

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: Cathy Prince
Name of Department Chair: Rima DasGupta
Name of Program Coordinator (if different):
Cluster: Behavioral Sciences & Social Sciences

CRITERION #1: DISCIPLINE/DEPARTMENT/PROGRAM NEEDS
Department: Behavioral Sciences
Discipline: Sociology
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 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 type="checkbox"/> in department's certificate program<input checked="" type="checkbox"/> GE program<input type="checkbox"/> in prerequisites for core courses in programs in or outside of discipline<ul style="list-style-type: none">○ Identify:
Would this position provide expertise that current discipline faculty do not possess? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

- If yes, identify expertise and service or course need: We need faculty with expertise in social science research methods to teach our Soc 5: Sociological Research Methods course regularly. We also need faculty with expertise in symbolic interactionism/microsociology to teach our Soc 3: Self and Society course regularly.

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: 15

Number of contract faculty in discipline: 3

Total FTE of contract faculty (data provided): 2.0

Total FTE of reassign time for contract faculty: 1.025

Total FTE of overload assignments (data provided): 0.40

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: 27 on the length of service list and some in the probationary pool

Number of adjunct faculty members in discipline: 5 on the length of service list, but only 3 are actively requesting and accepting assignments.

Total FTE of adjunct faculty members (data provided): 1.8

RATIOS (historic data provided)

% of adjunct FTE in department:

- Spring 2021: 40%
- Fall 2020: 46%
- Spring 2020: 45%
- Fall 2019: 32%
- Spring 2019: 30%
- Fall 2018: 42%

% of adjunct FTE in discipline, if different:

- Spring 2021: 57%
- Fall 2020: 59%
- Spring 2020: 36%
- Fall 2019: 31%
- Spring 2019: 42%
- Fall 2018: 52%

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: 19.21
- Fall 2020: 19.39
- Spring 2020: 20.34
- Fall 2019: 20.64
- Spring 2019: 20.68
- Fall 2018: 20.3

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

- Spring 2021: 87
- Fall 2020: 86
- Spring 2020: 88

<ul style="list-style-type: none"> • Fall 2019: 86 • Spring 2019: 87 • Fall 2018: 88
<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"> • If no, when was the last adjunct hiring process and how many were hired? 1 hired in spring '20.
<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 we do not hire someone to teach Soc 5, we will have just one adjunct left who can teach the course, but he has been looking for jobs elsewhere. We are in danger of being left without our core research methods class for the Sociology ADT major.

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:
- 2019-2020:
- 2020-2021:

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

- 2018-2019: 85
- 2019-2020: 84

- 2020-2021: 111

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

- 2018-2019:
- 2019-2020:
- 2020-2021:

Program Review

When last was the program reviewed under Policy 3.6? 6/22/21

What was the Policy 3.6 determination?

- | | | |
|---|--|--|
| <input checked="" type="checkbox"/> Vital | <input type="checkbox"/> Further Information Require | <input type="checkbox"/> Discontinue |
| <input type="checkbox"/> Voluntary Discontinuance | <input type="checkbox"/> Revitalize | <input type="checkbox"/> Evaluation Report Req |
| <input type="checkbox"/> Other | | |

% of SLOs assessed in discipline (data provided): 56.25%

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 Sociology discipline serves numerous JC students looking to fulfill G.E. requirements, transfer to UCs and CSUs, and those majoring in Sociology (ADT) and Social & Behavioral Sciences. We are also in the process of cross-listing a course with Ethnic Studies in order to serve students needing to meet the new Area F requirement. This will add students taking courses in the Sociology discipline. While we have stellar full-time faculty with expertise in Race & Ethnicity, Social Problems, Gender, and Relationships, we lack faculty with expertise in Sociological Research Methods and Symbolic Interactionism. We currently have just one adjunct willing to teach those classes, and he is actively looking for full-time employment elsewhere. Sociological Research Methods (Soc 5) is a core class in the Sociology major, and it is imperative we hire a full-time faculty member to teach that class while building up offerings in both research and symbolic interactionism. We would also ask that any prospective faculty members be comfortable teaching Critical Race Theory and Intersectionality, as both are woven into the fabric of all of our courses.

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.

The Behavioral Sciences department houses three main disciplines: Sociology, Anthropology, and Psychology. Though Sociology graduates far more majors

than Anthropology, Sociology has far fewer sections and faculty. At one time, Sociology had 4 full-time faculty members. In 2009, it was down to just one. Over time, it has built itself back up to 3, but a 4th full-time position is needed! For spring '22, we have 3 adjunct faculty members who are maxed out at 3 sections each and two full-timers reluctantly taking overload assignments in order to keep our sections in the schedule of classes. The most recently hired adjunct (2020) is taking time off now while another adjunct is nearing retirement and another is actively interviewing elsewhere for full-time employment. One of our long-time adjuncts has also just retired and moved away. Recent adjunct searches have brought few qualified candidates forward. A full-time position would bring much-needed stability to the discipline and allow us to function with certainty, especially when one of our colleagues takes a sabbatical leave in the next few years.

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.

Sociology, by its very nature, attracts students of all backgrounds, especially those who are disproportionately impacted. It is particularly attractive to those students interested in looking at issues such as stratification, race, class, and gender. While classes in other Social Science research methods and statistics often ignore such issues, a Sociologist teaches research methods by examining just those things. Sociological research methods done right can help our students to understand not only the theories and facts they are given, but also how to go about doing the work to answer their own questions. Currently, students majoring in Sociology often find themselves with no choice but to take methods classes in Psychology or Statistics classes in Math because our research methods class is not staffed every semester. This is often daunting to students and keeps some away from completing our major. By bringing in a consistent presence in research methods, grounded in Sociology, we would be able to serve more students and teach methods using the social issues students who are disproportionately impacted will be able to relate to. Moreover, faculty in our department are encouraged to write or revise all of their syllabi and course materials using a DEI lens. Our CORs are currently being revised in this way as well. Our department, and the Sociology discipline in particular, are deeply committed to changing past practices and working for equity.

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

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

Sociology is the one discipline that looks at all aspects of society and uses its theory and methods to explain the many social problems we grapple with as a society. Students trained in Sociology and sociological research methods can go into the world armed with the tools to help

us better understand pandemics, racial injustice, violence, gender and sexual discrimination, wealth inequities, and a host of other issues plaguing our world today. No matter which fields our students may choose to pursue later on, if they start with a firm grounding in Sociology, their ability to see the world using their sociological imaginations will serve them and the rest of society well.

As we shift our focus statewide and district-wide to prioritizing diversity, equity, and inclusion, Sociology has become invaluable in helping people understand systemic racism, inequity and injustice. Critical Race Theory and the acknowledgment that racism is systemic is built into the fabric of our discipline. It is clear that our students understand the importance of studying Sociology as well. In recent years, the numbers in our Sociology for transfer major have grown significantly. As you can see on our data form, our degrees awarded have gone from 84 and 85 in 2018-2019 and 2019-2020 respectively to 111 in 2020-2021! The Sociology AA-T degree is now among the top 5 majors at SRJC, and we are core contributors to the largest major, Social and Behavioral Sciences. Growing Sociology at SRJC is an absolute necessity if we are to continue to serve the needs of our students.