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: Robert Holcomb
Name of Department Chair: Eric Thompson
Name of Program Coordinator (if different): Emmanuel Raymundo
Cluster: LAAF Language Arts and Academic Foundations

CRITERION #1: DISCIPLINE/DEPARTMENT/PROGRAM NEEDS
Department: Humanities and Religious Studies
Discipline: Humanities
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:The department desided to postpone this request until this year because at the time the PRPP was filled out the retirement status of a FT faculty member was uncertain, and we needed more conversation and planning for the future of the department and programs
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:

Would this position provide expertise that current discipline faculty do not possess?
☒ Yes   ☐ No   •   If yes, identify expertise and service or course need: Special Expertise is sought in various ethnic studies disciplines in view of curriculum development plans

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: 2
Number of contract faculty in discipline: 1
Total FTE of contract faculty (data provided): 2
Total FTE of reassign time for contract faculty: 0.26
Total FTE of overload assignments (data provided): 0.00
Net loss/gain in number of discipline contract faculty from F18 to F21 (data provided): 1.5
Net loss/gain in number of discipline contract faculty at target site from F18 to F21 (if different from department; data provided):

ADJUNCT FACULTY (current data; Fall 2021)
Number of adjunct faculty members in department: 8
Number of adjunct faculty members in discipline: 8

Total FTE of adjunct faculty members (data provided): 39%

RATIOS (historic data provided)
% of adjunct FTE in department: • Spring 2021: NA   • Fall 2020: NA   • Spring 2020: NA   • Fall 2019: NA   • Spring 2019: NA   • Fall 2018: NA
% of adjunct FTE in discipline, if different: • Spring 2021: 39   • Fall 2020: 42   • Spring 2020: 58   • Fall 2019: 62   • Spring 2019: 57   • Fall 2018: 60

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: 12.53   • Fall 2020: 12.97   • Spring 2020: 14.26   • Fall 2019: 15.92   • Spring 2019: 14.07   • Fall 2018: 14.47
Enrollment efficiency (fill rate) over the past 3 years (data provided):   • Spring 2021: 86%   • Fall 2020: 88%   • Spring 2020: 81%   • Fall 2019: 91%   • Spring 2019: 84%

• Fall 2018: 86%

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: 125 • 2019-2020: 100 • 2020-2021: 108
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: • 2019-2020: • 2020-2021:

Program Review

When last was the program reviewed under Policy 3.6? NA

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): 22.22%

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:

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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 Humanities program is requesting one tenure faculty hire.

The department must replace a faculty member who retired at the end of Spring 2021. Currently, there is only one full-time faculty member.

While initiatives aimed at curricular renewal have been implemented during the last few years, the Humanities program require appropriate level of staffing commensurate with the amount of labor required for an academic department. Faculty is required.

Be it our program or the discipline at large, the Humanities is stuck. Firmly planted in Europe, the Humanities curriculum is chained to the ancients, "the classics" and the "Great Books". This would be adequate if the Humanities were area studies and Europe was treated as one of many regions requiring attention. Unfortunately, the Humanities as it is currently deployed, is exclusively European. The Humanities, including core courses in our roster, replicate a very specific and biased worldview. This can be addressed with a renewed curriculum that includes courses examining humanistic values and traditions outside the West as part of the curriculum rather than ancillary to it.
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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.

Humanities regularly offers 7 courses. Of these, 3 are culturally outdated and should not be in the curriculum in its current form:
"The Culture and Heritage of Western Man"
"Western Culture"
Western Humanities"
The biases of these courses, be it according to gender, culture or otherwise, warrant their retirement or considerable revision. Humanities offers only 4 courses with regularity:
5 World Humanities
6 Humanities in the U.S.
7 Introduction to Humanities
14 Popular Culture in the U.S.
For Fall 2022
24 California Cultures
25 Monsters
26 Friendship
Only one of these (Popular Culture), was created in the last 5 years (by the last tenure hire). This faculty has also reviewed these courses as they came up for renewal (World and Introduction) or as the department sought changes (U.S.). This faculty has been teaching a full course load from Fall 2015 to Fall 2021 and exclusively as the only faculty from Spring 2019 when the other contract faculty reduced her course load towards retirement (in Spring 2021).

Humanities must receive a tenure hire to maintain the program and devote resources towards renewal. This means hiring faculty. While the last tenure hire (in 2015) has created 4 other courses, the labor required for teaching and everyday curricular management let alone curricular development exceeds the capacity of current personnel. Current faculty is bearing a disproportionate amount of labor. New faculty must be hired

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 Humanities, as it is presently conceived, fails to meet student equity needs.

The first Humanities course in the catalog, Humanities 1, is titled "The Cultural Heritage of Western Man." The Course Outline of Record for courses like "Western Humanities" is the equivalent of a "Great Civilizations" course.

The Humanities as it is conventionally deployed is representative of humankind's best and what it means to be human. If the Humanities is centered on "the culture and heritage of Western man", it does so at the erasure of the rest of the world.

New faculty to renew the curriculum would serve disproportionately affected students. Faculty will create courses that thoughtfully include the cultures of people and groups outside of Europe and antiquity.

More course choice for students == graduation requirements fulfilled

We will serve students from groups that have been disproportionately subjected to exclusion or mischaracterization especially in the educational curriculum.

This Department will help students overcome barriers in several areas.

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

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

Hiring a Humanities faculty aligns with District, State and societal needs.

The faculty hired would be devoted to reorienting the Humanities to include cultures and peoples outside of Europe.

This reinvigorated Humanities department that approaches "humanities" from a broader cultural perspective fits in line with the creation of the forthcoming Ethnic Studies Department.

This Department is the material embodiment of the States's mandate for an Ethnic Studies credit and the District's public support of creating said Department.

The Humanities can play an important role, in partnership with the Ethnic Studies Department, in broadening the reach of courses focusing on marginalized populations.

Faculty hired would devote time to developing partnerships with other departments. Doing so would identify an audience for enrollment.

It would also loosen "diversity" from the confines of one department into activities and values shared across the College.

A renewed Humanities program with an academic curriculum that include non-Western perspectives on culture or civilizational achievement would help students overcome barriers in several areas including graduation. Hiring Humanities faculty means more courses and more choices for students to fulfill the state-mandated Ethnic Studies course requirement.