

Santa Rosa Junior College

Faculty Staffing 2021-22 Data form

Generalist with concentration in Asian and/or Native American, Mesoamerican, Mexican, and African philosophies

Submitter Information

Name of Cluster Dean: Robert Holcomb
Name of Department Chair: Sarah Lesson
Name of Program Coordinator (if different):
Cluster: Languages, Arts, and Academic Foundations

CRITERION #1: DISCIPLINE/DEPARTMENT/PROGRAM NEEDS
Department: Philosophy
Discipline: Philosophy
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 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: Eastern Philosophical and Non-Analytic Traditions

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CE Position Requests Only
Current labor market demand in Sonoma County (or larger regional area, if appropriate). NA 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: 5
Number of contract faculty in discipline: 5
Total FTE of contract faculty (data provided): 5.0
Total FTE of reassign time for contract faculty: 1.0
Total FTE of overload assignments (data provided): 1.4
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): NA

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): 4.6

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RATIOS (historic data provided)

% of adjunct FTE in department:

- Spring 2021: 45%
- Fall 2020: 44%
- Spring 2020: 25%
- Fall 2019: 29%
- Spring 2019: 36%
- Fall 2018: 44%

% of adjunct FTE in discipline, if different:

- 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:

Cite source for and provide link to above data:

STUDENT DEMAND (historic data provided)

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

- Spring 2021: 13.47
- Fall 2020: 15.19
- Spring 2020: 13.78
- Fall 2019: 15.89
- Spring 2019: 15.15
- Fall 2018: 14.56

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

- Spring 2021: 79%
- Fall 2020: 89%
- Spring 2020: 81%
- Fall 2019: 94%

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<ul style="list-style-type: none">• Spring 2019: 86%• Fall 2018: 82%
Is the department/discipline able to meet staffing demands with current adjuncts? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO <ul style="list-style-type: none">• 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? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <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: 3
- 2019-2020: 3
- 2020-2021: 2

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

- 2018-2019: 3
- 2019-2020: 5
- 2020-2021: 3

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Number of certificates awarded in discipline for each of the last 3 years (if applicable): <ul style="list-style-type: none">• 2018-2019: NA• 2019-2020: NA• 2020-2021: NA
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Program Review
When last was the program reviewed under Policy 3.6?
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):

CRITERION #5: MANDATES
This position request is required to fulfill a licensing and/or accreditation mandate? <input type="checkbox"/> YES <input checked="" type="checkbox"/> NO ▪ If yes: <ul style="list-style-type: none">○ Identify agency:○ Provide language of requirement:○ Provide link to relevant language:

2021-2022 SRJC Faculty Staffing Process

Narrative Form

DUE WITH DATA 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)

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.

Position Requested: Philosophy instructor, serving in the Philosophy Department on the Santa Rosa campus, with concentrations in Asian philosophical traditions and/or Native American, Mesoamerican, Mexican, and African philosophies. All of the courses this instructor teaches will be for-credit courses.

Current Contract Faculty Considerations: Between the years of 2010 and 2016, the philosophy department shrank from seven full time instructors to four. In 2016, we hired a replacement for one of those lost positions, and in 2020 we hired an additional full-time instructor. With the recent retirement of our colleague via the ERI, we now sit at five contract faculty members. Our recently retired colleague was the only contract faculty member with expertise in Eastern philosophical traditions, which include Buddhism, Confucianism, Taoism, and Jainism, among others. These topics are of perennial interest to students. Our colleague's departure leaves a significant gap in our ability to continue to offer classes that have been reliably popular and contributed to SRJC's commitment to educating global citizens.

Current Adjunct Faculty Considerations: In our discipline, contract faculty currently teach less than half the classes in our discipline (48%) and 7% of that is as hourly overload. All but one adjunct is over the retirement age, and many have begun to transition into retirement by teaching fewer sections or have announced plans to retire in the coming year. We have had a difficult time attracting younger qualified adjuncts to the pool, and the last two adjuncts we did hire are no longer with us; one did not make it past probationary review,

and one took a full-time position elsewhere. In fall of 2019 we reviewed applications for the pool and were unable to find any to interview. We will again attempt to hire adjuncts into the pool this year.

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.

Instructional Impact: Thousands of students pass through the philosophy department on their way to an SRJC degree each year. This is primarily due to the critical thinking requirement for graduation and transfer. As such, it matters to all students, not just philosophy majors, who we have teaching our critical thinking and philosophy classes. This new instructor would teach 2 – 3 critical thinking classes a semester, and the rest of their load would be teaching core classes in philosophy, including the Eastern philosophy classes formerly taught by our retired colleague and the hopeful development of courses representing wisdom traditions outside the European canon.

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 Philosophy department is eager to contribute to the district's ongoing equity efforts. We won't beat around the demographic bush – our discipline faculty are mostly white, predominantly male (9 men, 3 women, all cisgender), and predominantly older (all above 40, a majority over retirement age). Our collective demographic homogeneity makes it difficult for us to fully live up to the district's equity commitments. The recent retirement in our department is an opportunity to bring on board a new fulltime colleague who is ready to provide student-centered, diversified, culturally responsive instruction in both required Gen Ed classes and enriching electives. Should we be granted this position, we have an aggressive recruitment strategy planned to ensure a diverse, competitive applicant pool.

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

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

The philosophy department plans to grow in accordance with the needs and interests of the study body. Further, we plan to actively participate in initiatives like Lanzamiento and our college's broader goal to increase the cultural diversity of curriculum.

In terms of efficiency, our discipline is incredibly efficient. Beyond the costs of salaries, philosophy takes little resources to run, and yet we regularly serve above-average numbers of students. Under the new Student-Centered Funding Formula, the courses that would be implemented through this new faculty position would support the metrics of transfer and degree completion plus student equity indicators for disproportionately impacted student populations

Degrees, Certificates, Prerequisites, and/or General Education: Despite our relatively small size, we teach approximately 50 sections of critical thinking classes that fulfill CSU, UC, and SRJC graduation requirements every year, and we teach 30+ sections of classes that meet humanities requirements for various curricular patterns. Thus, we play a large role in the general education of SRJC students.

For the past 5 years, we have had approximately 5-10 majors per year. However, the number of philosophy *concentrators* is larger than the number of philosophy majors (closer to 25 or 30 per year), since many of our concentrators transfer into BA philosophy programs without filing for an AA or officially declaring philosophy as an SRJC major. Further, many students on campus are *interested* in philosophy but not interested in majoring in philosophy. Our specialty classes like Contemporary Moral Problems and Environmental Philosophy are very popular, regularly fill, and regularly inspire transformative experiences and growth in our students. We expect courses in Eastern Philosophy would continue to be as popular and impactful as ever if we were to hire a replacement for our recently retired colleague.

CTE Positions Not applicable to this position.

District Impact Both the SRJC Academic Senate and the Office of the President have acknowledged the legitimacy of recent demands from our community to tackle systemic obstacles to equity. For all the reasons mentioned above, we believe the position we are requesting can be part of making progress in this regard.