

Santa Rosa Junior College

Program Resource Planning Process

Ethnic Studies 2024

1.1a Mission

Mission of the Ethnic Studies Department:

To provide students with an introduction to Ethnic Studies, African-American Studies, LatinX/Chino/a Studies, Asian-American (AAPI) Studies, and Indigenous Studies as preparation for all Associate Degree, university transfer, and/or personal enrichment programs. To introduce students to a critical lens that teaches them to learn about power dynamics and how they shape social conditions, structures, and experiences. To improve students' awareness of socio-historical factors that shape modern day inequities. To introduce students to how race and ethnicity shape opportunity and experiences within the United States. To expose students to the various people, movements, and historical contexts that shaped African-American, LatinX/Chicano/a, AAPI, and Indigenous communities in the United States.

1.1b Mission Alignment

In line with Santa Rosa Junior College's Strategic Plan, the Ethnic Studies Department supports student success and fosters learning and academic excellence in the following ways:

Mission #1 Student Learning

All introductory Ethnic Studies courses can be selected as part of a mandatory requirement and contribute to all AA degree majors approved by the Chancellor's Office. The department will continue to work with other departments, the curriculum committee, and our UC/CSU colleagues to guarantee a wide range of courses from which students may choose that satisfy AA degrees, and the transfer requirements for the UC/CSU systems. In addition to the core introductory courses, the department will develop courses over the next five years that, ideally, contribute to the development of major and minor studies in all categories of Ethnic Studies.

In all of our courses, critical theory is emphasized.

Mission # 3 Vitality/Equality/Stewardship

All course in the Ethnic Studies Department that promote a culture of sustainability insofar that Ethnic Studies is a rapidly growing field of study, and one Ethnic Studies course is required for all AA degrees.

Mission # 5 Civic Engagement

Civil Civic Engagement is of primary importance to the Ethnic Studies department. Our classes are central to students understanding of how race is constructed and operationalized in America and how racial construction has shaped the experiences of specific ethno-racial groups. These topics are covered in our Ethnic Studies survey courses. Race and its implications are centered in Ethnic Studies classes to deepen students' capacity for civic engagement in a multiracial society. Understanding how race shapes civic engagement supports students in more deeply engaging in the political theory, critical theory, and ethno-racial politics that shape American personhood. Understanding how personhood is constructed and enacted in the United States is an essential component of promoting good citizenry.

In conclusion: the mission of the Department supports the mission of the District. Our primary goal is to provide outstanding lower division college level courses.

1.1c Description

The Ethnic Studies Department includes the disciplines of general Ethnic Studies, and more specifically, African-American, Asian-American (AAPI), LatinX/Chicano/a, and Indigenous Studies.

The department regularly sponsors, and faculty regularly participate in programs for the full college community. These have included, but are not limited to:

Arts and Lectures Presentations

PDA Presentations

The Courageous Leaders Academy

Communities of Practice Workshops

We the Future: A Social Justice Conference

American Educational Research Association presentations

Comparative International Education Society presentations

Indigenous rights of passage ceremonies

Indigenous Strawberry Festival Celebration

Dr. Chong AAPI Celebration

African-American Studies Presentation in the Intercultural Center

Presidential Election Forums

The department regularly sponsors AAPI, Hispanic Heritage, Indigenous, African American, and Women's History Month lectures and presentations and facilitates student participation in the various ethno-racial clubs and organizations on campus.

1.1d Hours of Office Operation and Service by Location

All department faculty are served by the Emeritus Hall Service Center – Santa Rosa Campus. Its hours of operation are M-F 7:30AM – 4:30PM. The Service Center is staffed by one full-time and one part-time administrative assistant.

1.2 Program/Unit Context and Environmental Scan

The Ethnic Studies Department offers core transfer courses necessary to complete all majors. The department's offerings fulfill Area 7 of the Intersegmental General Education Transfer Curriculum, and the CSU graduation requirements for all degree programs in Area C.

Transfer Model Curriculum majors for CSU transfer students have been completed and approved for Ethnic Studies.

Our Course Outlines of Record for Ethnic Studies survey courses have been updated and approved by the UC Office of the President for explicit in and out of class writing, and use of primary sources.

Ethnic Studies remain at the heart of an education essential to an informed citizenry. Our offerings emphasize the comprehension of critical theory and critical analysis necessary for current and future student success.

Because our courses are required for all degree completion, our enrollments and productivity will improve in the foreseeable future.

As the overall class schedule increases, the demand for Ethnic Studies courses will remain strong in all four disciplines. Maintaining student access to key transfer courses is a critical component of Strategic Planning.

2.1a Budget Needs

The current budget does not support our department needs. However, we as a department need more time to acclimate to the structural, professional, academic, administrative, and student-oriented demands to better understand how to structure our budget to produce the best desirable results. Thus, the budget will be receiving a radical overhaul and increase over the next few years. In the time being, please be sure to make \$22,000 worth of funds available to our department. Those funds will be used for professional development and programmatic improvement opportunities, as well as annual departmental printing and resource needs.

2.1b Budget Requests

Rank	Location	SP	M	Amount	Brief Rationale
0001	Santa Rosa	01	01	\$3,500.00	Provide faculty with compensation to create new Ethnic Studies courses.
0001	ALL	00	00	\$0.00	
0002	Santa Rosa	01	01	\$2,000.00	Ethnic Studies faculty film and create culturally responsive videos, both tools for students and faculty.

2.2a Current Classified Positions

Position	Hr/Wk	Mo/Yr	Job Duties
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2.2b Current Management/Confidential Positions

Position	Hr/Wk	Mo/Yr	Job Duties
Department Chair	22.70	10.00	See AFA contract, Article 13. 2019 Currently at 63%

2.2c Current STNC/Student Worker Positions

Position	Hr/Wk	Mo/Yr	Job Duties
Student Liaison	10.00	10.00	Serve as programmatic liaison to students and various campus organizations

2.2d Adequacy and Effectiveness of Staffing

We have an exceptional staff here in the service center, and we appreciate the support of our Dean Cathy Prince.

We need a service center employee.

2.2e Classified, STNC, Management Staffing Requests

Rank	Location	SP	M	Current Title	Proposed Title	Type
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2.3a Current Contract Faculty Positions

Position	Description
African-American Studies - 2	All instructors teach in Santa Rosa and online 2 faculty primarily responsible for Intro to Ethnic Studies and Intro to African-American Studies course (African-American Studies major, and all degree programs)
LatinX/Chicano/a Studies - x4	1 faculty primarily responsible for Intro to Ethnic Studies and Intro to LatinX/Chicano/a Studies course (Chicano/Latino Studies major, and all degree programs)
Indigenous Studies - x2	1 faculty primarily responsible for Intro to Ethnic Studies and Intro to Indigenous Studies course (Indigenous Studies major, and all degree programs)
Asian-American (AAPI) Studies - 1	1 faculty primarily responsible for Intro to Ethnic Studies and Intro to AAPI Studies course (AAPI Studies major, and all degree programs)

2.3b Full-Time and Part-Time Ratios

Discipline	FTEF Reg	% Reg Load	FTEF Adj	% Adj Load	Description
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2.3c Faculty Within Retirement Range

We currently have no Ethnic Studies faculty at retirement age

2.3d Analysis of Faculty Staffing Needs and Rationale to Support Requests

The Ethnic Studies Department is a new department that is acclimating itself to SRJC and its structure, thus, we need more time to better assess our faculty needs. However, considering the state demand for ethnic studies and its rapidly increasing enrollment, we currently request for three adjunct positions. One in the field of African-American Studies, LatinX/Chicano/a Studies, and another in either AAPI or Indigenous Studies. These positions are the top ranked in our department PRPP and will contribute to a growing department. These positions will allow our department to maintain our current standards and not force our current instructors to teach overload.

In the past year, Ethnic Studies has been mandated for all AA degrees by the state. Thus, the development of this program will directly affect all degrees awarded at SRJC. Ethnic Studies will continue to grow its majors and minors over the years to come. All Ethnic Studies courses are UC/CSU transferable; they fulfill Area D, E, and G for the College’s GE requirements.

The three part-time Ethnic Studies instructors are necessary to meet the FTES demand and share the load of courses offered to our students. We regularly teach 1,500+ students in copious Ethnic Studies sections every semester.

Our Ethnic Studies Department needs to expand its capacity to offer courses that resonate with our BIPOC students to help meet current demand. Student demand for diverse and knowledgeable faculty is steady and growing for all Ethnic Studies courses since more and more high school students are taking classes at our college to fulfill their graduation requirements. With the addition of three part-time Ethnic Studies instructors, the department will round out the faculty and establish a more robust DEIA foundation, taking an important step towards building a healthier and more inclusive community.

The department currently has five Ethnic Studies instructors, and supplementing this number with associate professors will allow SRJC to continue to foster our diverse community of students and promote informed participation in our multicultural society. Our Ethnic Studies instructors teach vital courses that are required for degree. Filling these positions will enhance our department’s ability to offer additional culturally responsive courses in Ethnic Studies.

2.3e Faculty Staffing Requests

Rank	Location	SP	M	Discipline	SLO Assessment Rationale
0001	Santa Rosa	01	01	Ethnic Studies	Currently there are 5 FT faculty in Ethnic studies. We request 3 additional associate faculty members so that we can develop CSU/UC approved courses, minors, and majors. Enrollments are rapidly increasing over 2022-23.

2.4b Rationale for Instructional and Non-Instructional Equipment, Technology, and Software

We have no specific requests at this time, but that is subject to change.

2.4c Instructional Equipment Requests

Rank	Location	SP	M	Item Description	Qty	Cost Each	Total Cost	Requestor	Room/Space	Contact
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2.4d Non-Instructional Equipment and Technology Requests

Rank	Location	SP	M	Item Description	Qty	Cost Each	Total Cost	Requestor	Room/Space	Contact
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2.4f Instructional/Non-Instructional Software Requests

Rank	Location	SP	M	Item Description	Qty	Cost Each	Total Cost	Requestor	Room/Space	Contact
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2.5a Minor Facilities Requests

Rank	Location	SP	M	Time Frame	Building	Room Number	Est. Cost	Description
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2.5b Analysis of Existing Facilities

Most Ethnic Studies classes are scheduled to be upgraded so that technologies consistently work.

3.1 Academic Quality

Funding to increase and support Ethnic Studies continued professional development.

3.2 Student Success and Support

Our courses reflect the diversity of our students. Our courses cover a wide array of curriculum, focusing on the implications of ethno-racial constructions in the United States. Our instructors are exceptionally qualified to teach these classes.

The Ethnic Studies Department will continue to develop curriculum sensitive to the need for local and global ethno-racial awareness and engagement.

This includes:

Chicano/Latino Studies

African-American Studies

Indigenous Studies

AAPI Studies

All applicants for regular and adjunct positions are required to describe in writing their "demonstrated experience in understanding and being sensitive to the diverse academic, socioeconomic, cultural, disability and ethnic backgrounds of community college students and staff". Points are awarded based on the quality of each applicant's response. This is followed up, face to face, with those candidates chosen for interviews.

In addition to local area advertising when travel funds are available members of each discipline attend conferences that might attract potential faculty from around the country. Job announcements are placed in professional journals, e.g., AERA, HigherEd jobs, and Indeed.

Our current faculty represent diverse ethnic, gender, academic and professional backgrounds to offer our students a broad range of perspectives and expertise.

3.3 Responsiveness to Our Community

Not Applicable

3.4 Campus Climate and Culture

Jordan Bell is our Safety Chief. While we have recently had our office locks replaced, our classrooms still cannot be locked from the inside.

3.5 Establish a Culture of Sustainability

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4.1a Course Student Learning Outcomes Assessment

All active Ethnic Studies courses have approved Student Learning Outcomes and as of Fall 2022, 0% of our course SLO's have been assessed.

We will create a plan to have all of SLOs for all of our courses assessed over the current 6 year cycle.

All 4 disciplines will complete their SLO major map.

4.1b Program Student Learning Outcomes Assessment

Student Learning Outcomes have been approved for the Ethnic Studies courses. Ethnic Studies will develop its approach to program assessment.

All Ethnic Studies courses will be assessed within the next 5 years.

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4.2b Narrative (Optional)

5.0 Performance Measures

Not Applicable

5.1 Effective Class Schedule: Course Offerings, Times, Locations, and Delivery Modes (annual)

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5.2a Enrollment Efficiency

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5.2b Average Class Size

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5.3 Instructional Productivity

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5.4 Curriculum Currency

Course #	Course Description (Short)	Last Full Review	Next Review Due
ETHST 20	Intro to Ethnic Studies	10/25/2021	2027-28

ETHST 21	Intro to African-American Studies	10/25/2021	2027-28
ETHST 22	Intro to Asian American Studies	10/11/2021	2027-28
ETHST 23	Intro to Chicanx and Latinx Studies	10/25/2021	2027-28
ETHST 24	Intro to Native American Studies	10/11/2021	2027-28
ETHST 25	American Indian and US Political System	10/11/2021	2027-28
ETHST 26	The Original Californians	10/11/2021	2027-28
ETHST 27	American Indians Today	10/11/2021	2027-28
ETHST 80.3	World Humanities: Arts, Ideas, Values	10/11/2021	2027-28
ETHST 80.4	Humanities in the US	10/11/2021	2027-28
ETHST 80.5	Pop Culture in the US	10/11/2021	2027-28
ETHST 82.1	Identity and Cultural Diversity	10/11/2021	2027-28
ETHST 84.1	Multicultural Persp. in American Theatre	10/11/2021	2027-28

5.5 Successful Program Completion

Many students will earn degrees that are dependent upon our course offerings. In order to continue this service and growth, it is imperative that we have enough full and part-time faculty to complete departmental and college service.

5.6 Student Success

Ethnic Studies - FY 2022-23 (data being determined)

5.7 Student Access

It is important to note that as SRJC's Hispanic/ Latino student population has increased to over 25-37%, all four disciplines have increased as well, keeping or exceeding the districts rate of growth.

5.8 Curriculum Offered Within Reasonable Time Frame

All Ethnic Studies core courses required for all Majors are offered during the Fall and Spring semesters. Courses are offered both day and evening.

All Ethnic Studies courses are offered for both the Fall and Spring semesters.

5.9a Curriculum Responsiveness

All Ethnic Studies courses are reviewed on a six year cycle and attention is paid to its attention to gender, critical perspectives, and American ethno-racial diversity.

Our curriculum has become increasingly varied with regular offerings centering race and ethnicity.

In light of current statewide budget increases, we hope to develop a more robust selection of Ethnic Studies courses, minors, and majors.

5.9b Alignment with High Schools (Tech-Prep ONLY)

Not Applicable

5.10 Alignment with Transfer Institutions (Transfer Majors ONLY)

All course are currently approved for transfer to all UC/CSU institutions and we are working on submitting additional course for UC/CSU approval.

5.11a Labor Market Demand (Occupational Programs ONLY)

Not Applicable

5.11b Academic Standards

In department meetings, we regularly engage in discussions regarding course assignments, testing methods, and grading.

One of the department's current concerns is ensuring that Course Outlines of Record reflect a substantial amount of writing (both in and out of class) consistent with what the CSU/UC systems are calling for. Our revised outlines are explicit in requiring critical thinking and writing. We want to explore more humanizing methods and metrics for assessing student knowledge.

6.1 Progress and Accomplishments Since Last Program/Unit Review

Rank	Location	SP	M	Goal	Objective	Time Frame	Progress to Date
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6.2b PRPP Editor Feedback - Optional

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6.3a Annual Unit Plan

Rank	Location	SP	M	Goal	Objective	Time Frame	Resources Required
0001	Santa Rosa	01	01	Curriculum development, develop courses for each of the disciplines in the Ethnic Studie Department	Create courses relevant to the field of ethnic studies that support student academic endeavors and facilitate their matriculation.	Academic Year	Funds to compensate faculty, for additional responsibilities beyond teaching.
0001	Santa Rosa	01	01	Hire Associate Faculty for each discipline in the Ethnic Studies Department	To meet the growing demand of the students and the Ethnic Studies requirement, associate faculty is needed.	Ongoing	Compensate faculty for participating in the hiring process
0002	Santa Rosa	04	08	Relocate Ethnic Studies Department Faculty from Race Hall to Emeritus Hall	Create a designated space for the faculty of the newly established Ethnic Studies Department with the goal of establishing a supportive and culturally responsive learning environment.	Academic Semester	Large Monitor, Desktops (2), Student Desk (2), Paint (walls), Carpet, Blinds (for each office) new desk (for each office)