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) and
Megan Lowry Reed (mlowryreed@santarosa.edu)

Submitter Information

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

CRITERION #1: DISCIPLINE/DEPARTMENT/PROGRAM NEEDS
Department: Art
Discipline: Photography
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: Art 19 Beginning B&W photography is the elective for Art (AA), Studio Art (AA-T), Journalism (AA-T), and Art History (AA-T). All photography courses are requirements of applied photography certificate. Art 82 beginning digital photography is an elective for Digital Media: Digital Filmmaking Certificate, Digital Media: Digital Filmmaking (AS), Journalism: Digital (AS).

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). Please cite source of data and include link.
Projected labor market demand in Sonoma County (or larger regional area, if appropriate) over the next 3-5 years. Please cite source of data and include link.

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: 7(6 SR and 1 petaluma)
Number of contract faculty in discipline: 0
Total FTE of contract faculty (data provided): 6.45 (41%)
Total FTE of reassign time for contract faculty: 57.5%
Total FTE of overload assignments (data provided): 6%
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): 0

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): 54%

RATIOS (historic data provided)
% of adjunct FTE in department: • Spring 2021: 62% • Fall 2020: 61% • Spring 2020: 65% • Fall 2019: 59% • Spring 2019: 55% • Fall 2018: 59%
% of adjunct FTE in discipline, if different: • Spring 2021: 100% • Fall 2020: 100% • Spring 2020: 100% • Fall 2019: 100% • Spring 2019: 100% • Fall 2018: 100%

ALLIED ASSIGNMENTS (Counseling, DRD, Athletics, Library, etc.)
FTES/FTEF recommendations from national or state groups/associations:
Cite source for and provide link to above data:

STUDENT DEMAND (historic data provided)
Productivity (FTES/FTEF) over the past 3 years: • Spring 2021: 15.28% • Fall 2020: 16.34% • Spring 2020: 15.58% • Fall 2019: 17.51% • Spring 2019: 17.30% • Fall 2018: 15.97%
Enrollment efficiency (fill rate) over the past 3 years (data provided): • Spring 2021: 85% • Fall 2020: 94% • Spring 2020: 89% • Fall 2019: 92% • Spring 2019: 84%

• Fall 2018: 81%

Is the department/discipline able to meet staffing demands with current adjuncts? ☒ YES ☐ NO • If no, when was the last adjunct hiring process and how many were hired?

If this position is not approved, will core classes be cancelled? ☐ Yes ☒ No • If yes, please explain:

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: 20 • 2019-2020: 22 • 2020-2021: 43
Number of ADT degrees awarded for each of the last 3 years (if applicable): • 2018-2019: • 2019-2020: • 2020-2021:
Number of certificates awarded in discipline for each of the last 3 years (if applicable): • 2018-2019: 1 • 2019-2020: 4 • 2020-2021: 4

Program Review
When last was the program reviewed under Policy 3.6? 2016   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): 4%

CRITERION #5: MANDATES

This position request is required to fulfill a licensing and/or accreditation mandate?
 ☐ YES ☒ NO
 ▪ If yes:
     o Identify agency:
     o Provide language of requirement:
     o Provide link to relevant language:

2021-2022 SRJC Faculty Staffing Process
Narrative Form
DUE WITH DATA FORM & CLUSTER RANKING – OCTOBER 15, 2021 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.

In the photography disclipine in the art department, after a full-time faculty retired, there is an urgent and essential need to update the photography discipline to bring it into the digital age. To comply with UC and CSU Studio Art & Photography programs, courses are scheduled for in-person, hybrid, and/or 100% online formats. The photography field rapidly changes for requirements of curriculum development, equipment. The art department needs strong leadership in the photography area for developing the new future vision. This faculty schedules photography sections, evaluates Fine Arts faculty, monitors the supply budget and lab fees, facilitates classroom safety, helps to oversee and schedule the Photography Lab Tech, and updates new types of digital equipment. Currently, the department chair is supervising this area with adjunct faculty input, and that workload is overwhelmed for no full-time photography expertise faculty.

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.

Three adjunct faculty teache all of the photography courses every semester.
There has been no full-time anchor faculty since the retirement of Renata
Breth in 2018. Total discipline teaching load is 1.3 FTEF. The average
enrollment in the photography area in a couple of semesters (Fall 2020.

Spring 2021, and Fall 2021) under the pandemic is about 17.58 FTES. The FTES/FTEF is 13.52. The district average FTES/FTEF in Fall 2020 and Spring 2021 is 13.22. In the last couple of years, the average FTES in the photography area is about 20-22 FTES. FTES/FTEF is 15.38-16.92. This number is above the district average in the last three years FTES/FTEF 14.415. The photography program is demanded to revise programs to align with US/CSU photography programs. The new full-time faculty revise the art department photography program, contributing to increasing FTES/FTEF.

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.

Students are taking photography courses seeking many different goals. Photography courses serve more than just the photography area; and they also serve as a gateway to all digital media images applications and in areas such as graphic design. The photography program values the opportunity of offering students the ability to collaborate with other programs and departments including Graphic Desing, Journalism, Media Studies, Applied Technology, and especially the interdisciplinary, multi-campus Digital Media programs. As a result, the photography program helps overcome the barriers to disproportionate populations and provides equal opportunity to accomplish various students' academic goals.

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

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

The district's priority is to provide exemplary educational programs that meet a variety of educational goals. The educational goals are academic success and enrich lifelong experiences. The current pandemic has shown the need for expanded online offerings and photography courses help serve that need with the implementation of transfer and the applied photography courses. Under the covid 19 pandemic environment, college education has faced a new phase. Many people missed the physical interaction in the learning experience. Art is a good subject for enriching the lifestyle of a diverse community. One of the vital missions of a college education is to provide the students with the opportunity to develop problem-solving skills. The art program is not just for art's sake. It generally provides the learning experience of social well-being in the diverse community through developing problem-solving skills and critical thinking. SRJC photography programs provide a variety of creative applications and opportunities to develop problem-solving skills. The learning experience is in the digital fields and traditional photography applications. The applied photography certificate provides students the experience to enter the photography business and the transfer degrees can lead to an MFA.