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COMPLETE

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Page 1: Full-Time Faculty Position Form

Q1

Please enter the following:

Department	Business
Position Title	Business Instructor

Q2

1. Which program review goal(s) is this request supporting? Please state how the position will help advance the specific goals. (Rubric Criterion 3) (300 words or less)

Business covers a breadth of areas including Business Administration (both Transfer and General), Management, Entrepreneurship-Small Business Management, plus a new Craft Industries Entrepreneurship certificate added recently. Additionally, a new course on the Gig Economy was recently added. This person would be tasked with reviewing and revitalizing the Entrepreneurship curriculum, promoting the Craft Industries certificate, developing a personal financial planning course, and exploring a Gig Economy Self-Employed pathway/certificate. A Business instructor is needed to create and support guided student pathways and focus on equity for all BUS students. Adding a second full-time Business instructor is necessary in order to have the time and resources to facilitate this growing program, explore labor market demand to better develop career maps for majors, strengthen connections with area high schools and universities, and further develop the CTE market demands. The Business program needs to vary its course times and offerings in an accelerated format to be more competitive, but this can't be done without additional FT faculty.

Q3

2. Which strategic priority/priorities is this request supporting. Please state how the position will help advance the specific priority/priorities and the College's mission. (Rubric Criterion 4) Acceleration Guided Student Pathways Student Validation and Engagement Organizational Health (300 words or less)

Business must maintain relationships with universities for transfer students (Acceleration), with high schools (Guided Pathways), and with local businesses for Career Education (CE) opportunities. Without this position, the remaining BUS instructor can't keep up with the aforementioned responsibilities, as well as handle student advising, improving program diversity and equity, curriculum development, and teaching the new curriculum (Student Validation, Engagement, and Organizational Health).

Q4

3. How will this position improve student student learning and achievement, and close equity gaps in access and outcomes in your program. (Rubric Criterion 2) (300 words or less)

It would appear that success rates dipped since the last program review. They fell slightly in the spring and had a significant drop-off during the fall semester (from 71% to 61%). Although correlation does not imply causation, the success rates have fallen since the recent retirement of the other full-time business faculty.

As mentioned in the program review, success rates varied by terms. Success rates were better for online courses (when compared to on-campus) in the spring (74% online vs 71% on-campus vs 69% Less Than 50% Online). Success rates were better for on-campus courses (when compared to online) in the fall (63% on-campus vs 66% online vs 75% Less Than 50% Online). It is believed that, hiring another full-time faculty member; can assist in closing equity gaps, and ensure students and faculty are aware of on-campus resources and integrating them into their courses can assist in addressing these disparities.

Q5

4. Has there been or is there any evidence to demonstrate that there will be an increase in demand for your programs and/or services? How are students being adversely impacted without this position? Please discuss supporting data from recent semesters. For example, enrollment trends, waitlist pressures, or wait time for appointments and support services as they apply to this position. (Rubric Criterion 2)(300 words or less)

Business regularly has among the highest number of graduates each year. Business awards more certificates and degrees than any other department on campus. Enrollments in BUS classes have held increased in the past five years (2015-2020). Fill rates average 80% during this period. Class max of 50+ and wait lists are a regular occurrence in many of the BUS classes.

Overall, Business enrollments have shown a consistent increase from FA14 to SP19. There is also an uptick of many differing ethnicities. The department is particularly proud of the upward trend of transfer with degrees of 13% FA13-FA17 and 20% SP14 to SP18. This happened when there were two FT BUS and 1 FT faculty members writing curriculum, mentoring students, networking in industry and improving assessment.

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Q6

5. What are the racial and gender demographics of the faculty within the program? What steps will your program take to ensure that the recruitment for this position will encourage/promote faculty diversity? (Rubric Criterion 1)(300 words or less)

The Business department is predominately caucasian. There is one African-American instructor currently in the department. The department is a mixture of genders. Any recruiting for the department will focus on diversity and inclusion (and will be noted on any marketing efforts).

Q7

6. Describe why this position is essential to your program and/or service area. How has the lack of this position impacted your program and/or service area? What will be the impact to the program and/or service area if this position is not filled? (Rubric Criterion 1,3)(300 words or less)

The Business discipline offers transfer degrees and non-transfer CE degrees/certificates. Business courses are also being offered at area high schools. Without this replacement position, programs will suffer. There is too much for one business instructor to cover university transfer, career education, and lead new initiatives. The work will go undone. The program has also noticed some gaps starting in the ethnicity/race data. There is work to be done among some ethnic groups. Success rates for some ethnic groups differ considerably than others. Without the addition of new faculty and focus on mentoring and building bridges with counseling, it will be difficult to meet the college-wide success goal of 77%.

Q8

7. Is this a new position, replacement for a retirement/upcoming retirement or replacement for internal promotion (faculty to administration), or replacement for other circumstances? (Rubric Criterion 3)(100 words or less)

This is a replacement for Joe D'Amato who retired in Spring 2018.

Q9

7. Please confirm that you have discussed this faculty position request with the Division Dean and that you understand that Division Deans will be providing feedback to help inform the prioritization process.

Yes, I have discussed this position request with the Division Dean
