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### Faculty Hire Proposal Form

Division: **Business, Behavioral & Social Sciences** Position: **Human Services**

- Replacement
  - or-  On-Cycle *(Announced by September 30th)*
  - Off-Cycle
- Instructional Outlook Report Positions *(All positions that are not replacement)*
- Emergency *(After the fall process deadline (mid-October), any hire proposals must be "emergencies," and if accepted, will be one-year temporary positions) considered*

Legally mandated or required?  Yes  No If yes please explain under history/context.

Please provide a brief history of context for position proposed.

The sole full-time faculty in the Human Services area transferred to another department in mid-August 2018. This request is for an emergency hire for a one-semester temporary position for Spring 2019. The Human Services Department curriculum consists of 17 courses along with six programs and certificates. According to the information provided on the CAL Pass Plus/Launch Board, MJC's Human Services Program is within the top five colleges of excellence in the state when it comes to employment rates and living wages.

1. Use data from your Program Review, the Institutional Effectiveness Page, and the Data Dashboard to justify the need for this position. (Enrollment, fill rates, success rates, retention rates, Assessment data, curriculum compliance, student:faculty ratio, productivity)

The Human Services Department is a single faculty program that requires current curriculum that not only aligns to college and CTE requirements, but that meets external accreditation requirements. The requirements of the program have proven to be too much for one full-time faculty to support, which is the primary reason for the current vacancy. Without a full-time faculty member, this program would not be sustainable solely using adjunct faculty, given the need for community engagement and external accreditation requirements. Even with one full-time faculty member, the full-time/part-time ratio indicated that 79% of all course were taught by adjunct faculty, which is inverse to the college average. Human Services is one of the top 8 majors as MJC. As of fall 2018, there are 397 declared majors and historic trends indicate higher retention and success rates than the college average.

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

The Human Services Department serves a diverse student population of students (African American 9%, Hispanic 40%, White 43%) and success rates exceed the college's averages for each group; overall program success rates are 73% compared to college averages of 69%. African American success rates are 76% compared to the college average of 58%. In addition, the county provides financial assistance to students enrolled in mental health courses to alleviate the cost of books and accelerate completion to fill job vacancies. According to the Center for Excellence (2018), the local job outlook for our students is promising with 352 job openings in our area and a median hourly wage ranging from \$19.92 to \$24.55.

3. Program/department outlook: Justify the significance and role of this position in terms of Certificates, AA degrees, majors, and student success. (The IOR names Basic Skills Sequence, Transfer, and CTE Completions.)

Human Services has always been a single person program and the need for a replacement is critical to the sustainability of the program. The program consists of 17 courses and six programs and certificates. There is urgency in replacing this position, given the need for ongoing community outreach along with curricular and programmatic revisions to meet external accreditation standards as well as local compliance. Program performance exceeds college performance in both retention and success rates and serves a higher number of disproportionately impacted students. This program is valuable to our community because it allows local students to achieve short-term certificates in a field of strong job demand. This program could easily support a second faculty hire; however, without a replacement, program sustainability is impossible.

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

The Human Services Department fully supports the new college funding model in that the program provides access, serves underserved populations, and provides several opportunities for completion and employment.



# Faculty Hire Proposal Form

**DIVISION:** Family & Consumer Sciences

**POSITION:** Child Development 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 (Enrollment, fill rates, success rates, retention rates, Assessment data, curriculum compliance, student:faculty ratio, productivity).

Enrollment: 1,375 students enrolled in CLDDV courses; 1,090 declared CLDDV majors; Fill rates 91%, Success Rates 71%, Retention Rate 84%; SLO Assessment current/complete. With up-to-date curriculum, CLDDV courses are aligned with the Early Education Curriculum Alignment Project (CAP). All core CLDDV courses are C-ID approved. The Early Childhood AD-T was approved in 2014.

New mandates in CA will impact Child Development as students wanting to work in Transitional Kindergarten (TK) classes seek the required 24 units, AS degree, and professional developments. The Department has increased all Spring/Summer certificates and degrees from 2016/2017 to 2017/2018.

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

The creation of TK increases the demand for CLDDV graduates. By 2020, all TK teachers will possess a BS with a minimum of 24 units in early childhood education. The workforce will need re-education to fill the TK positions. Four months ago, the Child Development Advisory Committee shared that two child care centers were unable to open due to lack of staff. Additionally, community partners have requested assistance creating pathways for students to easily obtain the required degrees and certificates. At the moment, 68% of substitute positions for Head Start have gone unfilled. Specific to our county Head Start programs only, there are currently 39 positions unfilled.

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

As a college committed to serving the changing needs of the community that includes families and a workforce, the child development centers are supporting the MJC mission. Full-time faculty make projects possible such as the infant and toddler co-op with Early Head Start. The partnership on campus allows students to learn how to serve on a board, conduct collaborative meetings, facilitate administrative tasks, & work alongside diverse families. All courses are C-ID approved. Declared CLDDV majors increase yearly. The program is developing an Infant Development Specialist Certificate of Achievement, specific to preparing students to work in the field of early intervention. This will coincide with a new Inclusion Practicum opportunity.

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

We are creating an Early Childhood Mental Health Certificate of Achievement to educate mental health professionals at the entry- and advanced-level, and professionals working in early education, mental health and community services settings. Students will develop skills to work with both children and their families. The Certificate of Achievement will be designed to meet requirements for a Child Development Master Teacher level as specialization units. We have heard from our advisory board that the increase of children enrolled in programs who have experienced trauma has greatly increased, therefore, the need for early childhood teachers with specializations is greatly needed.



# Faculty Hire Proposal Form

**DIVISION:** Agriculture & Environmental Sciences

**POSITION:** General Agriculture - Animal Science

## 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 (Enrollment, fill rates, success rates, retention rates, Assessment data, curriculum compliance, student:faculty ratio, productivity).

The position replaces the role that Amanda Schnoor has filled for the past 6 years. Her teaching assignment included teaching in the areas of: Agricultural Business Management, General Agriculture, Animal Science, and Livestock Sectional and Evaluation (Judging). To backfill this position an individual with similar education and skill set will be needed. A person with a Masters Degree in Agriculture Science/Education or a related Agriculture Masters Degree, with the skill set to meet the need

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

In California there are approximately 2.5 million people employed in over 800 jobs within the agriculture industry, with an average annual salary of \$50,000. The total economic impact of the Agriculture industry on California is roughly \$300 billion annually. 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.

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

There are 472 majors currently enrolled in the program areas that this instructor will touch. 65 AS Degrees were granted to individuals in these majors with this being the norm. The transfer/employment rate for these majors is near 100%. If this position is not replaced, it jeopardizes the beef instructional program, animal science events and activities and the livestock judging team.

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

The primary assignment for this hire will be Animal Science with support to Livestock Judging, General Agriculture, and possibly Agriculture Business. This is what was stated in the Animal Science program review.