

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): William (Bill) McCracken
Cluster: CANNITT

CRITERION #1: DISCIPLINE/DEPARTMENT/PROGRAM NEEDS

Department: Industrial Trade Technology
Discipline: Advanced Manufacturing Technology
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 type="checkbox"/> Shone
Is this request included in PRPP? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No • If no, please provide an explanation:
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 checked="" type="checkbox"/> Yes <input 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 • 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 type="checkbox"/> GE program<input checked="" type="checkbox"/> in prerequisites for core courses in programs in or outside of discipline<ul style="list-style-type: none">○ Identify: Auto, Diesel
Would this position provide expertise that current discipline faculty do not possess? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> 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). 750

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. 750, with 75 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): 1.21

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): 2

Total FTE of associate faculty members (data provided): .53

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: 24
- Fall 2021: 0
- Spring 2021: 0
- Fall 2020: 0
- Spring 2020: 0
- Fall 2019: 28

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: 8.63
- Fall 2021: 17.44
- Spring 2021: 9.79 (Covid reductions)
- Fall 2020: 4.48 (COVID reductions)
- Spring 2020: 0
- Fall 2019: 11.92

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

- Spring 2022: 83
- Fall 2021: 126
- Spring 2021: 88
- Fall 2020: 96
- Spring 2020: 0
- Fall 2019: 95

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? Ongoing open associate pool

If this position is not approved, will core classes be cancelled? Yes No

- If yes, please explain: We have been canceling core classes with loss of associate faculty, and lack of locally available associates to instruct.

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: 4
- 2020-2021: 2
- 2021-2022: 8

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

- 2019-2020: N/A
- 2020-2021: N/A
- 2021-2022: N/A

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

- 2019-2020: 2
- 2020-2021: 2

- 2021-2022: 6

Program Review

When last was the program reviewed under Policy 3.6? 2014

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): 82

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 AMT program has spent 5 years modernizing and updating equipment to match industry needs, but the ability to find and retain associate faculty has created a reduction in offerings and reduced FTES. The Machine industry is growing and our program has been shrinking due to staffing shortages. 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.

The AMT program typically ran over 2 FTE, but the past few semesters it has been around 1.7 FTE with 1.2-1.3 of that being the contract faculty working in overload. We have only 2 associate faculty in AMT and both are retired from the industry and could choose to not instruct any semester. Adding back a second contract faculty member, which AMT had previously (a decade or so ago) will stabilize the program and continue to offer the skilled CE courses needed.

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.

Currently 38% percent of the AMT student have financial needs which is lower than the campus average of 43%. The overall program has a 77% success rate, which if we could increase our course offerings that could lead to more students being able to take CE courses to increase their wages and skills. The program currently has 45% Latinx enrollment compared to campus average of 42.5% and 32% white compared to campus of 38%. This shows demand by potentially impacted local populations to shift equity gaps.

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 short term need in the state show 34,200 machinists with a 3.2% increase of 1100 jobs. Long term, they predict a 9% increase with 2800 job openings. Locally there are roughly 75 jobs in Sonoma County available per year.