

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: Tammy Sakanashi
Name of Department Chair: Katherine Magee
Name of Program Coordinator (if different):
Cluster: Health Sciences

CRITERION #1: DISCIPLINE/DEPARTMENT/PROGRAM NEEDS

Department: Health Sciences
Discipline: Associate Degree Nursing Program
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 type="checkbox"/> Yes <input checked="" 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 checked="" type="checkbox"/> Yes <input 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 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 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). There is substantial evidence that the demand for registered nurses will continue to exceed the supply in the designated "San Francisco Bay Area" region consisting of Alameda, Contra Costa, Marin, Napa, San Francisco, San Mateo, Santa Clara, Santa Cruz, Solano, and Sonoma counties. Sonoma county alone currently has 400+ open nursing positions, and ADN new graduates are able to obtain full-time employment within 1-2 months of receiving licensure, may have job offers prior to graduation. Impacts of the pandemic has exacerbated the registered nursing shortage.

Please cite source of data and include link.

healthimpact.org/wp-content/uploads/2019/12/Forecast-summary-report-2018-12-3.pdf

Projected labor market demand in Sonoma County (or larger regional area, if appropriate) over the next 3-5 years. It is forecasted that California will have a shortfall of 44,500 registered nurses by 2030. Nursing education programs graduate approximately 11,000 new nurses per year and are limited in growth by the parallel shortage of qualified nursing faculty. We may expect that San Francisco Bay Area nursing graduates will continue to enjoy robust labor market opportunities in the nursing profession through 2035.

Please cite source of data and include link. <https://bhw.hrsa.gov/sites/default/files/bureau-health-workforce/data-research/nchwa-hrsa-nursing-report.pdf>

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: 11

Number of contract faculty in discipline: 11

Total FTE of contract faculty (data provided): 11

Total FTE of reassign time for contract faculty: 1

Total FTE of overload assignments (data provided): .8987

Net loss/gain in number of discipline contract faculty from F18 to F21 (data provided): 2

Net loss/gain in number of discipline contract faculty at target site from F18 to F21 (if different from department; data provided): 2
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ADJUNCT FACULTY (current data; Fall 2021)
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Number of adjunct faculty members in department: 43

Number of adjunct faculty members in discipline: 43

Total FTE of adjunct faculty members (data provided): 18.13

RATIOS (historic data provided)
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% of adjunct FTE in department:

- | |
|---|
| <ul style="list-style-type: none">• Spring 2021: 73%• Fall 2020: 73%• Spring 2020: 76%• Fall 2019: 71%• Spring 2019: 78%• Fall 2018: 78% |
|---|

% of adjunct FTE in discipline, if different:

- | |
|---|
| <ul style="list-style-type: none">• 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
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Cite source for and provide link to above data: N/A

STUDENT DEMAND (historic data provided)
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Productivity (FTES/FTEF) over the past 3 years:

- | |
|--|
| <ul style="list-style-type: none">• Spring 2021: 10:1• Fall 2020: 8:1 - due to reduced student body r/t pandemic course cancellations• Spring 2020: 13:1• Fall 2019: 10:1• Spring 2019: 10:1 |
|--|

<ul style="list-style-type: none"> Fall 2018: 10:1
<p>Enrollment efficiency (fill rate) over the past 3 years (data provided):</p> <ul style="list-style-type: none"> Spring 2021: 224/240 Fall 2020: 168/240 Spring 2020: 235/240 Fall 2019: 231/240 Spring 2019: 226/240 Fall 2018: 222/240
<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? Last adjunct recruitment was 11/2020 and we hired 6 new adjuncts. Only 3 have been available to accept teaching assignments due to pandemic nursing demand.
<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"> 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: 108
- 2019-2020: 112

<ul style="list-style-type: none"> • 2020-2021: 54 - no December 2020 graduates related to pandemic course cancellations
<p>Number of ADT degrees awarded for each of the last 3 years (if applicable):</p> <ul style="list-style-type: none"> • 2018-2019: N/A • 2019-2020: N/A • 2020-2021: N/A
<p>Number of certificates awarded in discipline for each of the last 3 years (if applicable):</p> <ul style="list-style-type: none"> • 2018-2019: N/A • 2019-2020: N/A • 2020-2021: N/A

Program Review
<p>When last was the program reviewed under Policy 3.6? N/A</p> <p>What was the Policy 3.6 determination?</p> <div style="display: flex; flex-wrap: wrap;"> <div style="width: 33%;"><input type="checkbox"/> Vital</div> <div style="width: 33%;"><input type="checkbox"/> Further Information Require</div> <div style="width: 33%;"><input type="checkbox"/> Discontinue</div> <div style="width: 33%;"><input type="checkbox"/> Voluntary Discontinuance</div> <div style="width: 33%;"><input type="checkbox"/> Revitalize</div> <div style="width: 33%;"><input type="checkbox"/> Evaluation Report Req</div> <div style="width: 33%;"><input type="checkbox"/> Other</div> </div>
<p>% of SLOs assessed in discipline (data provided): 100% of the SLOs were assessed prior to major curriculum revision implemented in Fall 2020, the course numbers were changed at that time. We are in the process of re-assessing SLOs out of cycle to evaluate our curriculum revision outcomes on student performance.</p>

CRITERION #5: MANDATES
<p>This position request is required to fulfill a licensing and/or accreditation mandate?</p> <p><input checked="" type="checkbox"/> YES <input type="checkbox"/> NO</p> <ul style="list-style-type: none"> ▪ If yes: <ul style="list-style-type: none"> ○ Identify agency: California Board of Registered Nursing specifically The Nurse Practice Act as defined by the California Business and Professional Code Section 2729, and the California Code of Regulations Section 1427 ○ Provide language of requirement: 2729: "The Board of Registered Nursing is statutorily authorized to interpret, implement, and enforce the Nursing Practice Act and its regulations". 1427: Assurance that staffing is adequate in number and quality to ensure safe and continuous health care services to patients."

- Provide link to relevant language: <https://rn.ca.gov/practice/npa.shtml#ccr>

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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.

This recruitment request replaces two essential full-time contract positions in our associate degree nursing (ADN) program resulting from two vacancies in Spring 2020: (1) an unexpected resignation (Anna Valdez) and (2) the promotion of tenured faculty to Interim Associate Dean (Katherine Magee). The prelicensure nursing program is an integral piece of the Health Sciences professional career education program offerings, and is fully accredited by the California Board of Registered Nursing (BRN). Our program is the largest nursing program in Northern California, and supplies 100-120 new registered nurses each academic year to practice in communities which continue to experience nursing shortages from Sonoma County to the Oregon border. It is a rigorous program of study, but has a reputation for student success, as evidenced by our excellent 5-year average completion rate of 95% and our NCLEX licensure pass rate of 93%. ADN contract faculty must meet the minimum standards of qualification required by California state law. Our program, as have most nursing program nationally, has experienced difficulty in maintaining our BRN approved ratio of 13 full-time nurse educator positions, primarily due to retirements, but it is imperative to our student outcomes to achieve full contract staffing. Our growth as a program is limited by two main factors: maintaining full-time faculty and the limitations for student clinical placements for required practicum hours. This recruitment will achieve the needed stability of ADN faculty to ensure continued achievement of our SLOs and continue our outstanding level of student support.

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.

This request is essential to achieve our regulatory ratio of FTEF and to meet our programmatic learning objectives. The ADN program has a regulatory obligation to satisfy ratios of FTEF to FTES which are dictated by the California Business and Professions Code (Section 2729), our BRN program accreditation approval (California Regulations Code Section 1427), and the terms of the contracts SRJC maintains with the clinical agencies who supply our required clinical rotation placements. The need for full-time faculty is based upon a regulatory calculation. We have a large 240-student body each semester (most California ADN programs have 30-50 students/academic year). The required instructor to student ratios for clinical hours (which include clinical practicum, skills, and simulation) varies from 1:8 to 1:10 and our approval is for 50% full-time faculty. We use 1:9 as the average ratio for the calculation $[240/9/2=13]$. Further, because of the size of our program, we will continue to utilize adjunct faculty significantly to fill the required instructional shifts in skills lab and clinical rotations. The benefits of a sufficient complement of full-time nursing faculty members are numerous, from providing essential stability for planning and curriculum functions to providing the levels of availability that students need outside of the classroom. Our department workload is high, all ADN contract faculty participate fully in achieving the objectives of our programmatic conceptual framework "Readiness for Practice". These are not empty words but goals for educating safe, high quality new nurses, and faculty often spend many more hours than their assigned load in accomplishing what is required to educate nurses who are ready for the pace, volatility, and responsibility of nursing practice.

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.

The nurse educators who will fill these positions will be dedicated contributors to our program's stated mission and philosophy, which has included the commitment to diversity, inclusion, and equity for many years. Additionally, one of the core provisions of the Nursing Code of Ethics addresses the duty of all nurses to integrate the principles of social justice every day in their practice, this means our faculty delivers curriculum containing integrated and stand-alone content which address the issues and obligations to provide for social justice, particularly in the healthcare access/prevention/education equity gap. Our success in serving underrepresented populations is evidenced in several key areas: (1) Our faculty has become increasingly more

diverse with each cycle of full-time and adjunct recruitment in the past 5 years; (2) the ADN student body demographics are comparable to or exceed the race/ethnicity/gender demographics of Sonoma County [African-American 7.5% vs 1.3%, Latinx 28% vs 26.3%, White 54% vs 77%, Other 10.5% vs 8%]; (3) although our program has impacted enrollment, we are able to achieve this diversity by our admissions selection process which has achievable benchmarks for qualifications to apply; (4) once admitted, we offer enhanced student support through grant-funded tutoring by full-time faculty; and (5) our ADN program has retained its low cost of enrollment and offers financial assistance to allow participation by our socio-economically disadvantaged population. Our nursing faculty proudly embraces this long-term commitment to overcome barriers and close equity gaps for our students to achieve their professional goals as registered nurses.

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

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

Successfully recruiting these two positions will ensure that the ADN program has adequate instructors available to manage the current teaching assignments for our very large nursing program. ADN enrollment remains robust to help meet the local nursing demand, and this is also the basis for the grant funding we receive for this purpose. The ADN program has consistently maintained high enrollment efficiency, retention, and degree completion. It is well documented that our graduates do meet that critical workforce demand in our community and positively impact community health, as detailed in the Data Form. We are a Chancellor's Gold Star program, and currently our graduates are being offered multiple full-time nursing positions, many of which pay higher hourly wages than our experienced faculty make teaching at Santa Rosa Junior College. We are current with curriculum review and are assessing our revised SLOs after implementing a major curriculum revision in Fall 2020. This curriculum revision was prompted to improve unit/hour alignment for our nursing students to easily transition into Baccalaureate in Nursing completion programs, as well as to better prepare our graduates for the evolving workforce needs in health care. Over 60% of our diverse graduates earn their BSN within one year of graduation from SRJC through matriculation partnerships with Sonoma State and the University of Phoenix. The ADN program also collaborates with other universities to provide concurrent enrollment opportunities in BSN programs, which optimize our student's future career success. SRJC faculty/nurses are truly serving the healthcare needs of our society.