



# Request for New/Replacement Faculty Position To be hired for 2019-2020

This form is to be completed by the division chair for each new faculty position being requested. Completed forms are to be turned in by a due date determined by the Academic Senate each fall. Please answer all questions and include as much information as possible to support your request.

The Academic Senate will rank all of the positions requested and forward its ranking to the College Council and college president for review. The college president makes the final decision regarding all faculty hires.

**POSITION REQUESTED: Agriculture**

Is this position new or a replacement?

- New
- Replacement: [list person(s) being replaced]

**DIVISION:** CTE

**DIVISION CHAIR:** Tim Brown

**GENERAL INFORMATION REGARDING POSITION REQUEST:**

Which of the following areas of need will be addressed by this position? (check all that apply)

- Transfer to 4-year colleges
- General education
- Basic Skills instruction
- Vocational instruction
- Student Support Services

Is this position addressed in the college’s Educational Master Plan and/or the most recent Program Review for the area?

- Yes (please cite below)
- No (please explain why below)

Identify any resources the hiring of this position will require. Do not include salary and benefits, but please list things such as a computer, office space, equipment, and other related resources the new faculty member would require.

Computer, Office space, Phone

List any classes likely to be taught by this individual. If the position is primarily non-teaching, please describe the person's assignment.

All curriculum approved for the two existing degrees. (AA-Ag Production and AST Agribusiness) and any additional curriculum approved for the degrees in the future.

**PROGRAM REVIEW DATA-BASED JUSTIFICATION:**

Provide the following data measures for the past 5 academic years in classes/subjects to be taught by the faculty (as applicable). Program review data can be obtained by subject from the 2015-16 report on the Institutional Research web page below. Attach the 4-page report(s) to this document.

<https://www.kccd.edu/institutional-research/reports/subject-1>

		2013-14	2014-15	2015-16	2016-17	2017-18
<i>Enrollment at Census</i> <i>(pg 2)</i>		639	599	723	694	679
<i>Average number of students per section</i>		34	29	31	28	27
<i>First Day Waitlist</i> <i>(pg 2)</i>		93	51	57	51	83
<i>FTEF</i> <i>(pg 2)</i>	<b>TOTAL</b>	4.5	5.0	4.6	4.6	4.3
	<i>Full-Time</i>	1.2	2.2	2.0	2.0	2.0
	<i>Overload</i>	.9	.6	1.1	1.0	.6
	<i>Adjunct</i>	2.1	1.9	1.2	1.3	1.4
	<i>Summer</i>	.3	.3	.3	.3	.3
<i>FTEs</i> <i>(pg 2)</i>		81.2	78.6	93.0	92.5	85.7
<i>Degrees &amp; Certificates</i> <i>(pg 4)</i>		5	5	8	5	10

## OTHER JUSTIFICATION:

### Provide here qualitative/anecdotal information that supports hiring this full-time position:

- I plan on retiring in the next couple of years and would like to be involved in the hiring of my replacement.
  - We currently have 3 adjuncts that teach in the Ag program, teaching a total of 5 classes. I always teach overload, so we have more than enough classes being taught each semester to fulfil two full time contracts. In addition, the new faculty could teach classes at Strathmore High School in the Ag Pathway. The instructor who taught PC Ag Classes has recently moved to Lindsay High School. Summit Charter Academy has taught PC Ag courses on their campus as well, but we currently don't have a qualified person with room in their schedule to teach those classes.
  - Bridget Kidder, who has taught three classes every semester over the past 12 years as adjunct has applied to a full time position at College of the Sequoias. The full time position is as a Dairy Science instructor, a position that she is highly qualified for, as her family owns two dairies and she has been actively involved in their management for years. I have no reason to believe that she won't get the position.
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- **Availability of part-time/overload faculty:** Finding qualified adjunct to teach at night is generally difficult. Finding qualified adjunct to teach during the day is virtually impossible
  - **Compliance with state regulations/accreditations:** In addition to Ag classes fulfilling the requirements of the two degrees, 5 of the courses taught also fulfil general education graduation requirements and 3 of those 5 also fulfil CSU breadth requirement. Again, this gives our student a number of additional options.
  - **Maintaining "one-full-time-faculty" program:** We currently have 3 adjuncts that teach in the Ag program, teaching a total of 5 classes. I always teach overload, so we have more than enough classes being taught each semester to fulfil two full time contracts. In addition, the new faculty could teach classes at Strathmore High School in the Ag Pathway. The instructor who taught PC Ag Classes has recently moved to Lindsay High School. Summit Charter Academy has taught PC Ag courses on their campus as well, but we currently don't have a qualified person with room in their schedule to teach those classes.
  - **Long-term community needs/support:** The Associate of Science for Transfer in Agribusiness prepares students transferring to a California State University in Agribusiness. The required classes represent the normal undergraduate core for transfer to the California State University. Graduates from California State University have a wide range of career options including: Agribusiness, Business, Agricultural Sales, Ag Marketing, Ag Finance, Agricultural Production, Agricultural research, Vocational Ag Teaching and general agriculture. They may work in multiple specialty areas related to Agriculture, including but not limited to: accounting, finance, marketing, management, human resources, logistics, and communication and information systems. Career opportunities are expected to continue to be strong in these areas.

- **Maintaining certificate/degree/transfer program:** for the past 20 year Porterville College has offered a single AA degree in Agricultural Production. Two years ago we added an AST in Agribusiness. This provides many more opportunities for our students.
- **Courses are part of a core program and/or a graduation requirement:** In addition to Ag classes fulfilling the requirements of the two degrees, 5 of the courses taught also fulfil general education graduation requirements and 3 of those 5 also fulfil CSU breadth requirement. Again, this gives our student a number of additional options.
- **Potential for development in a related and/or emerging discipline:** With the addition of the AST in Agribusiness, this gives our student additional options, not only in Agribusiness, but business management and administration as well. At the university level, generally the most impacted programs are business related. Certainly this is the case with CSU Fresno and both Cal Poly campuses.
- **Potential for multi-discipline expertise:** Applicants for this full time position will likely have degrees in Agricultural Education and will more than likely have taught high school agriculture full time at the secondary level, or Community College on a part time basis, or both. The curriculum for a BS in Ag Education is quite varied, covering subjects including, but not limited to: Ag Business (all facets), Plant & Animal Science, Soil Science, Ag Mechanics, etc. My preference would be to hire someone with Ag business, Ag Production and teaching experience. That leads to a flatter learning curve.