?

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                       Further Information Require                       Discontinue  
 Voluntary Discontinuance                       Revitalize                       Evaluation Report Req  
 Other

% 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:
- Provide language of requirement:

- Provide link to relevant language:

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**Narrative Form**

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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 cluster is requesting a faculty position for the Santa Rosa campus. This position will serve as a Kinesiology Generalist and Head Wrestling Coach. This position is described in the PRPP, and has been a department need for the last 20 years. The FTEF to support this position is already in the cluster. This position will consolidate an adjunct load as well as pick up some of the load in Kinesiology and KFIT.

One of fastest growing women's sports in California High Schools that the community colleges sponsor is women's wrestling. With athletics being an enrollment growth opportunity, the addition of women's wrestlers will bring on average 20-25 new full-time students to the district annually.

The CCCAA state office has identified through our annual R4 document that SRJC has a significant gap in the numbers of male athletes to female athletes. They have encouraged us to grow our female student-athlete numbers. One way of doing this is to add women's sports. Hiring this position is a growth opportunity. This position will give us the ability to increase the numbers of full-time students in our wrestling program to around 50 full-time students between the men's and women's teams.

Lastly, what makes KAD a strong cluster is our full-time faculty. Adding to this group will only strengthen a very experienced and strong group of leaders that will continue to be a positive influence on the district and that will continue the excellence they work towards each semester.

**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. The current renovation plans of the Tauzer gymnasium is creating a wrestling gym. This facility will provide a natural recruiting opportunity for wrestlers from all over the county, bay area and state to come to Santa Rosa Junior College.

The Kinesiology, Athleticsn and Dance cluster is requesting a faculty position for the Santa Rosa campus. This position will serve as a Kinesiology Generalist for 40% of the annual load, as well as hold the responsibility of Head Wrestling Coach for the remainder 60% of the annual load. Currently we have 25 male wrestlers in our program with a FT coach and the addition of women’s wrestling and we could add another 20-25 wrestlers instantly to the program. On average our FT student-athletes take 16.9 units a semester as well as another 6 units in the summer, which benefits all departments on campus.

**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.

The athletic department is growing and becoming more diverse. 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% students of color and our Wrestling program is one of our most diverse programs.

Over the last 8 years this district has made amazing strides towards our title IX goals in athletics, but there is still work to-do. Women Student-Athletes, need more opportunities. Adding Women’s Wrestling and hiring a FT Coach for these programs would help one of our most disproportionately impacted populations.



With-in our athletic department the women, are a disproportionately impacted population. SRJC roughly is 3-1 in male to female student-athletes. This population is in need of more quality opportunities in athletics.

This position is also needed to improve the success rates of our Wrestlers on the mat, in the classroom, and most importantly in their lives. Many of these students look toward their on-campus coach as a person from whom they can seek guidance. The FT coach provides accessibility to the students for more than help in the classroom. Having another FT person on campus will improve that support system. The FT coach has the ability to focus on student learning in preparation for transfer, provide support to increase the retention rate of our student-athletes and support the district through recruiting efforts, outreach, community relations and campus culture. Our soon to be women's and men's wrestlers are a diverse group of students and deserve the same opportunity to be coached by a FT faculty member

**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 program in its commitment to a sound education processes that will allow every student-athlete to physically and mentally challenge himself/herself to excel in a competitive atmosphere through participation in a varsity sport. The Athletic department is committed to fostering broad programs of men's and women's intercollegiate athletics that are consistent with the educational objectives of Santa Rosa Junior College. Encouraging excellence in performance by all participants in intercollegiate athletics, as well as stimulate academic achievement through the maintenance of high standards of scholarship. While maintaining and increase balanced athletic program offerings for both men and women as student, budget and community interest will allow.

Athletics is a student-success program that models the pillars of guided pathways and has proven over and over again that continued support and guidance through mentorship leads to academic success and greater opportunities.