



Faculty Hire Proposal Form

DIVISION: Agriculture and Environmental Sciences

POSITION: Animal Science/Ag Business Instructor

Type of Position:

Replacement

On-cycle (announced by Sept. 30)

Off-cycle

Instructional Outlook Report (All positions that are not replacements)

Emergency (If accepted these will become one-year temporary positions)

Legally mandated or required.

YES

NO

If yes, please explain below.

1. Use data from your Program Review, the Institutional Effectiveness page, and the Data Dashboard to justify the need for this position (success rates, retention rates, equity data; curriculum compliance, student to faculty ratio, Full-Time to Part-time faculty ratio).

This position replaces that of Marlies Boyd who is retiring after 28 years. The teaching assignment included: Ag Business and Animal Science with additional courses in Ag Guidance. During 2017-18 there were 284 students declaring Ag Business as their major. The retention rate of 88% is far above the college average and is indicative of strong curriculum and good instruction. The number of AS degree awards continues to increase from 23 in 2016-2017 to a new high of 31 in 2017-2018. Another important finding shows an increasing trend of program completers transferring to four-year institutions. In another measure of success of Ag Business students, 78% attained "living wage" status one year after exiting post-secondary education. The median entry level salary for Ag Business graduates is \$66,310 which is above the county median salary of \$60,321 (US Census). The Ag Business curriculum is up-to-date and is based on the most current textbooks and teaching resources available. Instructors provide students with real-world experiences through field trips and involvement in community-based activities.

2. Based on our community, projected demographic change, workforce and community need, justify this position.

Stanislaus County is located in the heart of the "Central Valley", the largest single area of food production in the world, producing nearly \$50 billion in crops and livestock (CDFA, Agriculture Statistical Overview) In 2018, Stanislaus county ranked 5th in the state for income generated by agriculture, generating over \$3.5 billion in value of ag commodities. Stanislaus county has a strong hispanic demongraphic (47%) and this is reflected in the MJC Ag Dept. where 45% of students are hispanic. Agricultural productivity and income generated from Agriculture are all up from 2017. This reflects the need for trained individuals in the areas of farm management, agri-business (finance, accounting, banking) and agriculture sales and marketing.

3. Program-department outlook: Justify the significance and role of this position in terms of completion of Certificates, Associate Degrees, majors, student success, transfers, job attainment, and advancement.

The department outlook and enrollment for Ag Business majors is very positive. The number of agriculture majors continues to increase as does the number of AS & AST awards earned (110 AS degrees earned since 2016). The area of Ag Business provides students with many career choices all of which have earning potential above the median income in Stanislaus County. The Ag Business program at MJC is well known for training the leaders of tomorrow through the curriculum as well as through experiences in organizing a wide variety of events and activities. Ag Business students successfully transfer, graduate and gain employment opportunities at a higher salary ranges than other agriculture majors.

4. Include other elements from Program Review, and/or the IOR Priorities, (e.g. equity, etc.) to justify this position.

According to the Program Review, exemplary aspects of the MJC Ag Business program include: a strong, dedicated full-time faculty, a student-centered approach to learning, student success specialists available for students, a mix of traditional, hybrid and online courses and a willingness to accomodate working students. Other elements that make the Ag Business program outstanding is the willingness of instructors to work with community members, affiliations with state and national agri-business associations, instructors have practical, real-world experience in agriculture and are not afraid to work long hours for the benefit of students.