

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

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

Department: Health Sciences
Discipline: Pharmacy Technician
Instructional type (Check all that apply): <input checked="" type="checkbox"/> Credit <input type="checkbox"/> Non-Credit <input type="checkbox"/> Allied <input checked="" 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 type="checkbox"/> Yes <input checked="" 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 checked="" 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 checked="" type="checkbox"/> Yes <input type="checkbox"/> No

- If yes, identify expertise and service or course need: In recent years we have only had adjunct faculty to teach this program. The program coordinator was an adjunct faculty member and not a pharmacist. This program was put on hiatus because the enrollment had dropped significantly since the full time program coordinator retired in Spring 2016.

#### CE Position Requests Only

Current labor market demand in Sonoma County (or larger regional area, if appropriate). In California, the number of Pharmacy Technicians is expected to grow much faster than average growth rate for all occupations. Jobs for Pharmacy Technicians are expected to increase by 13.3 percent, or 5,000 jobs between 2018 and 2028. The median wage in 2021 for Pharmacy Technicians in California is \$46,005 annually, or \$22.12 hourly. The median wage for Pharmacy Technicians in Sonoma County is \$50,035, or \$24.06 hourly, 9% higher than California overall.

Please cite source of data and include link. 8.8 Employment Development Department State of California

<https://www.labormarketinfo.edd.ca.gov/OccGuides/detail.aspx?Soccode=292052&Geography=0601000000>

Projected labor market demand in Sonoma County (or larger regional area, if appropriate) over the next 3-5 years. Good job opportunities are expected for full-time and part-time work, especially for Technicians with formal training or previous experience. Employment of Pharmacy Technicians is expected to grow because of the increased pharmaceutical needs of a larger, older population. The median wage

Please cite source of data and include link. California Employment Development Department, Labor Market Information Division

<https://www.labormarketinfo.edd.ca.gov/OccGuides/SummaryPrint.aspx?Soccode=292052&Geography=0604000097>

#### 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: 0

Total FTE of contract faculty (data provided): 15.18

Total FTE of reassign time for contract faculty:
Total FTE of overload assignments (data provided): 1.41
Net loss/gain in number of discipline contract faculty from F18 to F21 (data provided): 1 retired in 2016
Net loss/gain in number of discipline contract faculty at target site from F18 to F21 (if different from department; data provided): N/A

<b>ADJUNCT FACULTY (current data; Fall 2021)</b>
Number of adjunct faculty members in department: ___ in Fall '21 ___ in Fall '20
Number of adjunct faculty members in discipline: 0 in Fall '21 (hiatus); 4 in Fall '20
Total FTE of adjunct faculty members (data provided): 0 in Fall '21 (hiatus); 0.67 in Fall '20

<b>RATIOS (historic data provided)</b>
% of adjunct FTE in department: <ul style="list-style-type: none"> <li>• Spring 2021: 68%</li> <li>• Fall 2020: 66%</li> <li>• Spring 2020: 64%</li> <li>• Fall 2019: 63%</li> <li>• Spring 2019: 66%</li> <li>• Fall 2018: 63%</li> </ul>
% of adjunct FTE in discipline, if different: <ul style="list-style-type: none"> <li>• Spring 2021: 100%</li> <li>• Fall 2020: 100%</li> <li>• Spring 2020: 100%</li> <li>• Fall 2019: 100%</li> <li>• Spring 2019: 88%* must be in error since there are no FT faculty teaching in Pharm</li> <li>• Fall 2018: 100%</li> </ul>

<b>ALLIED ASSIGNMENTS (Counseling, DRD, Athletics, Library, etc.)</b>
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: 8.04
- Fall 2020: 11.61
- Spring 2020: 10.30
- Fall 2019: 10.49
- Spring 2019: 12.29
- Fall 2018: 12.62

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

- Spring 2021: 48%
- Fall 2020: 73%
- Spring 2020: 63%
- Fall 2019: 76%
- Spring 2019: 71%
- Fall 2018: 58%

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: The Pharmacy Technician program which is hiatus right now will be closed permanently if we do not have a contract faculty member that can oversee the program.

**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: 3
- 2019-2020: 6
- 2020-2021: 4

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: 12
- 2019-2020: 11
- 2020-2021: 5

**Program Review**

When last was the program reviewed under Policy 3.6? Due 2020, postponed due to pandemic.

What was the Policy 3.6 determination?

- |   |  |  |
|---|--|--|
| <input 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): 54.55% Pharm Tech

**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 Health Sciences Department has 10 programs in nursing and allied health disciplines, with the Pharmacy Technician program being one of them. All of the programs in the Health Sciences department, except for the Pharmacy Technician program, are coordinated by contract faculty and these programs have high enrollment efficiencies and high completion rates. Since 2016 when the Pharm Tech contract faculty program coordinator (PC) retired, the Pharm Tech program has been coordinated by an adjunct faculty that did not have any direct pharmacy experience. Although the adjunct PC worked hard to maintain the program, the enrollment of the program dropped significantly from an enrollment efficiency of 93.2% in Fall 2012 to 58% in Fall 2018. The number of certificates (2012/13 = 50 ; 2018/2019 = 12) and AS degrees (2012/13 = 18; 2018/19 = 3) declined as well. If a contract faculty with a Pharmacy or Pharmacy Technician degree is hired to coordinate the Pharm Tech program this program could achieve the degree of success as those at Foothill College and Cerritos College, which both have impacted Pharm Tech programs.

#### **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 current FTES demand for Pharm Tech is zero since the program has been on hiatus starting Fall 2021. However, a contract faculty program coordinator and the adjuncts that we have in the pool would more than adequately cover the needs of the program. We have had inquiries from local drug stores such as CVS, Walgreens and Walmart to help them find Pharmacy technicians. All of these stores are willing to take on our students as externs at their stores, a requirement for Pharm Tech licensure. The demand for Pharm Techs is high with the pandemic but is also anticipated to continue to be high due to the increased needs of the older adult population for prescriptions. Hiring a pharmacist or pharmacy technician as the program coordinator would be instrumental in helping with recruitment for the program and also program revision. The program could be streamlined and coordinated with the local drug stores to minimize the units students needed. Although the current approved Pharm Tech program certificate can be completed in 1 year, it requires many more hours of didactic education than is needed to become a certified pharmacy technician. A revised curriculum that is in line with the current industry needs would improve the ability of the Pharm Tech program to produce completers and help students gain immediate employment. In terms of facilities, we currently have a pharmacy lab set up for the Pharm Tech program and a mock pharmacy with a point of sale computer that support the program.

**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 Pharm tech certificate has been key to an entry level job in a allied health area that pays a good wage. The demographics of students in this program have shown that a higher percentage of Hispanic/Latinx (Sp'20 = 44%; X'20=57%; F'20=51%) students compared to White (Sp'20=20%; X'20=23%; F'20=33%) students make up the enrollment, indicating this is an excellent opportunity for Hispanic/Latinx students to enter into a healthcare profession with many benefits. This is especially important given the expected increase in the number of job openings in this area in the future. Having a Pharm Tech certificate will provide these students a way to earn a good income (median salary in Sonoma count is \$50,000) and open up possibilities for career advancement.

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

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

Approving this position directly supports the strategic goals of the District, first by serving our diverse communities. The Pharm Tech program meets the educational needs of our changing demographics with a focus on the increasing Latino/a population. Second, it will help foster learning and academic excellence by providing a viable and responsive instructional program that increases the learning and success of our diverse students.

In terms of state-wide initiatives this position and the Pharm Tech program lifts communities up by engaging them in jobs for tomorrow. The 1 year Pharm Tech degree/certificate program that partners with local business will increase the number of students from underrepresented populations that are able to enter an emerging job in the healthcare area.

According to the Projections of Employment by Occupation, jobs for pharmacy technicians in California are going to rise by 13.30 percent from 2018 and 2028. Oakland, San Francisco, Hayward and Santa Rosa are the metropolitan areas that offer the highest pharmacy technician compensation. On average, a pharmacy technician's salary in Santa Rosa is \$52,810 per annum (<https://www.pharmacytechnicianguide.com/Salary/California/>). Overall, the support of this position and the Pharm Tech program will help students that are searching for a career in allied health area but do not want or cannot currently invest years in preparation for a health career, find a good entry level job which may lead them to into other allied health areas.

As a community college our vision is to the point: making sure students from all backgrounds succeed in reaching their goals and improving their families and communities, eliminating achievement gaps once and for all. Supporting the development of a Pharmacy Technician program at Santa Rosa Junior College is an excellent way to work toward this vision.