

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: Regina Guerra (Petaluma); Kerry Loewen (Arts & Humanities)
Name of Department Chair: Leslie McCauley
Name of Program Coordinator (if different): Emily Melville
Cluster: Petaluma Campus/Arts & Humanities

CRITERION #1: DISCIPLINE/DEPARTMENT/PROGRAM NEEDS

Department: Theatre Arts & Fashion
Discipline: Fashion Studies
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 type="checkbox"/> SR <input checked="" 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"><input checked="" type="checkbox"/> in department's degree program<input checked="" 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: Program Lead/Anchor Faculty

CE Position Requests Only	
Current labor market demand in Sonoma County (or larger regional area, if appropriate).	
Occupation	2019 Jobs
Fashion Designers	96
Merchandise Displayers and Window Trimmers	721
Fabric and Apparel Patternmakers	N/A
Total	817
Please cite source of data and include link. EMSI 2020.4 Economic Modeling Specialists International (EMSI) https://www.economicmodeling.com/	
Projected labor market demand in Sonoma County (or larger regional area, if appropriate) over the next 3-5 years.	
Occupation	2024 Jobs
Fashion Designers	100
Merchandise Displayers and Window Trimmers	736
Fabric and Apparel Patternmakers	N/A
Total	836
Please cite source of data and include link. EMSI 2020.4 Economic Modeling Specialists International (EMSI) https://www.economicmodeling.com/	

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: 4 + 1 @ 100% SRT
Number of contract faculty in discipline: 0
Total FTE of contract faculty (data provided): 0
Total FTE of reassign time for contract faculty: 0
Total FTE of overload assignments (data provided): 0
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): 0
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ADJUNCT FACULTY (current data; Fall 2021)
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Number of adjunct faculty members in department: 11

Number of adjunct faculty members in discipline: 3
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Total FTE of adjunct faculty members (data provided): 1.61
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RATIOS (historic data provided)
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% of adjunct FTE in department:

- | |
|---|
| <ul style="list-style-type: none">• Spring 2021: 36%• Fall 2020: 65%• Spring 2020: 82%• Fall 2019: 60%• Spring 2019: 59%• Fall 2018: 61% |
|---|

% of adjunct FTE in discipline, if different:

- | |
|--|
| <ul style="list-style-type: none">• Spring 2021: 99%• Fall 2020: 100%• Spring 2020: 100%• Fall 2019: 100%• Spring 2019: 101%• Fall 2018: 100% |
|--|

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:

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: 9.14• Fall 2020: 9.28• Spring 2020: 9.57• Fall 2019: 12.03• Spring 2019: 11.37 |
|---|

<ul style="list-style-type: none"> Fall 2018: 11.63
<p>Enrollment efficiency (fill rate) over the past 3 years (data provided):</p> <ul style="list-style-type: none"> Spring 2021: 85% Fall 2020: 88% Spring 2020: 78% Fall 2019: 96% Spring 2019: 93% Fall 2018: 92%
<p>Is the department/discipline able to meet staffing demands with current adjuncts?</p> <p><input checked="" type="checkbox"/> YES <input type="checkbox"/> NO</p> <ul style="list-style-type: none"> If no, when was the last adjunct hiring process and how many were hired?
<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: 3
- 2019-2020: 4
- 2020-2021: 2

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: 5
- 2019-2020: 14
- 2020-2021: 7

Program Review

When last was the program reviewed under Policy 3.6? 2019

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 checked="" type="checkbox"/> Revitalize | <input type="checkbox"/> Evaluation Report Req |
| <input type="checkbox"/> Other | | |

% of SLOs assessed in discipline (data provided): 3.13%

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 Department of Theatre Arts and Fashion is requesting a full-time faculty member to anchor the Fashion Studies program on the Petaluma Campus. Fashion is a dynamic program that is a separate discipline with different needs from Theatre Arts. The full-time Fashion faculty member would teach a range of Fashion courses and would serve as Coordinator for the program. There has not been an anchor faculty to lead the Fashion program since 2015 when the previous full-time faculty member retired. Since that time all program coordination responsibility has been placed on adjunct Fashion faculty. Full-time Theatre Arts faculty are not qualified to teach Fashion which has different minimum qualifications and curriculum. In addition, Fashion has recently moved to Petaluma and is no longer conveniently located next door to the Burbank Theater that is home to Theatre Arts.

The new fashion classroom on the Petaluma Campus is larger and more modern than its previous home in Santa Rosa. Recent work on updating the curriculum and certificates have been successful in making the program more apparel industry focused. With the leadership of a full-time faculty member serving as coordinator, the program has the opportunity to work on expanding class offerings (including online), and to increase enrollment, support students who wish to transfer to four year fashion programs, and boost certificate completion through more robust outreach and recruitment.

The Department of Theatre Arts and Fashion strongly supports the addition of a full-time Fashion position on the Petaluma Campus.

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 full-time Fashion faculty member would teach at all levels in the Fashion degree and certificate program. Current adjuncts are able to cover FTEF, but a full-time faculty member would help to expand the support and structure of the program outside the classroom. As the anchor faculty on the Petaluma Campus, they would act as primary student contact for advising on the program's certificate and degrees. As the program lead, they would focus on outreach and retention, and connecting students with scholarships, internships and jobs.

The faculty member would support the program's adjunct faculty and provide professional development opportunities. They would coordinate and collaborate with other faculty and programs on the Petaluma Campus and represent the program at campus wide events such as LumaFest.

A full-time faculty member would be responsible for the planning and implementation of the Annual Design Contest, a popular program which gives students an opportunity to demonstrate the skills they have learned. The contest is judged by faculty and industry professionals and prizes are awarded to the winners. This contest is very exciting and motivating for students and brings additional interest to the program. Additionally, the full-time faculty member would support the production of the Spring Fashion Show. In 2018 and 2019 the show was held in Bertolini Student Center on the Santa Rosa Campus and was a successful and well attended event. The fashion show is an opportunity to reward the hard work of our students and to promote the program and SRJC within the community.

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 the move to Petaluma, Fashion hopes to leverage their location at the southern end of Sonoma County to reach out to currently un-tapped populations of students in Marin, Napa, SF, and the East Bay. Having a full-time faculty with the resources and time to visit high schools and college fairs around the North Bay will help to advertise and promote the program. Many students are intimidated by the size of the Santa Rosa campus and prefer a smaller, more personal learning space. By centering the Fashion program in Petaluma, students have that supportive environment, while also having

access to Counseling and other student services in addition to being located closer to opportunities in the Bay Area.

A full-time fashion lead faculty can also work on expanding the existing Dual Enrollment and Credit by Exam opportunities for high school students around the North Bay. These opportunities for early college credit are a significant incentive to young people from all backgrounds and will increase interest and enrollment in the program direct from high school.

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

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

A full-time Fashion lead faculty would take on the important responsibility to foster and expand relationships with local industry professionals. As a CE program, Fashion maintains an Advisory Committee that includes members of several different sectors of the fashion industry. Members of the committee advise the Fashion program on curriculum and overall program goals. They also offer jobs and internships to our students. Fostering more relationships and recruiting more committee members would be a focus for the full-time faculty. Current efforts to increase the diversity of that committee have been unsuccessful, but a full-time faculty member could make that a priority in the future.

A full-time faculty member would also continue to collaborate internally at the JC with Workforce Development on connecting students with internship and job opportunities in the North Bay.

Finally, as Fashion settles in on the Petaluma Campus a full time faculty member would be motivated to find opportunities for interdisciplinary collaboration within the college. Fashion has already embraced that spirit by integrating the use of chemistry labs into their Textiles class. Possible collaborations with Art, Film Studies, Music and other departments will expand the opportunities for student growth and cross-disciplinary learning. Fashion is a vibrant and visible artform which gives students a voice for telling their personal and cultural stories. By collaborating with other programs on campus we can help to amplify and promote student work, not just from the Fashion program, but all the Petaluma, Career Education, and Certificate programs.