

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 Goldstien
Name of Department Chair: Jesse Kosten
Name of Program Coordinator (if different): Danny Aschwanden
Cluster: CANNIT

CRITERION #1: DISCIPLINE/DEPARTMENT/PROGRAM NEEDS

Department: Industrial Trade Technology

Discipline: Welding

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: AMT, Auto and Diesel

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). 410

Please cite source of data and include link. <https://coecc.net/our-resources/>

Projected labor market demand in Sonoma County (or larger regional area, if appropriate) over the next 3-5 years. 430, with 43 annual openings

Please cite source of data and include link. <https://coecc.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): 1

Number of contract faculty in discipline (headcount): 1

Total FTE of contract faculty (data provided): 1.12

Total FTE of reassign time for contract faculty: 0.05 (CE Coordinator)

Total FTE of overload assignments (data provided): 0

Net loss/gain in number of discipline contract faculty from F19 to F22 (data provided): 0

Net loss/gain in number of discipline contract faculty at target site from F19 to F22 (if different from department; data provided): 0

ASSOCIATE FACULTY (use current data for Fall 2022)

Number of associate faculty members in department (headcount): 11

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

Total FTE of associate faculty members (data provided): 1.08

RATIOS (historic data provided)

% of associate FTE in department:

- Spring 2022: 37
- Fall 2021: 39
- Spring 2021: 16
- Fall 2020: 18
- Spring 2020: 15
- Fall 2019: 51

% of associate FTE in discipline, if different:

- Spring 2022: 49
- Fall 2021: 44
- Spring 2021: 0
- Fall 2020: 0
- Spring 2020: 0
- Fall 2019: 61

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: 12.43
- Fall 2021: 7.81
- Spring 2021: 00
- Fall 2020: 0
- Spring 2020: 0
- Fall 2019: 8.53

Enrollment efficiency (fill rate) over the past 3 years (data provided):

- Spring 2022: 107
- Fall 2021: 50 (covid reductions)
- Spring 2021: 50 (covid reductions)
- Fall 2020: 0
- Spring 2020: 0
- Fall 2019: 110

<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? Spring 22 - Emergency Hire
<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: If any current associate leaves.

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)
<p>Number of local AA/AS degrees awarded in discipline for each of the last 3 years (if applicable):</p> <ul style="list-style-type: none"> 2019-2020: 0 2020-2021: 0 2021-2022: 1
<p>Number of ADT degrees awarded for each of the last 3 years (if applicable):</p> <ul style="list-style-type: none"> 2019-2020: 2020-2021: 2021-2022:
<p>Number of certificates awarded in discipline for each of the last 3 years (if applicable):</p> <ul style="list-style-type: none"> 2019-2020: 2 2020-2021: 0 2021-2022: 2

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Program Review
When last was the program reviewed under Policy 3.6? 2016
What was the Policy 3.6 determination? <input type="checkbox"/> Vital <input type="checkbox"/> Further Information Require <input type="checkbox"/> Discontinue <input type="checkbox"/> Voluntary Discontinuance <input checked="" type="checkbox"/> Revitalize <input type="checkbox"/> Evaluation Report Req <input type="checkbox"/> Other
% of SLOs assessed in discipline (data provided): 66

CRITERION #5: MANDATES
This position request is required to fulfill a licensing and/or accreditation mandate? <input type="checkbox"/> YES <input checked="" type="checkbox"/> 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.

This second contract faculty member will consolidate associate positions that have been historically difficult to fill with qualified individuals. The Welding Technology program has been challenged with courses being consistently canceled, emergency hiring necessary, and filling in instructor vacancies by full time faculty. There are not any current non-credit courses being offered, but the community has requested some to be added. The overall ITT department has an average of 10 FTE with only 5 FTE for full time faculty. The limited number of full time faculty reduces our ability to provide college service support that is needed.

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.

Currently we are offering 2.2 FTE in welding courses. Prior to shutdown we ran a constant 110% fill rate, only limited by lab space and available instructors. Since returning full time, we are at 100% and havign to turn away students every semester. Over the shutdown, we completely remodeled and updated the lab space and courses. The Welding program has been requesting a second regular faculty member through PRPP since 2014.

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 Welding program serves all of the population able to access the limited number of seats each semester. This does create inequity for first generation students as they are only account for 25% of the data provided by OIR, and that may be due to limited course offerings. The current success rate of the program is 85% compared the to over college rate of 73%. The students that are able to register during priority register periods and attend the courses are supported. The program does have approximatly 47% of students with financial needs, which is 4% more than the campus average. Based on LMI data we provide 10 students per year, for the 43 jobs available in Sonoma county, but that does not account for the related industries that use welding skills like automotive, construction, diesel, building maintance, agricultural and machining. This program provides students will skills to increase their wages.

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

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

Currently the state (from LMI data) has 36,100 Welders are their primary job classification, with a projected growth to 41,200 by 2028 and annual job openings of 4,120. State wide there is a demand for skilled workers with a short term growth of 4% and long term growth of 10%.