



Faculty Hire Proposal Form

DIVISION: Agriculture and Environmental Sciences

POSITION: Instructor of Ag Mechanics

Type of Position:

Replacement

Off-cycle (announced by Sept. 30)

Off-cycle

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).

Ag Mechanics program is necessary to better meet the demands of a highly skilled workforce. Technical fields that are serviced by this program continue to grow and the need for program completers has drastically increased our enrollment. The two Agriculture Mechanics programs prepare students for careers in Heavy Equipment Repair and Maintenance in the following sectors: construction, agriculture, on-highway truck, forestry and rental industries. Students are also highly sought after to fill career positions in farm operations, surveying, irrigation technology, welding, and equipment fabrication. In addition, program completers who seek to continue their education are highly recruited by the top Agriculture Engineering and Technology colleges in the country. Some include Cal Poly, Fresno State, Chico State, Oklahoma State, The University of Oklahoma, Texas A&M, Texas Tech, Oregon State, Kansas State and Cornell. According to state CTE data 100% of those that completed the MJC Mechanized Agriculture Program are employed. Currently the job market for program completers is extremely strong due to the lack of skilled labor force and the very strong agriculture economy to date.

2. Based on projected demographics, workforce and community need, justify this position.

In California, there are approximately 2.5 million people employed within the agriculture industry and all are part of a vast and diverse network that makes this state the fifth largest economy in the world. The total economic impact of the Agriculture industry on California is roughly \$300 billion annually, with agriculture being the number one employer in the state. In addition the local agriculture economy is in the midst of a boom creating an even greater need for all areas of agriculture with Ag Mechanics being one of them. By maintaining and even expanding Agriculture programs at MJC we are in a great position to continue to produce the skilled workers needed for the industry, create and/or expand industry partnerships, to meet the existing workforce needs, and to provide opportunity for transfer for further education.

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. (Where appropriate, use 5-year trend data.)

All Agriculture majors utilize one or more Ag Mechanics classes as one or more of their requirements for completion. This is in addition to the 8 certificates and 2 AS degrees available in the Ag Mechanics area. Ag Mechanics has one of the highest fill rates, retention rates and success rates. Currently, 59% of the workload is taught by part time, adjunct faculty. If this position is not filled it will be over 80%. The Irrigation and Ag Fabrication course have been taught by a replacement position. As noted before California agriculture is noted to be resilient and is on track to hold its spot at the top of the list for agriculture receipts in the United States.

4. Include other elements from Program Review, and/or the IOR Priorities (with an emphasis on equity), to justify this position.

The mechanized agriculture program continues to grow in student numbers. The program has expanded its offering to Irrigation Management, which include 4 certificates and 1 AS degree. In addition to the course work, this position manages the irrigation instructional unit, co-advises the Young Farmers club and is the advisor to the quarter scale tractor competition, which competes nationally. The program also provides students direct industry contacts with local water utilities such as Modesto Irrigation District and Turlock Irrigation District, as well as South San Joaquin Water Quality Coalition. In addition, the program provides industry opportunity for mechanical internships (summer) at several local sites such as Flory, OMC, and Mid Valley Ag.