

**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: Matt Markovich
Name of Department Chair: Lenny Wagner
Name of Program Coordinator (if different):
Cluster: Kinesiology, Athletics and Dance

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

Department: KAD
Discipline: Athletics/Generalist
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 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 checked="" 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: Intercollegiate Volleyball

<b>CE Position Requests Only</b>
Current labor market demand in Sonoma County (or larger regional area, if appropriate). N/A  Please cite source of data and include link. N/A
Projected labor market demand in Sonoma County (or larger regional area, if appropriate) over the next 3-5 years. N/A  Please cite source of data and include link. N/A

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

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

<b>CONTRACT FACULTY (current data; Fall 2021)</b>
Number of contract faculty members in department: 14
Number of contract faculty in discipline: 0 Volleyball / 13 in rest of Kinesiology
Total FTE of contract faculty (data provided): 10.11
Total FTE of reassign time for contract faculty: 1.56
Total FTE of overload assignments (data provided): 1.82
Net loss/gain in number of discipline contract faculty from F18 to F21 (data provided): 3 Loss and 3 Gain
Net loss/gain in number of discipline contract faculty at target site from F18 to F21 (if different from department; data provided): 3 Loss and 2 Gain

<b>ADJUNCT FACULTY (current data; Fall 2021)</b>
Number of adjunct faculty members in department: 40
Number of adjunct faculty members in discipline: 35
Total FTE of adjunct faculty members (data provided): 8.66

**RATIOS (historic data provided)**

% of adjunct FTE in department:

- Spring 2021: 47%
- Fall 2020: 41%
- Spring 2020: 51%
- Fall 2019: 49%
- Spring 2019: 48%
- Fall 2018: 54%

% of adjunct FTE in discipline, if different:

- Spring 2021: 39%
- Fall 2020: 40%
- Spring 2020: 46%
- Fall 2019: 46%
- Spring 2019: 44%
- Fall 2018: 50%

**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: N/A

**STUDENT DEMAND (historic data provided)**

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

- Spring 2021: 11.64
- Fall 2020: 12.66
- Spring 2020: 15.47
- Fall 2019: 15.74
- Spring 2019: 16.26
- Fall 2018: 16.35

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

- Spring 2021: 72%
- Fall 2020: 75%
- Spring 2020: 78%
- Fall 2019: 84%
- Spring 2019: 83%
- Fall 2018: 85%

Is the department/discipline able to meet staffing demands with current adjuncts?



YES



NO

<ul style="list-style-type: none"> <li>If no, when was the last adjunct hiring process and how many were hired? N/A</li> </ul>
If this position is not approved, will core classes be cancelled? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <ul style="list-style-type: none"> <li>If yes, please explain:</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: 2
- 2019-2020: 6
- 2020-2021: 7

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

- 2018-2019: 21
- 2019-2020: 14
- 2020-2021: 9

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

- 2018-2019: 12
- 2019-2020: 22
- 2020-2021: 26

**Program Review**

When last was the program reviewed under Policy 3.6? 2018

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): 40.70%

**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 Kinesiology, Athletics, and Dance cluster is requesting a faculty position for the Santa Rosa campus. This position will serve as a Kinesiology Generalist and Head Women's Volleyball Coach. This position is described in the PRPP, and has been a department need for the last 20 years. At the end of this Fall we will lose one of our full-time instructors. The FTEF to support this position is already in the cluster. This position will consolidate an adjunct load as well as pick up some of the load being left behind by the retirement.

The CCCAA state office has identified through our annual R4 document that SRJC has a significant gap in the numbers of male student-athletes to female student-athletes. They have encouraged us to start a beach volleyball team. Starting beach volleyball should be a priority for SRJC athletics. Hiring this position is a growth opportunity, it will give us the ability to increase the numbers on our indoor women's volleyball team, as well as provide the potential to start an women's outdoor beach volleyball team and increase the number of FT women student-athletes. What makes KAD a strong cluster is our full-time faculty. Adding to this group as we lose a very experienced and strong leader will help us continue the excellence we work towards each semester.

**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 Kinesiology, Athletics, and Dance cluster is requesting a FT faculty position for the Santa Rosa campus. This position will serve as a Kinesiology Generalist for 40% of the annual load, as well as hold the responsibility of Head Women's Volleyball Coach for the remainder 60% of the annual load. The Women's Volleyball program has supported an average 15-20 FT student athletes each semester and currently supports 18 FT student-athletes. With a FT coach we would expect this program to accommodate 20-22 FT student-athletes each year. In addition, the KAD cluster would like to add a Women's Beach Volleyball team. By adding the additional roster, the team has the potential to recruit an additional 10-15 FT student-athletes. On average our FT student-athletes take 16.9 units a semester as well as another 6 units in the summer, which benefits all departments on campus.

**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.

With-in our athletic department the women, as you will see below in Criterion #4 are a disproportionately impacted population. This position is needed to improve the success rates of our Women Volleyball student-athletes on the court, in the classroom, and most importantly in their lives. Many of these student-athletes look toward their on-campus coach as a person from whom they can seek guidance. The FT coach provides accessibility to the student-athletes for more than help in the classroom. Having another FT person on campus will improve that support system. The FT coach has the ability to focus on student learning in preparation for transfer, provide support to increase the retention rate of our student-athletes and support the district through recruiting efforts, outreach, community relations and campus culture. Our women volleyball student-athletes are a diverse group of students and deserve the same opportunity to be coached by a FT faculty member. It would be a prudent for us to provide equal opportunity to student success for our female student athletes.

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

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

Title IX: Unique to athletics, the Title IX athletic "Laundry List" calls for efforts towards equity in number of male student-athletes versus female student-athletes benefitting from FT coaches. The KAD department has 5 FT coaches of men's teams. Which coach about 217 FT male student-athletes each year. 2 FT coaches who coach both men and women's teams (6 teams) about 75 Men and 52 women FT student-athletes. There are only 2 FT coaches for women's teams (41 FT female student-athletes). On average 91% of male student-athletes benefit from FT coaching.

While only 69% of female student-athletes benefit from FT coaching. With the possibility of expanding the Women's Volleyball program by adding a Beach Volleyball team, the number of female student-athletes benefiting from a FT coach can increase dramatically. The addition of a Women's Volleyball Coach is the right and ethical thing to do for gender equity and to meet Title IX mandates.