Request for Tenure Track Faculty

Program: Agriculture

Initiator(s): Franz Rulofson

1. Program(s) Supported by the Discipline:

Agriculture both on campus and at the CR Farm in Shively.

2. Job Description. Separate requests are required for each position sought. Please indicate if this request is site specific and the location(s).

This position is for the Eureka campus and Bianchi Farm in Shively. The successful candidate for this full-time, tenure-track position will be responsible for teaching a full range of agriculture courses that may include but are not limited to Tractor Operation, Sustainable and Organic Agriculture, Introduction to Soils, and Agriculture Leadership. This position will provide oversight for the management of the Bianchi Farm in accordance with the Farm Development Plan established by the Division and approved by the District. Cal Trans created a $1.5 million dollar endowment fund for the college in which interest from this fund can only be used to help pay for instruction. This position request meets the requirements of the fund and the interest earned would be applied toward the salary of the portion of the position teaching at the farm. Without approval of this position this money would not be able to be used.

3. Please check ONE of the following categories: Faculty Replacement Position, Growth Position or New Program/Discipline. Provide related information. (0-5 Points)

Faculty Replacement Position (check one)

- [X] Stable or growing discipline or program needs replacement for FT faculty who have left within this academic year

- [ ] Stable or growing discipline or program needs replacement for FT faculty who have left within 1-2 years

- [ ] Stable discipline or program needs replacement for FT faculty who have left within three-four years

- [ ] Stable discipline or program can justify replacement for FT faculty who have left within five years or more

- [ ] Outside accreditation is at risk without FT hire

Provide justification and documentation. Include when the position became vacant and the incumbent to be replaced.
Noah Corp resigned in August 2014. This position had been a 60/40 teaching/management split. This arrangement was not effective for either the person in the position or administration and both recommend changing it. This position is vital to the agriculture program in that there are not adequate numbers of associate faculty to cover the teaching load. There are sixteen individual courses within the agriculture program. The one associate faculty member’s load is maxed out and the remaining faculty member is on overload. This is not a sustainable situation. Which if left unchanged would lead to burnout and the program would suffer. This position is important to our persistence and completion goals for the program.

With the expected completion of the new TMC in Plant Science, agriculture will have three degrees and one certificate. Over the last seven years the program has gone from 17 students declaring the AG.AS to now 115, from 0 students declaring the AG LA to know 29, and 0 AG.CR.Production certificates to 20. I believe this to be a stable if not growing program.

Fill rate for Fall 2014 is 71%
Fill rate for academic year 2013-14 at 58% (district rate 73%).
Fill rate for academic year 2012-13 at 54% (district rate 73%).
Fill rate for academic year 2011-12 at 58% (district rate 73%).

Growth Position (check one)

- [ ] Enrollment data over past two years indicate program is growing
- [ ] Enrollment data over past two years indicate program is stable
- [ ] Enrollment data over past two years indicate program is declining
- [ ] Independent marketing or other data indicate growth potential

New Program/Discipline Position

- [ ] Program Initialization process complete
- [ ] State curriculum approval complete
- [ ] Program has grown significantly without FT faculty
- [ ] Independent marketing data suggests viability of new program

Provide justification and documentation.
4. FT/PT Ratio: Indicate which statement/s are confirmed by the data:  (0 -5 points)

- Program has no full-time faculty
- FT/PT ration below 50/50 percent **X**
- FT/PT ratio below 60/40 percent
- FT/PT ratio below 75/25 percent
- FT/PT ratio results in critical lack of effective oversight for associate faculty
- Reliable pool of well-qualified associate faculty is unavailable

(In the case of non-teaching faculty positions, the criteria will be the deviation from norms obtained from like institutions)

Provide justification and documentation.

There is currently one full-time and one associate faculty within the agriculture program. We routinely run ads for agriculture associate faculty without success.

5. Program/Student Outcomes  (0 – 5 points)

Provide a narrative justifying need for full-time faculty in order to maintain and/or improve program and student learning outcomes (one-page max), based on the following:  (0 – 5 points)

- Demonstrate a clear need for FT faculty in order to maintain program outcomes
- Justification demonstrates a clear need for FT faculty in order to achieve student learning outcomes

Narrative:

The agriculture program maintains a 38 acre certified organic farm that serves as a teaching laboratory and a revenue generator for the farm. Cal Trans gave a $1.5 million dollar endowment to CR to earn interest to be used towards teaching at the farm. This position would be responsible for teaching the courses held at the farm in addition to teaching on campus. This position would provide management oversight for the farm. All three program learning outcomes are rooted in having a faculty at the farm. They are:

1. Describe the importance of the agriculture industry to the local, state and national economies.
2. Demonstrate proficiency using technologies as they relate to the agriculture industry.
3. Apply best management practices to agriculture production scenarios.

In order to maintain and improve our persistence numbers within the agriculture program we need to be able to offer each class once per year and we can only do this currently by forcing the faculty into an overload situation.
RUBRIC FOR PRIORITIZING FULL-TIME FACULTY POSITIONS

**Faculty Replacement Position**
- Stable or growing discipline or program needs replacement for FT faculty who have left within this academic year
- Stable or growing discipline or program needs replacement for FT faculty who have left within 1-2 years
- Stable discipline or program needs replacement for FT faculty who have left within three-four years
- Stable discipline or program can justify replacement for FT faculty who have left within five years or more
- Outside accreditation is at risk without FT hire

**Points (0-5):**

**OR**

**Growth Position**
- Enrollment data over past two years indicate program is *growing*
- Enrollment data over past two years indicate program is *stable*
- Enrollment data over past two years indicate program is *declining*
- Independent marketing or other data indicate growth potential

**OR**

**New Program/Discipline Position**
- Program Initialization process complete
- State curriculum approval complete
- New program has shown significant growth without FT faculty
- Independent marketing data suggest viability of new program

**FT/PT Ratio**
- Program has no full-time faculty
- FT/PT ratio below 50/50 percent
- FT/PT ratio below 60/40 percent
- FT/PT ratio below 75/25 percent
- FT/PT ratio results in critical lack of effective oversight for associate faculty
- Reliable pool of well-qualified associate faculty is unavailable

(In the case of non teaching faculty positions, the criteria will be the deviation from norms obtained from like institutions)

**Program/Student Outcomes**
- Narrative justification demonstrates clear need for FT faculty in order to maintain program outcomes
- Narrative justification demonstrates clear need for FT faculty in order to achieve student learning outcomes

**Other (Shared Interest)**
- Shared interest determined by the Faculty Prioritization Committee. Scoring rubric will be mutually agreed and will be based on the nature of the shared interest.

**TOTAL**