Application to Participate in California Community Colleges Baccalaureate Degree Pilot Program

Submitted by:
Feather River College
570 Golden Eagle Avenue
Quincy, CA 95971
1. Table of Contents

1. Table of Contents ................................................................. 2
2. Need (Statement of Problem) .................................................. 3
3. Response to the Need .............................................................. 7
4. Program Management/Institutional Commitment ...................... 11
5. Identified Resources ............................................................... 13
6. Forms (Appendices A and B) ................................................... 15
2. **Need (Statement of Problem)**

California agriculture is a $42.6 billion dollar industry that creates more than 1,400 ranching and animal science related positions each year. The future of this vast enterprise depends in part on the ability of the state’s educational institutions to provide top-quality training for future generations of ranchers and agricultural managers who will fill the large number of ranching and animal science related positions each year. Agricultural employers, ranch owners, and rural small businesses are seeking applicants that have advanced business and animal science skills. New entrants seeking careers on ranches or related occupations are expected to have the academic training, deep-seated soft skills and the practical “horse sense” to make complicated management decisions. According to the Bureau of Labor Statics, ranching and land management has grown so complex that ranchers and agricultural managers now are expected to have a bachelor’s degree in agriculture or a related field. In other words, five years of on-the-farm training is rapidly being replaced with the prerequisite of a baccalaureate degree.

Today’s ranchers, agricultural asset managers, and business operators must be innovative, multi-faceted professionals with complex skills beyond crop and livestock production. They are expected to have technical, legal, business, human relations, and communication skills that were not required a generation ago. They must have a full grasp of consumer concerns and government regulations that their grandparent’s never thought of. The rancher, manager or operator has much more responsibility as it relates to food safety, farm-to-fork, commodity tracking and profitability using technology.

Science-based education, specifically Equine Science is equally important to the ranching profession. Ranchers balance animal husbandry with business acumen to make complicated management decisions; a solid understanding of animal genetics, veterinary medical specialties, and animal health and welfare is essential.

Students in the equine science field are often entrepreneurs. They create start-up businesses or provide specialized services like animal breeders, horse trainers, animal caretakers, stable managers and owners, veterinarians, equine assisted therapists (physical and mental health) and pharmaceutical sales representatives. These self-employed individuals and the services they offer are significant economic drivers for urban and rural communities throughout California. For example:

- The equine industry directly employs over 54,000 fulltime positions.
- 311,000 “spin off” jobs are created by feed and product manufactures, as well as equine service related businesses.
- $4.1 billion are contributed to California’s economy annually through equine services to support the 698,000 horses in the state.

In California and the West many universities have eliminated ranch management programs, partly due to the relatively high cost of the degree. While Agriculture and Agricultural Business degrees are thriving in some areas, very few schools incorporate equine sciences as a degree specifically, thus a large gap has widened between associate-level certificates and degrees offered at a bachelor’s level. According to the Rural Land Institute survey of 23 universities in 17 western states, though agriculture management is offered, “coursework was almost without exception not packaged in a
way that trained individuals for contemporary ranch management.” Closer to home in California and Nevada, institutions like California Polytechnic State University, San Luis Obispo (CalPoly, SLO) and University of Nevada, Reno (UNR) have eliminated ranch management programs. Livestock industry leaders like Billy Flournoy, President of the California Cattleman’s Association are concerned about this trend. In a letter of support for Feather River College’s (FRC’s) Equine and Ranch Management degree, Mr. Flournoy stated that he supports the idea of “an affordable, practical approach” to educating students to fill positions that support over 2,400 California cattle ranch operations.

2a. The Equine and Ranch Management Bachelor of Science degree will offer FRC students the opportunity to combine practical agricultural business management theories with industry-standard horse techniques. This unique degree combines scientific agricultural management courses with hands-on horse related disciplines that incorporate both traditional and progressive performance-horse methods. Students will have daily opportunities to work with horses and livestock while integrating management and business principles into working for, or creating a successful horse enterprise or ranch operation. To the already-successful FRC Agriculture and Equine Studies program that awards over forty associate degrees or certificates yearly, the addition of the Equine and Ranch Management Baccalaureate degree will meet industry needs by producing graduates who will demonstrate the following student learning outcomes upon graduation:

- Knowledge of agricultural, equine, and livestock management related disciplines that incorporate both traditional and progressive practices.
- An ability to analyze data and solve problems in the equine and ranch management field.
- A proficiency in critical thinking, reading, writing, and oral language skills in an agriculture occupational context.
- Developed and demonstrable leadership skills that enhance professional success in the agriculture and equine industry.
- An ability to enter employment or create a successful entrepreneurial business in the field of equine and ranch management, or transfer to a university for an advanced degree in a related field.

2b. Enrollment data

<table>
<thead>
<tr>
<th>Enrollment data, fall 2013</th>
<th>Total</th>
<th>Men</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>All students</td>
<td>1,782</td>
<td>943</td>
<td>839</td>
</tr>
<tr>
<td>Undergraduate</td>
<td>1,782</td>
<td>943</td>
<td>839</td>
</tr>
<tr>
<td>Degree/certificate seeking</td>
<td>1,444</td>
<td>814</td>
<td>630</td>
</tr>
<tr>
<td>First-time</td>
<td>354</td>
<td>217</td>
<td>137</td>
</tr>
<tr>
<td>Transfer-ins</td>
<td>278</td>
<td>168</td>
<td>110</td>
</tr>
<tr>
<td>Continuing</td>
<td>812</td>
<td>429</td>
<td>383</td>
</tr>
<tr>
<td>Non-degree/certificate seeking</td>
<td>338</td>
<td>129</td>
<td>209</td>
</tr>
</tbody>
</table>

2c. FRC’s strengths include small class sizes and the extraordinary hands-on learning opportunities available. Many of the students in the Agriculture/Equine Studies program come from small communities and FRC offers a comfortable learning environment where students can grow as individuals and prepare themselves for careers in agriculture.
Having this program at FRC would provide students an opportunity to obtain a Bachelor’s degree in a small community and small campus environment where they are comfortable and can receive the individual attention they need to maximize their likelihood of success.

In November 2014, FRC surveyed agriculture students to gauge the level of interest for an Equine and Ranch Management Bachelor of Science degree. The results of this survey formed the basis for this application.

- Half of the FRC Agriculture students plan to transfer to a four-year institution.
- 39% of FRC agriculture students plan a career in ranch management
- 45% of FRC agriculture students plan a career in veterinary medicine, equine health, and training related services
- Only about 16% indicated a general agriculture career path.

The survey also revealed that after obtaining an associate’s degree, students who want to pursue a ranch management or equine career are forced to seek employment immediately or transfer. Because of the lack of equine studies programs at four-year universities, an education barrier is created for students who want to increase their skills and knowledge and become experts in equine science and ranch management. These are apt to be the same students (50%) who indicated a plan to transfer to a four-year institution.

Another strength of FRC is its community support and network of graduates: a diverse network of public, private and nonprofit associations support the Equine and Ranch Management Bachelor of Science Degree. Letters of support have been received from:

- California State Senator Ted Gains
- California Assemblyman Brain Dahle
- Plumas County Board of Supervisors
- Sierra County Board of Supervisors
- California Cattlemen’s Association
- Harris Ranch, Coalinga, CA
- Performance Horse Champion, Nick Dowers, HC 72 Oasis Ranch Dyer, NV
- Bengard Ranches, Salinas, CA
- de Braga Cattle Co., Red Bluff, CA
- Bidwell Ranch, Fort Bidwell, CA
- Roberti Ranch, Sierra Valley, CA
- Roen Ranch, Sierra Valley, CA
- Pyle Ranch, Susanville, CA
- Plumas Bank, Northern California
- Large Animal Veterinary Hospital, Chilcoot, CA

These producers, governmental leaders, and businesses represent over thirty thousand head of livestock and thousands of acres of ranchland throughout the western states and are aware of the unmet need in ranching, equine and animal science professions. Additionally, high school agricultural teachers and FFA advisors that comprise the twenty-county Superior California Region also support the idea of an Equine and Ranch Management Bachelor of Science degree at FRC. These educators see the proposed program as a technical education option for rural students that:

- Might not intend to seek a four-year degree or intend to return back to the ranch for their lifelong profession.
• Are looking to a career path that is "hands on" or production oriented and do see the value of attending a university program.
• Are cost sensitive as it relates to cost of living, tuition, or other education related barriers.

A recent survey of high school agricultural instructors in the North Far North region (NFN) provides some additional insight and demand for Equine and Ranch Management Bachelor of Science degree. The survey is the product of the NFN Deputy Sector Navigator for Agriculture, as part of the Doing What Matters initiative. It revealed the following trends among northern California area high school agriculture students:

• The most-popular areas of study among students are agri-business and animal science.
• Only about 15% will go directly to a California State University campus out of high school.
• Factors such as cost of living, tuition costs, and proximity to home play an important role in determining many northern California high school agriculture students’ choice of college.

High school and college agricultural teachers agree that even non-farm students are frequently attracted to agriculture education and careers through animal sciences. The Equine and Ranch Management Bachelor of Science degree will meet the industry need for trained ranch managers and provide an educational option that does not currently exist.

2d. FRC administration and faculty have carefully examined the employment demand for the Equine and Ranch Management Bachelor of Science degree. After consulting the California Employment Development Department, California Community College Center of Excellence, NFN Deputy Sector Navigator, USDA Farm Service Agency, CSU Chico Center for Economic Development and other public and private sources it is clear that the demand for graduates in the equine field far outpaces the availability of potential graduates.

<table>
<thead>
<tr>
<th>Occupation (sampling)</th>
<th>Annual Openings</th>
<th>Absorption Rate Analysis</th>
</tr>
</thead>
<tbody>
<tr>
<td>Farmers, Ranchers, and Other Agricultural Managers</td>
<td>770</td>
<td>192:1</td>
</tr>
<tr>
<td>Animal Scientists</td>
<td>18</td>
<td>-</td>
</tr>
<tr>
<td>Agricultural and Food Science Technicians</td>
<td>187</td>
<td>47:1</td>
</tr>
<tr>
<td>Farm and Home Management Advisors</td>
<td>21</td>
<td></td>
</tr>
<tr>
<td>Veterinary Assistants and Laboratory Animal Caretakers</td>
<td>411</td>
<td>102:1</td>
</tr>
<tr>
<td>Animal Breeders</td>
<td>31</td>
<td>-</td>
</tr>
<tr>
<td><strong>Annual Openings</strong></td>
<td><strong>1,438</strong></td>
<td><strong>359:1</strong></td>
</tr>
</tbody>
</table>

Source: Theresa Milan, Centers of Excellence Los Rios Community College District, EDD California Labor Market Information, other independent analysis.
3. **Response to the Need**

3a. The Feather River College Agriculture, Equine Studies, and Rodeo Programs specialize in teaching general agriculture, equestrian and rodeo skills through a hands-on agriculture-based curriculum. The original Pack Station and Stable Operations degree was started in the early 1980s and continues to be the only one of its kind in the country. From its inception with only a handful of students and livestock, the FRC Pack Station and Stable Operations Program grew to include horse training, ranch, rodeo disciplines and more recently General Agriculture and Agricultural Science options. Over 150 students are currently enrolled in these unique programs, the Agriculture Department’s student demographics include 52% female and 48% male with 78% white-non-Hispanic heritage.

The FRC Agriculture Department is nationally recognized for its unique agriculture programs. The Agriculture Department’s main strengths are in its comprehensive curriculum, outstanding instructional facilities, exceptional faculty and staff, and extensive agriculture industry connections that further supplement the curriculum. The best way to assess the effectiveness of the Agriculture Department is to see the demand of the individual programs as well as the long-term success of the program’s graduates. The Equine Studies Program is known by professionals as a leader in the horse industry.

Students can earn an Associate of Science degree in Agriculture or Equine Studies, a Certificate of Achievement in Equine Studies, or Certificates of Specialization in General Agriculture, Ranch Technology, Fundamentals of Horse Training Skills, Fundamentals of Ranch Skills, Fundamentals of Pack Station and Stable Operations, and Fundamentals of Rodeo Techniques. Since 2010, over 40 degrees have been awarded annually with 52 degrees and certificates awarded this last spring 2014; over 30% of the total degrees awarded at Feather River College for the 2013-2014 academic year. It is clear that FRC is committed to the agricultural and equine program and there exists a proven pipeline of potential students.

Students are prepared for a variety of employment prospects or the opportunity to transfer to a four-year university. Of the spring 2014 graduates, program data shows 38% of students transferred to another institution, 38% of students entered the work force in a related discipline, and 24% of students went on to pursue other interests. Recently, FRC students made a documentary film about the Equine Studies Program. Their sentiments can be seen at [www.youtube.com/watch?v=lbmqdnwTH_w](http://www.youtube.com/watch?v=lbmqdnwTH_w).

3b. The anticipated Equine and Ranch Management Bachelor of Science degree will build upon the existing programs within the Agriculture Department and will easily incorporate both current students and prospective students. More importantly, it makes accessible a career pathway by bridging the gap between associate degrees and a documented industry need.

The curriculum is designed to build upon the current Agriculture and Equine Studies Associate degree. Students in the Equine Studies Program can seamlessly continue with the progression of advanced courses to earn the proposed Bachelor of Science degree; providing them with the opportunity to combine practical agricultural business
management theories with performance horse techniques that are not offered in four-year universities.

Students will have daily opportunities to work with horses and livestock while integrating management and business principles into working for, or creating a successful horse or ranch operation. This model will be popular with prospective students from a Future Farmers of America (FFA) or agricultural background. Today, there are 70,523 FFA members in 305 California high schools. Within the FFA Superior Region (where Plumas County is located), there are currently 391 Animal Science pathways, and 113 Ag Business Management pathway student members. Of these Superior FFA region students, an estimated 36% will transfer to an institution of higher learning to study an agriculture related field. The proposed Equine & Ranch Management Bachelor of Science degree would build on the Animal Science and Ag Business background of these students.

3c. The Agriculture Department’s gateway course, AGEQ 102 - Elements of Equine Science, is required of all incoming freshmen and is broadly indicative of future student success. After reviewing the historical five year completion rates for this course, program faculty have determined the following assumptions to base a five-year enrollment projection for the Equine and Ranch Management Bachelor of Science program. An average of 60 students per semester enroll in AGEQ 102 with a 62% success rate; therefore resulting in approximately 37 students who could potentially enter the Bachelor program every year. With an estimated 90% student success rate after the sophomore year; 30 students would graduate in 2017-18 and 2018-19. With a modest estimate of a 5% annual growth in the number of freshmen students enrolled in the Bachelor program, FRC believes the number of graduates would increase to 33 students within the projected time frame. It is acknowledged that some students may transfer to other programs after earning an Associate degree following the sophomore year; however, it is believed that an equal number of students would transfer to FRC and complete the proposed Bachelor program.

### Five-year enrollment projection for Equine and Ranch Management degree

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<tr>
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</tr>
</thead>
<tbody>
<tr>
<td>Freshman</td>
<td>60.0</td>
<td>63.0</td>
<td>66.2</td>
<td>69.5</td>
<td>72.9</td>
<td>76.6</td>
</tr>
<tr>
<td>Sophomore</td>
<td>37.2</td>
<td>37.2</td>
<td>39.1</td>
<td>41.0</td>
<td>43.1</td>
<td>45.2</td>
</tr>
<tr>
<td>Junior</td>
<td></td>
<td></td>
<td>37.2</td>
<td>39.1</td>
<td>41.0</td>
<td>43.1</td>
</tr>
<tr>
<td>Senior</td>
<td></td>
<td></td>
<td></td>
<td>33.5</td>
<td>33.5</td>
<td>35.2</td>
</tr>
<tr>
<td>Graduates</td>
<td>0.0</td>
<td>0.0</td>
<td>30.1</td>
<td>30.1</td>
<td>31.6</td>
<td>33.2</td>
</tr>
<tr>
<td>Total Students</td>
<td>97.2</td>
<td>137.4</td>
<td>175.9</td>
<td>183.0</td>
<td>192.2</td>
<td>201.8</td>
</tr>
</tbody>
</table>

3d. Feather River College staff have reviewed course catalogs, held meetings and initiated conference calls with agricultural departments at both the University of California (UC) and California State University (CSU) system to assure the proposed baccalaureate degree pilot program and program curriculum is not currently offered or a duplication of
existing four-year programs. Both UC and CSU agricultural faculty and administrators overwhelmingly support the Equine and Ranch Management Bachelor of Science degree and have provided letters of endorsement that are on file at the college.

<table>
<thead>
<tr>
<th>Institution</th>
<th>Statement of Support</th>
</tr>
</thead>
<tbody>
<tr>
<td>University of California (Davis)</td>
<td>After reviewing the suggested curriculum and discussing the proposal with the FRC team during a phone conference, we feel that this is a rigorous academic degree that will fill a void not yet covered by any other institutions within the California postsecondary system. Mary E. Delany, Ph.D. - Executive Associate Dean, College of Agricultural and Environmental Sciences</td>
</tr>
<tr>
<td>CalPoly (Pomona)</td>
<td>“The proposed curriculum is well written, sound and practical. I fully support Feather River College Application to offer a Baccalaureate Program in Equine and Ranch Management.” Broc Sandelin, Ph.D. – Department Chair of Animal and Veterinary Science</td>
</tr>
<tr>
<td>CSU (Chico)</td>
<td>“CSU, Chico supports the efforts of Feather River College to develop this unique program which fills a need not currently met at CSU, Chico. We look forward to assisting with the development of the degree program as needed.” D.A. Dailey, Ph.D. - Interim Dean, College of Agriculture</td>
</tr>
<tr>
<td>CSU (Fresno)</td>
<td>“Overall, I think this will be a degree that serves an important demand that you have your area for turning out students with a good practical B.S. degree that are going to return to farms and ranches in northern California.” Randy Perry, Ph.D. - Faculty Chair of Animal Sciences and Agricultural Education Department</td>
</tr>
<tr>
<td>CalPoly (San Luis Obispo)</td>
<td>“At Cal Poly, we believe fully in ensuring the future of agriculture by equipping young learners with the knowledge and skills to address industry needs and issues. To that end, we support any and all efforts to develop and provide related educational programs.” Richard A. Cavaletto, Ph.D., Associate Dean College of Agriculture, Food &amp; Environmental</td>
</tr>
</tbody>
</table>

NOTE: These letters are available upon request and serve as evidence of non-duplication.

3e. The Equine and Ranch Management Bachelor of Science degree offers students the opportunity to combine practical agricultural business management theories with performance horse techniques. This unique degree combines scientific agricultural management courses with hands-on horse related disciplines that incorporate both traditional and progressive performance horse methods, thus providing students with direct experience necessary to work for or create a successful horse or ranch operation.

Proposed curriculum will incorporate the IGETC General Education requirements along with the current Equine Studies Associate of Science degree. Upper-division discipline work will be comprised of advanced agricultural core topics that will be delivered in new courses that will be developed in spring 2015. These new courses will be vetted through FRC’s existing approval structure as outlined in section 3.g (below) and will be taught at an appropriate upper-division level of rigor.
Equine and Ranch Management Requirements and Electives  
(Bachelor of Science Draft Proposal)

<table>
<thead>
<tr>
<th>Upper-Division Requirements</th>
<th>Units</th>
</tr>
</thead>
<tbody>
<tr>
<td>AGAS 320 Equine and Livestock Ranch Planning and Marketing</td>
<td>3 units</td>
</tr>
<tr>
<td>AGAB 321 Ranch Records and Finance</td>
<td>4 units</td>
</tr>
<tr>
<td>AGEQ 330 Principles of Equine Reproduction and Genetics</td>
<td>4 units</td>
</tr>
<tr>
<td>AGAS 350 Equine and Livestock Health and Disease</td>
<td>3 units</td>
</tr>
<tr>
<td>AGEQ 307,308,309,310 Adv. Equine Training and Preparation for Sale and Show</td>
<td>8 units</td>
</tr>
<tr>
<td>AG 400 Agriculture Leadership Seminar</td>
<td>3 units</td>
</tr>
<tr>
<td>AGAS 425 Pasture and Forage Management</td>
<td>3 units</td>
</tr>
<tr>
<td>AGAS 440 Equine Anatomy &amp; Exercise Physiology</td>
<td>3 units</td>
</tr>
<tr>
<td>AGEQ 496, 497 Equine and Ranch Management Internship</td>
<td>6 units</td>
</tr>
<tr>
<td>AGEQ 450 Equine Business Entrepreneurship</td>
<td>3 units</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>40 units</strong></td>
</tr>
</tbody>
</table>

Lower-Division General Education (Social & Behavioral Sciences, Biological Sciences, Business, Environmental Science, Communication) 12 units

3f. This program proposal for Equine and Ranch Management is well positioned to incorporate upper-division general education coursework to support students as they develop higher-level skills and knowledge in completion of their baccalaureate studies. In early discussions with program faculty, advanced coursework in communication, business, environmental science, social and behavioral sciences, and biological sciences would provide students with the specialized knowledge necessary to provide adequate breadth to their focused coursework. Although the details are not yet settled, the college would offer approximately twelve units of upper-division general education coursework in support this degree.

3g.

<table>
<thead>
<tr>
<th>Timeline</th>
<th>Tasks</th>
<th>Complete</th>
</tr>
</thead>
</table>
| Planning | • Work with advisory committee, CSU, UC to finalize degree proposal.  
• Work with administration to identify staffing and resource issues. | Spring 2015 |
| Proposals | • Submit program proposal to FRC Council on Instruction and Curriculum Committee for local approval.  
• Submit proposal to NFN for approval.  
• Submit proposal to FRC Board of Trustees. Submit proposal to Chancellor’s Office. | Fall 2015 |
| Requisite Accreditation approval | • Write and submit Substantive Change Proposal to ACCJC. | Fall 2015 |
| Degree Implementation | • 40 students begin upper-division coursework. | Fall 2016 |
| Degree Completion | • 20 students receive B.S. degree as first class. | Spring 2018 |
4. Program Management/Institutional Commitment

4a. Feather River College is fully accredited by the Accrediting Commission for Community and Junior Colleges. FRC underwent its last comprehensive site visit in spring 2012 and had its accreditation reaffirmed without sanction by the ACCJC at the June 2012 Commission meeting. The College is currently completing its regular midterm report due to the ACCJC in March 2015. This report will be approved by FRC’s Board of Trustees at their January 2015 meeting. If selected for the pilot baccalaureate degree program, FRC will develop and submit a substantive change proposal in fall 2015 to the ACCJC using the recently released guidelines.

4b. Feather River Community College District provides for conservatively sound financial management which is reflected in a strong reserve balance of approximately 30% (among the highest in California); continually exceeding the 50% law requirement, and limited exposure for increasing expenses that are managed by the District and funded annually. In its financial audits from the past three fiscal years, the District received only three deficiencies and no material weaknesses, documenting the effectiveness of the District’s business and fiscal management.

4c. The Agriculture Department’s current staff is prepared to handle the initial extra work load from the new program. If the opportunity is awarded to Feather River College to carry out the Equine and Ranch Management Bachelor degree, the following adjustments to administration and support staff will need to be made:

- Agricultural Department Chair (Russell Reid) current MOU with the Faculty Union and the District for his position will be reevaluated in regards to release time from instruction.
- The Agriculture Department’s Instructional Assistant (Crystal Anderson) will need to have some of her position duties reevaluated and reassigned to other classified individuals who will take over the Instructional Assistant’s current responsibilities related to facility maintenance, daily operation, and supervision of student employees involved in maintenance and daily operation.
- A Baccalaureate Degree Coordinator position will be assigned to a full-time faculty member and will be the department’s point-person on career and academic advising issues with departmental students and with other campus advisors at-large.
- The college’s already strong academic advising corps is currently being expanded with categorical funding to provide even greater coordination of advising efforts and to provide additional staff that will reduce the non-agricultural workload on the existing agriculture advisor.

4d. FRC has established online opportunities for students to earn bachelor degrees with Colorado State University and Oregon State University in Agricultural Business. Currently, eight FRC students are enrolled in the Colorado State Agricultural Business degree and two students are attending online at Oregon State University. This spring (2015) FRC will have the first three students complete bachelor’s degrees through these programs, with greater student interest demonstrated for fall 2015. Faculty at FRC facilitate this agreement by proctoring exams and providing student advising and
continued articulation to the universities. The success and interest in these incipient degree options demonstrates the need to provide expanded four-year options to students in agriculture. These out-of-state programs provide traditional business degrees related to agriculture while the proposed Equine and Ranch Management program is a hands-on vocational bachelor degree designed to fill an industry training void. Additionally, the out-of-state programs are convenient for students due to their online delivery format but are cost-prohibitive for many students served by this rural community college.

4e. **Organizational Chart**

![Organizational Chart]

[Diagram]:
- Superintendent/President: Dr. Kevin Trutna
- Chief Instructional Officer: Dr. Derek Lerch
- Chief Student Services Officer: Dr. Karen Pierson
- CTE Division Chair
- Recruitment/Advisor (Agriculture specialist): Carlie McCarthy
- Agriculture Dept. Chair: Russell Reid
- Instructional Assistant: Crystal Anderson
- Agriculture Faculty
  - Equine Studies: Russell Reid, Chuck Mills, Gene Armstrong, Crystal Anderson
  - Agriculture: Jesse Segura, Crystal Anderson
5. Identified Resources

5a. Throughout the evolution of the Agriculture Department, FRC has consistently provided sufficient funding to deliver high-quality, safe, and student-centered instruction in agriculture. Going forward, FRC will continue to fund this flagship program as one of the school’s most important programs for enrollment and student achievement. The Agriculture Department’s current operating budgets total nearly $420,000. In concert with the college’s Agriculture Foundation, all programs within the Department hold multiple fundraisers throughout the year that generate approximately $200,000 annually to help with other operating costs such as horse registration, student activities, facility construction and development. In order to provide sufficient professional development opportunities for program faculty; FRC is currently working with the Sector Navigator and Deputy Sector Navigator for Agriculture to secure support funding in the amount of $10,000 that will be available over the next two years as the program is initiated. In regards to curriculum development, the courses necessary to fulfill the degree requirements will be initially offered within existing indoor and outdoor teaching facilities. Additionally, FRC has established its ability to develop and approve curriculum in a collegial and timely manner. For example, FRC easily surpassed its goal by reaching 167% of the Associate Degree for Transfer target by spring 2014.

5b. Faculty at Feather River College represents over 120 years of combined instructional experience. Several full-time instructors and associate faculty are committed to agricultural studies at the FRC including:

Agricultural Department Chair Russell Reid is the founder of the college’s original Pack Station Program and has overseen its growth over the past thirty-six years. As the senior equine faculty member, Mr. Reid has earned the Foundation for California Community Colleges Hayward award for excellence in teaching. His education background includes a B.A. in Agriculture Business from Cal Poly, SLO and a M.A. in Recreation Administration from CSU Sacramento. Mr. Reid also operates two pack stations during the summer months and owns a cattle, hay and horse ranch in Plumas County.

Professor Chuck Mills earned a B.S. in Animal Science from CSU Fresno and a M.S. in Reproductive Physiology from University of Nevada, Reno (UNR). A former horsemanship instructor at UNR and clinician, Mr. Mills has been in the horse and cattle business for more than 50 years, including breeding training and showing Quarter Horses.

Head Rodeo Coach and Professor Jesse Segura began his academic and intercollegiate rodeo training at Lassen Community College. He went on to Cal Poly, SLO where he acquired a B.S. in Earth Science with a minor in Political Science and a M.S. in Environmental Policy. He is the National Intercollegiate Rodeo Association’s West Coast Regional Faculty Director.

Instructional Assistant and Associate Faculty Crystal Anderson earned a B.S. in Veterinary Science from the University of Arizona and a M.S. in Animal Science with research focused on equine reproduction.

Associate Faculty Gene Armstrong earned his B.S. degree in Animal Husbandry from Cal Poly, SLO. Although Mr. Armstrong is currently retired from Cal Poly where he taught Farrier and Equine Science, he continues to teach at FRC as an associate faculty.

Agriculture Recruiter, Student Academic and Career Advisor Carlie McCarthy earned her B.S. in Communications and Business Administration and M.A. in Higher Education Leadership from Oregon State University.
5c. Feather River College has the expertise, resources, and student interest to offer a quality baccalaureate degree in Equine and Ranch Management. The Equine and Ranch Management Bachelor of Science degree program will leverage the college’s existing 240 acre state-of-the-art ranching and equine facilities which includes a 12,000 square foot building and classroom that includes an indoor arena, rodeo arena, performance horse arena, large hay barns, round pens, over a hundred student horse boarding stalls, and over 140 campus dormitories. The degree will build on the size, scope, and success of existing associate degree and certificate programs.

Instructional equipment will consist of the vehicles that FRC Agriculture Department already owns including several tractors, water truck, arena groomers, mechanical flag/cow arena, and ultrasound machine. In the future there may be a need to add to this equipment depending on need, maintenance and use of the equipment. The Feather River College Foundation owns approximately 125 horses and other livestock utilized by the Equine Studies Program. Many years have led to the selective development of these high quality horses and they currently serve the needs of the program well. There are no plans to add to the number of horses. Students enrolled in the Equine and Ranch Management Bachelor Program would have first priority in the assignment of the young horses to train (usually numbering around 20 per year). Other livestock are either owned or leased by both the Equine and Rodeo Programs. Instructional supplies such as hay, welding supplies, veterinary supplies, riding supplies, as well as other essential items are currently budgeted for in the Agriculture Department’s annual budgets. It is not anticipated that the addition of the Equine and Ranch Management Bachelor Program requires significant changes to the Agriculture Department budget at this time.

5d. The Agriculture Department faculty plans to offer approximately seventeen new upper-division courses to support the proposed bachelor’s degree. These new courses will be staffed by available faculty as well as local and regional professionals who can provide industry-related expertise. These courses will be offered initially on a two-year rotation requiring 8-9 additional courses to be scheduled in each academic year. Staffing support for these courses will cost approximately $30K per year but will be far offset by the apportionment generated. One identified resource limitation is classroom teaching space. The addition of a second classroom at the Equine Facility is already under development and is planned to be in operation by fall 2015 regardless of the status of this application. Operationally, faculty and administration estimate the new instructional equipment and supplies will not exceed $15K per year and will require a relatively minor augmentation to the Agriculture Department’s existing budgets.

With this degree, FRC would provide new upper-division courses without significantly increasing operational expenses. The degree in Equine and Ranch Management will be career and industry driven and provide students with the opportunity to continue equine studies at the college’s working-ranch teaching and learning facilities. This program was designed for FRC with industry perspective and will provide a foundation for the future of practical job training and education that the California Community Colleges are noted for.
6. Forms (Appendices A and B)
# APPENDIX A

By submission of their application, the District/College agrees to abide by the terms and conditions set forth in the Application to Participate in the California Community Colleges Baccalaureate Degree Pilot Program and the District/College application.

## APPLICATION SIGNATURE PAGE

<table>
<thead>
<tr>
<th>District: Feather River CCD</th>
<th>College: Feather River College</th>
<th>Address: 570 Golden Eagle Ave.</th>
</tr>
</thead>
<tbody>
<tr>
<td>City: Quincy</td>
<td>State: Quincy</td>
<td>Zip+4: 95971-9124</td>
</tr>
</tbody>
</table>

### District Superintendent/President (or authorized Designee)

- **Name:** Dr. Kevin Trutna
- **Title:** Superintendent/President
- **Phone:** (530)283-0202 x232
- **Date:** Dec. 16, 2014
- **Signature:** [Signature]
- **E-Mail Address:** ktrutna@frc.edu

### College President

- **Name:** Dr. Kevin Trutna
- **Title:** President
- **Phone:** (530)283-0202 x232
- **Date:** Dec. 16, 2014
- **Signature:** [Signature]
- **E-Mail Address:** ktrutna@frc.edu

### Chief Business Officer

- **Name:** Mr. James Scoubes
- **Title:** CFO
- **Phone:** (530)283-0202 x270
- **Date:** Dec. 16, 2014
- **Signature:** [Signature]
- **E-Mail Address:** jscoubes@frc.edu

### Chief Instructional Officer

- **Name:** Dr. Derek Lerch
- **Title:** CIO
- **Phone:** (530) 283-0202 x321
- **Date:** Dec. 16, 2014
- **Signature:** [Signature]
- **E-Mail Address:** dlerch@frc.edu

### Chief Student Services Officer

- **Name:** Dr. Karen Pierson
- **Title:** CSSO
- **Phone:** (530) 283-0202 x273
- **Date:** Dec. 16, 2014
- **Signature:** [Signature]
- **E-Mail Address:** kpierson@frc.edu

### Academic Senate President

- **Name:** Dr. Jeanette Kokosinski
- **Title:** Academic Senate President
- **Phone:** (530) 283-0202 x217
- **Date:** Dec. 16, 2014
- **Signature:** [Signature]
- **E-Mail Address:** jkokosinski@frc.edu