

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: Victor Tam
Name of Department Chair: Robert Grandmaison
Name of Program Coordinator (if different):
Cluster: STEM

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

Department: Engineering & Applied Technology

Discipline: Construction Management/Architecture/Applied Technology (Aptech)

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: Though we discuss the need for additional full-time faculty within our PRPP, and identify the programs this position would fulfill, due to some recent progress and advancement in revitalizing our Construction Management and Architecture programs, the need to target these two specific programs together has not been captured adequately in the PRPP.
- The need has actually existed when two full time positions, one in Architecture/Construction Management and the other in Applied Technology, were retired and only replaced by one full time faculty.

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

<ul style="list-style-type: none"> <li>• <input 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>
<p>Would this position provide expertise that current discipline faculty do not possess?</p> <p><input checked="" type="checkbox"/> Yes    <input type="checkbox"/> No</p> <ul style="list-style-type: none"> <li>• If yes, identify expertise and service or course need: Although we have an existing faculty member who can and has taught Construction Management as well as Architecture, it would be in the program's best interest if the person hired for this position had specific educational training and degree in Construction Management.</li> </ul>

<b>CE Position Requests Only</b>
<p>Current labor market demand in Sonoma County (or larger regional area, if appropriate). In the North Bay (Sonoma, Marin, Napa) there is currently strong market demand. In occupations covering Construction Managers, Architects, and Inspectors, there are 264 annual job openings with 3,000 jobs in 2018 in the tri-county area.</p> <p>Please cite source of data and include link. Bay Area Centers of Excellence Labor Demand Database; <a href="http://www.coecc.net/Supply-and-Demand.aspx">http://www.coecc.net/Supply-and-Demand.aspx</a></p>
<p>Projected labor market demand in Sonoma County (or larger regional area, if appropriate) over the next 3-5 years. Over the 2018-2028 period, it is anticipated that 2,640 job openings will occur. With a 3,000 job position base, nearly 90% of the current positions will be replaced assuming no additional positions will be created over the 10-year period. Considering the explosion of construction in the North Bay, positions will increase for the foreseeable future.</p> <p>Please cite source of data and include link. Bay Area Centers of Excellence Labor Demand Database; <a href="http://www.coecc.net/Supply-and-Demand.aspx">http://www.coecc.net/Supply-and-Demand.aspx</a></p>

<b>CRITERION #2: STUDENT &amp; STAFFING NEEDS</b>
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**NOTE: Please use site specific data, where appropriate.**

<b>CONTRACT FACULTY (current data; Fall 2021)</b>
Number of contract faculty members in department: 4
Number of contract faculty in discipline: 1
Total FTE of contract faculty (data provided): 0.73

Total FTE of reassign time for contract faculty: 0.25
Total FTE of overload assignments (data provided): 0.22
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

<b>ADJUNCT FACULTY (current data; Fall 2021)</b>
Number of adjunct faculty members in department: 31
Number of adjunct faculty members in discipline: 3 (CONS, APTECH, ARCH, RENRG)
Total FTE of adjunct faculty members (data provided): 1.53 (CONS, APTECH, ARCH, RENRG)

<b>RATIOS (historic data provided)</b>
<p>% of adjunct FTE in department:</p> <ul style="list-style-type: none"> <li>• Spring 2021: 51%</li> <li>• Fall 2020: 56%</li> <li>• Spring 2020: 63%</li> <li>• Fall 2019: 59%</li> <li>• Spring 2019: 59%</li> <li>• Fall 2018: 63%</li> </ul>
<p>% of adjunct FTE in discipline, if different:</p> <ul style="list-style-type: none"> <li>• Spring 2021: 100% (data for Construction Management only)</li> <li>• Fall 2020: 100%</li> <li>• Spring 2020: 100%</li> <li>• Fall 2019: 100%</li> <li>• Spring 2019: 100%</li> <li>• Fall 2018: 100%</li> </ul>

<b>ALLIED ASSIGNMENTS (Counseling, DRD, Athletics, Library, etc.)</b>
FTES/FTEF recommendations from national or state groups/associations:
Cite source for and provide link to above data:

<b>STUDENT DEMAND (historic data provided)</b>
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Productivity (FTES/FTEF) over the past 3 years:

- Spring 2021: 10.17 (data for Construction Management only)
- Fall 2020: 14.17
- Spring 2020: 11.83
- Fall 2019: 12.67
- Spring 2019: 14.19
- Fall 2018: 15.53

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

- Spring 2021: 84% (data for Construction Management only)
- Fall 2020: 106%
- Spring 2020: 98%
- Fall 2019: 93%
- Spring 2019: 100%
- Fall 2018: 95%

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? Fall 2019; 1 adjunct hired for RENRG

If this position is not approved, will core classes be cancelled?  Yes     No

- If yes, please explain: With RENRG (Solar), CONS, and APTECH taught nearly exclusively by adjunct faculty, the loss of any member results in a the cancellation of classes. These are industry professionals, where their full-time job is their top priority. The CONS, APTECH and RENRG programs fluctuate entirely on if a member can teach or not - resulting the cancelling of key sections.

### 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: None; programs need to be completely rebuilt
- 2019-2020:
- 2020-2021:

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

- 2018-2019: None; programs need to be completely rebuilt
- 2019-2020:
- 2020-2021:

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

- 2018-2019: None; programs need to be completely rebuilt
- 2019-2020:
- 2020-2021:

**Program Review**

When last was the program reviewed under Policy 3.6? N/A; no certificate/major established

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): 0%

**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:



**2021-2022 SRJC Faculty Staffing Process**

**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 E&AT department consists of fourteen diverse yet allied disciplines with only four full-time faculty to service these fourteen different programs. Thirteen of these are CE and one is a transfer program. Our revitalized Construction Management program will soon move forward to certificate status, providing successful completers to our local construction industry. This new position will assist in anchoring the Construction Management and Architecture programs, as well as the upcoming Solar PV and HVAC/R disciplines in the new SRJC Construction Center.

All too often the department receives emails or phone messages from potential students who are looking for an Architecture degree for transfer or a Construction management program. Unfortunately, we must refer students to College of Marin or Diablo Valley College because while SRJC has had both in the past, the coordinator(s) were not consistent and both programs were discontinued due to lack of articulation agreements and CE certificate approval. Working with a team of dedicated local professionals (our Cons Mgmt advisory committee) for the better part of two years, the Construction Management program is prepared to launch a certificate program in the very near future -- coinciding with the completion of the SRJC Construction Center.

The addition of a full-time faculty allows our department to better ensure success of the Cons Mgmt and Architecture programs. A full time instructor who functions as an industry liaison and student advocate will set SRJC apart from other Northern California campuses and draw more students to us.

[Empty box]

**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.

In 2015/16 two full-time E&AT faculty retired -- one coordinated our CAD/Aptech programs and the other oversaw the Architecture and Construction Management programs. The one replacement hire was tasked with coordinating all four disciplines, and was handed two additional CE programs to develop and revitalize. This workload is unsustainable, and the need for an additional full time faculty will ensure a more robust presence in the SRJC Construction Center at Petaluma and the Lindley Center for STEM Education in Santa Rosa. Of notable importance will be the requirement of faculty time and energy to equip, staff, and utilize the Innovation Center within the Lindley STEM Center by Architecture and allied discipline students, as well as launch the HVAC/R and Solar PV programs in Petaluma.

In addition to new curriculum for Construction Management, we are currently drafting Architectural courses to provide an 18 unit Architectural Technologist certificate to provide skilled CAD/BIM/Prototyping workers for local design firms. The longer goal of creating a transfer program articulating with CSU and UC schools of architecture is extremely difficult without a full time faculty in place. Tasking adjunct faculty members to build such programs and be responsible for maintaining and updating them goes beyond the scope of their adjunct ancillary duties. In order to thrive, we need a full time faculty member.

Our introductory level architecture courses (ARCH 2.1, 2.2, .3, 12, 60 & 65) have had consistently strong enrollment these past four years. These students have then had to find courses elsewhere to continue their educational goals. A full-time person invested in the Arch/Cons and related programs will provide an anchor for those students who would be able to finish their goals here at SRJC.

**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.

Architectural-based programs have traditionally been dominated by white upper-middle class male students due to the historically inequitable conditions that allow for impacted programs to



screen out all but the highest GPA-scoring students and the historical bias of a male-dominated industry. Students who come from more economically disadvantaged environments may have to work to help support a family or work to pay for their own education, leaving less time to study and dedicate themselves to their coursework. By emphasizing alternative learning models and hiring faculty knowledgeable in the implementation of such models, and by using extended reality, reality capture, and virtual presence for traditionally "in-person" design studios and other such lab experiences, we intend to make architectural and allied construction management courses available to many who may not otherwise be able to afford the high cost-of living expenses encountered by more affluent or privileged populations.

Additionally those who don't feel like they belong within the traditional architectural design (i.e. white male-dominated) cohort of students will also find a more permeable system as representations of people by holopresence, or avatars, can provide a higher degree of equitable representation for students. Creating such a program to utilize technology we currently have in our department would help SRJC reach out to students who may not otherwise have the ability to attract. Finally, addressing the lack of equity in construction related fields remains at the forefront of our department's efforts.

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

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

By creating a full-time position who is uniquely qualified to teach in an hybrid form of architectural/construction management model, we will be able to reach a wider range of student demographics as the technology can help close the gender and equity gaps traditionally found in architectural fields of education. We will be able to create Career Education certificate paths leveraging such technologies and use funding sources from California Strong Workforce program to fund equipment and technologies to help us attain these goals. Additionally we will be providing to the local industries in architecture, interior design, construction and construction management, students who bring advanced technology understanding and practice to firms eager to adopt such use without having to train and educate existing employees.

Lastly, a diverse population is best served by a diverse mindset from a collective of people. The disciplines within Engineering & Applied Technology imagine that a society where all viewpoints, shaped by a many-colored lens of history, ethnicity, socio-economic standing, and background, would produce a very different physical form for its buildings, neighborhoods, infrastructure, and cities.