**2024-2025 SRJC Faculty Staffing Process**

**Narrative Form**

**DUE WITH DATA FORM & CLUSTER RANKING – OCTOBER 18, 2024, by 5 PM**

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

**John Stover (****jstover@santarosa.edu****)**

This part of the process – The Narrative Form – is to provide information not covered on the Data Form. Below please include additional explanations, nuance, expansions, clarifications, and/or missing information not already addressed.

In scoring each criterion, the Faculty Staffing Committee will consider the data 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 NEEDS**

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.

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**CRITERION #2: STUDENT & STAFFING NEEDS**

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.

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**CRITERION #3: INCLUSION, DIVERSITY, EQUITY, ACCESSIBILITY, AND ANTI-RACISM (IDEAA) NEEDS**

Keeping in mind the District’s IDEAA efforts, consider the following: SRJC serves a diverse range of students whose identities intersect across racial, ethnic, socio-economic (class), neuro-divergent, cultural, academic, gender identity, sexual orientation, and dis/abled bodied perspectives. How will this position support your department’s and/or discipline’s ability to create a culture of belonging across all these identities?

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**CRITERION #4:  DISTRICT, CERTIFICATE, & PROGRAM NEEDS (0 - 10 points)**

Please address how this position will support any/all of the following: District priorities, statewide initiatives, and or regional mandates as specific to workforce development, legislative requirements, and/or other pressing social, cultural, economic, and/or health needs not previously addressed.

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