

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: Josh Adams
Name of Department Chair: Ken Sebastiani
Name of Program Coordinator (if different): Kim Thompson
Cluster: Public Safety

CRITERION #1: DISCIPLINE/DEPARTMENT/PROGRAM NEEDS

Department: Public Safety - Fire Technology

Discipline: Fire Technology

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:

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: Huge need for FIRE 290 - Needs anchor faculty to coordinate and cover RTO needs.

Would this position provide expertise that current discipline faculty do not possess?

☒ Yes ☐ No

- If yes, identify expertise and service or course need: Teaches for FIRE 71, FIRE 73, FIRE 74, FIRE 76, FIRE 77, FIRE 290. CSTI State Certified, Fire Fighter Instructor certified, Skills evaluator certified. Ethics class certification.

CE Position Requests Only

Current labor market demand in Sonoma County (or larger regional area, if appropriate). The current and projected labor market demands for this discipline remaining high and are increasing due to the increase in numbers of wildfires and their impacts. There are 112 openings a year with a 1.2% growth projected between 2018 and 2028. This does not include the local state hiring increases instituted by Governor Newsom, who has hired 1200 extra firefighters every year starting two years ago.

Please cite source of data and include link. Centers of Excellence Supply and demand data.
<http://www.coecc.net/Supply-and-Demand.aspx>

Projected labor market demand in Sonoma County (or larger regional area, if appropriate) over the next 3-5 years. 1.2% plus the new hires authorized by the Governor.

Please cite source of data and include link. Centers of Excellence Supply and demand data.
<http://www.coecc.net/Supply-and-Demand.aspx>

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: 1 who is retiring December 2021 and is on the retirement list.

Number of contract faculty in discipline: 1 who is retiring December 2021 and is on the retirement list.

Total FTE of contract faculty (data provided): .8

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): -1

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: 33

Number of adjunct faculty members in discipline: 33

Total FTE of adjunct faculty members (data provided): 3.0

RATIOS (historic data provided)

% of adjunct FTE in department:

- Spring 2021: 82%
- Fall 2020: 80%
- Spring 2020: 85%
- Fall 2019: 80%
- Spring 2019: 84%
- Fall 2018: 77%

% 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: 17.98
- Fall 2020: 23.15
- Spring 2020: 20.72
- Fall 2019: 21.85
- Spring 2019: 21.37

<ul style="list-style-type: none"> Fall 2018: 24.95
<p>Enrollment efficiency (fill rate) over the past 3 years (data provided):</p> <ul style="list-style-type: none"> Spring 2021: 85% Fall 2020: 93% Spring 2020: 83% Fall 2019: 77% Spring 2019: 75% Fall 2018: 86%
<p>Is the department/discipline able to meet staffing demands with current adjuncts?</p> <p><input type="checkbox"/> YES <input checked="" type="checkbox"/> NO</p> <ul style="list-style-type: none"> If no, when was the last adjunct hiring process and how many were hired? April 2021
<p>If this position is not approved, will core classes be cancelled? <input type="checkbox"/> Yes <input 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: 29
- 2019-2020: 34
- 2020-2021: 27

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: 83
- 2019-2020: 54
- 2020-2021: 87

Program Review

When last was the program reviewed under Policy 3.6? 2021

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): 13.54%

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.

This hiring will be the anchor Faculty for the Fire Technology Program. There is only one full time contract instructor in the Fire Program. The opening is due to the retirement of the current instructor. There are thirty three Adjunct instructors: 2 in Petaluma, 1 in Santa Rosa, 8 are online and 22 are Adjuncts at the Fire Academy at the PSTC. Adjunct interviews have been completed once in the past three years. It is becoming increasingly difficult to recruit qualified personnel for the program due to the additional requirements by State Fire Training (SFT) for instructors in the Fire program. All existing instructors need to complete four specialized SFT courses to meet this minimum requirement. There is a shortage of applicants due to the state mandates and also in-service firefighters work conflicts. During fire season, the majority of adjuncts are deployed fighting fires which makes it difficult to get substitutes for the teaching assignments. The new faculty would instruct core classes which include Fire 71, Fire Protection Organization; Fire 73, Fire Prevention Technology; Fire 74, Fire Protection Equipment and Systems; Fire 76, Building Construction for Fire Protection; Fire 77, Hazardous Materials. The average size class is approximately 30 students and 1400 students per semester. There is great demand for classes since they are pre-requisites for the Fire Academy and is part of the SRJC Certificate and Associate Programs. If this position is filled resources are in place to support the courses this faculty member will teach.

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 Fire Technology program has multiple state regulations and state accreditation requirements to maintain compliance. There are multiple testing mandates that the program has to follow in regards to paperwork, process and delivery of training and testing. The logistical demand of fire classes are challenging and many. Fire has only a 0.40 administrative assistant position and the fulltime position is needed to help fulfill these mandates and assist with class delivery.

The fire program always has had a very large demand for classes. With the multiple wildfire seasons around the California and Sonoma and Napa counties - the demand for fire classes have skyrocketed. The Fire Academy is always full with a waitlist. The classes the full time instructor will teach are part of the certificate and AS degree program. These classes are almost always at capacity also.

When student complete the fire academy, the certification or degree programs, student are often quickly hired and working in fire department across the state and beyond.

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 instructor will work to effectively serve disproportionately impacted populations, help students to overcome barriers and close equity gaps. The instructor will follow the Mission and Values of the SRJC while embracing the value of diversity and equity. One of the priorities of the instructor is to create an environment to assist students seeing themselves as part of the Fire Service and to look to the Fire Service as a career.

This position of having an instructor with office hours that can counsel and mentor students is a priority. The Fire Program's mission is to increase student enrollment in underserved and female populations which has historically been low in Fire Technology and Fire employment. The Santa Rosa Fire Technology program has begun working with local Fire Departments to assist with recruiting underserved individuals to become gainfully employed through education and establishing career pathways in the wildland fire field and leading to careers in fulltime firefighting.

The instructor will be part of recruiting people from underrepresented backgrounds, veterans, females and LGBTQI community through outreach and the continuation of Fire/EMS club. With a

mindset of aiming upstream and engaging with students, the goal would be to demonstrate and educate students about the opportunities that are afforded by a career in public safety.

Another priority for the Fire program is to recruit potential instructors from underrepresented and female groups to fill the position and help mirror the students and community they will be serving.

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 current and projected labor market demands for this discipline remaining high and are increasing due to the increase in numbers of wildfires and their impacts. There are 112 openings a year with a 1.2% growth projected between 2018 and 2028. This does not include the local state hiring increases instituted by Governor Newsom, who has hired 1200 extra firefighters every year starting two years ago. The SRJC is currently working collaboratively with Fire Departments but not with other colleges in the region. There are jobs in our community and state for our students. Our advisory committee is very active and supportive of our training program, and advisory members employ many of our students