**SRJC Petaluma**

**Faculty Staffing 2015-16**

**NARRATIVE SUMMARY – SOCIOLOGY**

**Position Requested:** Sociology Instructor, serving in the Behavioral Science Department on the Petaluma campus. This is a **net new position** for a full-time faculty member in residence in Petaluma and would consolidate adjunct positions. The position was previously requested in 2014.

**Current Contract Faculty Considerations:** Between 1996 and 2007, the number of Sociology full-time faculty dwindled from four to one. Sociology’s adjunct to full-time instructor ratio is currently eight to two, with both full-time faculty assigned to the Santa Rosa campus. Petaluma Sociology classes in 2014-15 were taught by 33% FT instructors (commuting from Santa Rosa campus, taking overload assignments) and 67% adjunct.

**Current Adjunct Faculty Considerations:** The department faces tremendous difficulty in hiring quality adjunct instructors. Sociology attempts to hire faculty to the adjunct pool every year; sometimes every semester, and yet still cannot get the needed depth in the pool. Both full-time Sociology instructors regularly teach overload for coverage reasons.  In addition to advertising the pool, they have contacted all Sociology, Behavioral Science, and Social Science chairs in the Bay Area and asked them to advertise SRJC’s adjunct pool in their academic circles. In 2014, this resulted in only three applications, one of which did not meet the minimum qualification criteria. In the last two years, three adjunct instructors accepted full-time positions and another left to finish his doctorate. At least three adjunct instructors have reduced their loads significantly. Given the hectic schedules of adjunct instructors, some of whom teach at multiple institutions, it has been challenging to have courses covered with those adjunct faculty currently in the pool. In fall 2015, Petaluma faced a crisis of having to cancel a Sociology section with 40 students enrolled after an adjunct instructor received a full-time position at another college and resigned. The adjunct pool was maxed out, the full-time instructors were maxed out on overload, and there was no one qualified for an emergency hire. Petaluma students bear the brunt of this staffing shortage, as online and Santa Rosa sections are more likely to get staffed.

**Instructional Impact:** The new hire would be used to create a sustained Sociology faculty presence at the Petaluma campus, which at present is served by adjunct instructors varying from semester to semester. Not all classes in the curriculum are taught at Petaluma because of the small Sociology pool of instructors. The department is eager to see one experienced instructor anchor all courses at the Petaluma campus. This would enable the department to significantly extend their Petaluma course offerings and to develop a program based on areas of expertise in Sociology, currently missing in Petaluma. It would also allow for much-needed regular student contact, for advising students about course work and transfer possibilities. For example, the Santa Rosa FT faculty started a “Sociology Circle” through Student Affairs and are able to represent the major at college events. This position would allow a Petaluma perspective for scheduling and coordination of program needs back to the department.

Sociology is one of three disciplines in Behavioral Sciences, and has the third largest FTE enrollment at SRJC. Sociology enrollments district-wide continue to be robust. The Sociology discipline served an average of 2,000 students in the 2014-15 academic year, excluding summer enrollment. With the launch of the Sociology for Transfer major, the department has seen an even greater increase in enrollment and course offerings. Petaluma currently offers 8-10 sections of Sociology per year and has a headcount of nearly 400 students in each academic year. The annual headcounts in Sociology in Petaluma have declined since 2011-2012, largely due to the lack of full-time faculty to grow the program. At the same time, enrollment efficiency has dropped from 104.1% in fall 2011 to 67.6% in fall 2014, and from 95.6% spring 2011 to 76.9% in spring 2014. Average class size in Sociology is high and remained relatively stable over time ranging from 46.3 in fall 2011 to 41.8 in fall 2013 and from 46.0 in spring 2011 to 44.3 in spring 2013, Fall 2014 and Spring 2015 show average class size of 30.4 and 39, respectively. Student demand for Sociology classes in Petaluma has been increasing. In fall 2012 and 2013 only two sections of Sociology were offered. In fall 2014 and 2015, five Sociology sections were offered with SOC 1 enrollments filling at 96-102%; in spring 2015, SOC 1 enrollments were at 102%. Resources exist and would be made available as necessary to support Sociology courses and a new faculty member.

**District and Departmental Need and Goals:** SRJC Petaluma is a destination campus for transfer majors. Petaluma is building a Student Equity-funded guided pathway for the Social and Behavioral Sciences major, and is exploring on-site four-year Bachelor’s degrees. More than 90% of the Sociology curriculum is current. Currently, the Sociology department has three of six courses assessed per SharePoint. In order to fulfill this critical accreditation requirement, adequate full-time Sociology faculty are essential. The current full-time/part-time ratio for the discipline has presented challenges for completing SLO assessments, although 100% of course assessments are current. A Petaluma faculty anchor could contribute to the campus community in their area of expertise and generate increased interest in the major.

**Degrees, Certificates, Prerequisites, and/or General Education:** In 2011-12, the A.A. in Sociology for Transfer was awarded for the first time. Thirteen students graduated with an A.A. in Sociology for Transfer that year. In both 2012-13 and 2013-14, 38 Sociology for Transfer degrees were awarded; the third highest number of graduates after Business Administration for Transfer and Psychology for Transfer. The number of graduates continues to grow: in 2014-15, 50 students were awarded the degree. The Sociology for Transfer major includes classes exploring social justice issues, such as Race and Ethnic Relations and Modern Social Problems, which students from disenfranchised groups are often attracted to. For example, 42% of the 36 students who were awarded Sociology for Transfer degrees in 2013-14 were non-white. To successfully offer a Sociology TMC, Sociology 5 - Sociological Research Methods, was added to the curriculum and will be offered fall 2016. Additionally, the department now offers four of six courses in online as well as hybrid formats, therefore, the department needs faculty with the diversity of skills to teach these courses in various forms.

Sociology is needed for many different majors. Sociology is a discipline whose classes are often taken as preparation for career and personal paths involving social service and knowledge. It provides General Education credits in both Social Sciences and Lifelong Learning Areas. Sociology classes are included in seven majors at SRJC, and figure prominently in credential programs in such specialties as Gerontology and most recently has been added as a requirement for the Human Services Alcohol and Drug Career certificate. Sociology 30 - Race and Ethnic Relations, is not only transferable for the Associate degree in the Social and Behavioral Sciences Area D, but is also applicable to Area G - American Cultures. This is a course frequently taken by students for required units in the Dental Hygiene (AS) Program as well as students pursuing degrees in Latin American Studies (AA) major, and Vocational Nursing Program (ADN).

**CTE Positions:** Not applicable to this position.

**Position Mandates:** Not applicable to this position.

**District Impact:** Not applicable.