

FACULTY REQUEST

For FISCAL YEAR 2017-2018

BCP # 1	DEPT. PRIORITY NO. 1	DEPARTMENT: Agriculture
PLEASE CHECK THE BOX REPRESENTING THIS CATEGORY OF FACULTY REQUEST		
<input checked="" type="checkbox"/> FACULTY POSITION REQUEST <input type="checkbox"/> XX New position <input type="checkbox"/> Replacement <input type="checkbox"/> Full-time Temporary Conversion (grant to GU001)	POSITION DEFINITIONS: NEW: Position is not in the 17-18 budget REPLACEMENT: Position is in the 17-18 budget, currently vacant or will be vacant in 18-19.	<input type="checkbox"/> BUDGET AUGMENTATION – <input type="checkbox"/> XX Ongoing <input type="checkbox"/> One-time funding Other – explain (e.g. matching)

TITLE OF INSTRUCTOR POSITION: Professor of Plant Science

PLEASE PROVIDE A SUMMARY AND RATIONALE OF FACULTY POSITION REQUEST (You may copy and paste from your COMPREHENSIVE OR ANNUAL PROGRAM REVIEW.)

Substantiate recommendations with data and the guidelines listed in the Budget Decision Criteria and College Strategic Goals documents.

INTERNAL REVIEW OF POSITION

A. Explain why the work cannot be reassigned to other staff within the department

The need for a new Plant Science faculty member is driven by a variety of factors. First, our partnership with the Wonderful Career Prep Academy (WCPA) Grant; which is through the California Department of Education. Bakersfield College has committed to support the grant by providing new, dual-enrollment Bakersfield College agriculture classes at different high schools (Wonderful Academy and Wasco High School). The WCPA started in the fall of 2014 and has created new enrollment for Bakersfield College. Not only does this position support the grant, it supports our strategic partnership with Wonderful Farming (Paramount Farms)/Roll Global.

Secondly, Plant Science faculty are leading the way into satellite campuses that are able to reach students otherwise unable to attend Bakersfield College and attain a degree in an agricultural field. At the present time, Plant Science classes are being taught at the Wonderful College Prep Academy Delano and at Wasco High School as well as on the main campus. This expansion is severely impacting our faculty.

Thirdly, one of our faculty is developing the Agriculture Food Technology curriculum that will become active in Fall of 2019. That person is currently teaching Plant Science courses at the Wonderful Academy and at Wasco High School. Once the Food Technology program starts, that faculty member will most likely not be able to continue teaching the Plant Science courses, leaving the program very short of teachers.

All current staff members are serving the students of Bakersfield College in a full time (or on overload) capacity. In order to expand offerings of dual enrollment, staffing will need to be expanded as well.

B. Impact on College/District if position is not filled

Bakersfield College committed to supporting the California Department of Education WCPA grant. We are the only institution in Kern County that has the resources to impact this educational initiative. As we follow through with our obligation, not only will there be growth in our FTES, we will also end up with a larger group of “college ready” students entering Bakersfield College to complete their associate’s degree.

If we were not able to fulfill our pledge, the FTES would certainly drop and we would fail to comply with the grant terms we legally agreed to perform. In addition, the Finish in Four program requires that there be sufficient staffing to handle necessary sections of classes, that the classes be made available to the students, and that they follow in a logical fashion. We cannot meet the demands of our students without an increase in staffing, which would severely limit our student's ability to “Finish in Four”

C. Is a temporary employee currently performing the work of this position?

Yes No

D. New position: How is the work assigned to this position presently accomplished?

Although the grant is no longer in its infancy, it still has not recruited its final year of cohorts. The next year is the final growth year and our BC staffing is currently maximized in the load they can carry.

	2017-2018	2018-19
Agribusiness Instructor 1 (new Department Chair .5 FTE next year)	1.1	1.6
Agribusiness Instructor 2	1.4	1.6
Agribusiness Instructor 3	1.4	1.6
Agribusiness Instructor 4	1.5	1.833
TOTAL FTE	5.4	6.63

Currently, the assignment is being handled by providing overload to the agriculture business faculty. All faculty have maximized their course load and additional courses cannot be offered without expanding staffing. A 6.63 total load for 4 instructors is not feasible.

ESTIMATE THE COSTS ASSOCIATED WITH THIS FACULTY REQUEST

TOTAL SALARIES AND WAGES (include benefits)	\$75000	
SUPPLIES or OPERATING EXPENSES	\$2000	
EQUIPMENT EXPENSES	\$8000	

Total	\$85000	
SOURCE OF FUNDS	ORG Number	ORG
<input type="checkbox"/> GENERAL FUND		<input type="checkbox"/> Categorical FUNDS
<input type="checkbox"/> SPECIAL FUNDS		<input type="checkbox"/> OTHER FUNDS

PREPARED BY	DATE	REVIEWED BY	DATE
Chris McCraw	DATE		DATE

IF PROPOSAL AFFECTS ANOTHER DEPARTMENT, DOES OTHER DEPARTMENT CONCUR WITH PROPOSAL? Name the department _____

YES X NO ATTACH COMMENTS OF AFFECTED DEPARTMENT, SIGNED AND DATED BY THE DEPARTMENT DIRECTOR OR DESIGNEE.

Based on the courses that have been requested by our dual enrollment partners, it may be possible to hire the position that is part-time AGBS and part-time with another agriculture major (either PLSC or MCAG).