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Page 1: Full-Time Faculty Position Form

Q1 Please enter the following:

Department	Business & Professional Studies
Position Title	Business Instructor

Q2 How will the position support or advance one or more of the goals your department/discipline identified in this year's program review? (200 words or less) (Rubric Criterion 3)

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 last year. 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 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, and 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 How will this position specifically support or advance one or more of the College's four strategic priorities? Acceleration Guided Student Pathways Student Validation and Engagement Organizational Health (200 words or less) (Rubric Criterion 4)

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, curriculum development, and teaching the new curriculum (Student Validation, Engagement, and Organizational Health).

Q4 Describe why this position is essential to your program and/or service area and how it will improve student learning and achievement. (200 words or less) (Rubric Criterion 3)

With only one Business instructor, the focus has been on transfer. There is a great need for a bolstered internship program, but this can't be accomplished with only one FT instructor. The Business field is very broad and is encompassing more and more areas (i.e. Digital Marketing, Management, Leadership, Accounting, HR, finance, etc.), but at the same time there are very specific skill sets needed within the field where specialized training is necessary. Another instructor will enable the department to bolster student learning and achievement, by allowing additional focus on curriculum, student learning outcomes, success, retention, transfer, mentoring, and partnerships with the community and local schools.

Q5 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? (150 words or less) (Rubric Criterion 3)

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 African-Americans are considerably lower than other ethnic groups (42%). 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%.

Q6 Has there been or is there any evidence to demonstrate that there will be an increase in demand for your programs and/or services? 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. (150 words or less) (Rubric Criterion 2)

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 (2015-2019). Fill rates average 80% during this period. For the past five years, WSCH/FTEF for BUS has averaged 501, which is above the college average of 428 for the same 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 Hispanic and Asian students. 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.

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 considerably 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 (70% online vs 66% on-campus vs 70% Less Than 50% Online). Success rates were better for on-campus courses (when compared to online) in the fall (65% on-campus vs 63% online vs 80% Less Than 50% Online). It is believed that, hiring another full-time faculty member; and making sure students and faculty are aware of on-campus resources and integrating them into their courses can assist in addressing these disparities.

Q7 Is this a new position, replacement for a retirement/upcoming retirement or replacement for internal promotion (faculty to administrator), or replacement for other circumstances? Please explain. (100 words or less) (Rubric Criterion 3)

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

NOTE - On the question below: "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."

I have discussed this with my Department Chair (and have been supported in this request). I believe that this has been discussed with the Division Dean.

Q8 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
