

2021-2022 SRJC Faculty Staffing Process

Data Form

DUE WITH NARRATIVE FORM & CLUSTER RANKING – OCTOBER 15, 2021 by 5 PM

Email all documents to Victor Tam ([vtam@santarosa.edu](mailto:vtam@santarosa.edu)) and

Megan Lowry Reed ([mlowryreed@santarosa.edu](mailto:mlowryreed@santarosa.edu))

**Submitter Information**

Name of Cluster Dean: Kerry Loewen
Name of Department Chair: Donald Laird
Name of Program Coordinator (if different):
Cluster: Arts & Humanities

**CRITERION #1: DISCIPLINE/DEPARTMENT/PROGRAM NEEDS**

Department: Computer Studies
Discipline: Programming
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 checked="" type="checkbox"/> PET <input type="checkbox"/> PSTC <input checked="" 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"><li>• <input checked="" type="checkbox"/> in department's degree program</li><li>• <input type="checkbox"/> in department's certificate program</li><li>• <input 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 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).  
133741

Please cite source of data and include link. Bay Area:  
<http://www.coecc.net/Search.aspx#idDetailPanel> search for Computer Programming

Projected labor market demand in Sonoma County (or larger regional area, if appropriate)  
over the next 3-5 years. 159170

Please cite source of data and include link. Bay Area:  
<http://www.coecc.net/Search.aspx#idDetailPanel> search for Computer Programming  
"Based on the data included in this report, there is a large labor market gap in the Bay region  
with 14,372 annual openings for the Computer Programming occupational cluster and 324  
annual (3-year average) awards for an annual undersupply of 14,048 students."

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

**NOTE: Please use site specific data, where appropriate.**

**CONTRACT FACULTY (current data; Fall 2021)**

Number of contract faculty members in department: 8

Number of contract faculty in discipline: 2

Total FTE of contract faculty (data provided): 7.09

Total FTE of reassign time for contract faculty: .6

Total FTE of overload assignments (data provided): 1.42

Net loss/gain in number of discipline contract faculty from F18 to F21 (data provided): 0

Net loss/gain in number of discipline contract faculty at target site from F18 to F21 (if  
different from department; data provided):

**ADJUNCT FACULTY (current data; Fall 2021)**

Number of adjunct faculty members in department: 23

Number of adjunct faculty members in discipline: 3

Total FTE of adjunct faculty members (data provided): 6.19

**RATIOS (historic data provided)**

% of adjunct FTE in department:

- Spring 2021: 46
- Fall 2020: 52
- Spring 2020: 50
- Fall 2019: 39
- Spring 2019: 40
- Fall 2018: 42

% of adjunct FTE in discipline, if different:

- Spring 2021:
- Fall 2020:
- Spring 2020:
- Fall 2019:
- Spring 2019:
- Fall 2018:

**ALLIED ASSIGNMENTS (Counseling, DRD, Athletics, Library, etc.)**

FTES/FTEF recommendations from national or state groups/associations:N/A

Cite source for and provide link to above data:

**STUDENT DEMAND (historic data provided)**

Productivity (FTES/FTEF) over the past 3 years:

- Spring 2021: 14.97
- Fall 2020: 15.22
- Spring 2020: 15.38
- Fall 2019: 15.49
- Spring 2019: 15.28
- Fall 2018: 15.33

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

- Spring 2021: 84
- Fall 2020: 91
- Spring 2020: 88
- Fall 2019: 92

<ul style="list-style-type: none"> <li>• Spring 2019: 86</li> <li>• Fall 2018: 88</li> </ul>
<p>Is the department/discipline able to meet staffing demands with current adjuncts?</p> <p><input type="checkbox"/> YES    <input checked="" type="checkbox"/> NO</p> <ul style="list-style-type: none"> <li>• If no, when was the last adjunct hiring process and how many were hired? S 2020 - one new hire</li> </ul>
<p>If this position is not approved, will core classes be cancelled? <input type="checkbox"/> Yes    <input checked="" type="checkbox"/> No</p> <ul style="list-style-type: none"> <li>• If yes, please explain: Possible - at extreme maximum of available faculty, only with frequent hiring - retaining adjunct faculty is a huge problem</li> </ul>

**CRITERION #3: STUDENT EQUITY NEEDS**

- Data will be provided by OIR on October 15 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
  - Demographic data of non-successful completers
  - Demographic data is planned to include ethnicity data, financial aid status, and first-generation status.
- Although Clusters will not have this information for the narrative and data forms, it will be available in time for Cluster presentations.

**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):

- 2018-2019: 17
- 2019-2020: 26
- 2020-2021: 26

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

- 2018-2019: N/A
- 2019-2020: N/A
- 2020-2021: N/A

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

- 2018-2019: N/A
- 2019-2020: N/A
- 2020-2021: N/A

### Program Review

When last was the program reviewed under Policy 3.6?

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): 35.59

### 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 core transfer computer programming curriculum is at capacity. We give maximum loads to each of the adjunct faculty in the discipline, and our two contract faculty currently teach 140-160% load just in order to meet demand. Even with that, we frequently have up to 50 students enrolled in courses with a class size of 34. The demand in this area is definitely growing, but we do not have the ability to offer any more classes due to the staffing shortfall.

**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.

We have an incredibly difficult time finding and retaining adjunct faculty to teach computer programming courses. In order to meet minimum qualifications, one has to have a Master's degree in Computer Science or a closely-related discipline. In the current economy, people with those qualifications are able to earn substantially more in the private sector. In addition, we lost an adjunct faculty member we hired in 2019 due to visa issues. We are currently in the interview process this semester, but it is still unknown whether we will be able to find anyone qualified.

**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.

Given the extreme impact of the program, we are unable to accommodate a number of students who want to take these classes. This leads to long wait lists and it is often the students who have the time and ability to 'work the system' and be persistent to grab rare openings. This disproportionately harms those students who may be working or otherwise unavailable to continuously keep trying to check for any class openings. In addition, our limited number of sections being offered does not allow us to offer sections of these courses at non-standard times when students who work or have childcare issues may be better able to attend a class.

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

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

Our society revolves around the computer, whether it be for recreation, humanitarian efforts, or workplace productivity. There is growing demand for those who are able to create innovative software solutions for the fast-changing technology environment. There is also a critical demand for outreach to otherwise underrepresented communities, in order to help steer them to careers in the field. We have started the process by the creation of a Coding for Beginners course, which helps to demystify programming and ease students into the programming pathway. Now we need to be able to continue to help these students gain the skills they need to advance in the field.