



Faculty Hire Proposal Form

DIVISION: Behavioral & Social Sciences

POSITION: Instructor of Economics

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).

This position is a replacement for a tenured faculty member who is a single person program. The Economics Program serves as core required curriculum for all Business Administration and Agriculture Business students. In addition, each of the courses within the discipline meet General Education requirements for MJC GE, CSU GE, and IGETC GE. Further, this department is highly efficient, exceeds college retention and success rates, and serves as required courses in multiple programs.

The Department is highly efficient: Fall/Spring 2019/2020 FTES/FTEF 20.34, FTEF 5.68, Fill Rates > 93%. Retention Rates for Fall 2019 and Spring 2020 respectively are 91.34% and 96.86% (College wide rates are 85.41% and 92.43%) Success Rates for Fall 2019 and Spring 2020 respectively are 76.57% and 94.12% (College wide rates are 68.53% and 86.51%) Equity Success Rates are as follows: African American 82%, Hispanic 74%, White - non-Hispanic 80%. Degree completions for 15-16 through 2019-2020 include 675 degrees for Business Administration and 27 degrees for Agriculture Business.

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

The Economics Program is required course work for program completion in multiple areas. Classes in Economics are integral for success in various transfer and local degrees including Business Administration, Accounting, Ag Business, and General Studies. Further, students that pursue a Bachelor's degree in Economics are highly employable in jobs such as banking, finance, data analysis, economics, and as researchers. Business Administration students make up a large number of the college's transfer students and Economics courses make up 2/5 of the required core courses. It is critical to maintain class offerings to ensure student access for degree completion. Not replacing this faculty will harm program completions in other academic departments.

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.)

The Economics classes are required (ECON 101 and 102) for Business Administration (AS & AS-T) and Ag Business (ECON 101). Economics classes also serve as electives for the following degrees at MJC: AA-T in Political Science, AS-T in Plant Science, AS in Logistics, AA-T in History, AA-T in Geography, AA in General Studies, MJC GE Pattern, IGETC GE Pattern, CSU General Education Pattern, and AS in Ag Science. The Economics Department does not have a formal degree at this time, although there is now an AA-T that should be developed and would serve the MJC student population. Not replacing this one-person program would limit student access and completion in the foregoing programs.

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

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