

Request for Tenure Track Faculty

Program: Business

Date: 10/15/2015

Initiator(s): Michael Dennis, Chris Gaines

1. Program(s) Supported by the Discipline:

There are over 550 declared majors in the Business discipline itself.

Business courses are also required for degrees in Business Technology, Computer Information Systems, and Digital Media.

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

Business faculty with emphasis or experience teaching accounting to teach at Del Norte and Pelican Bay. CPA preferred.

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)

- 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.

Darlene McClure was formerly Bus/BT faculty at Del Norte. This position could be considered a replacement for her retirement.

Growth Position (checkone)

- 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

Provide justification and documentation.

Over the last year, the Business program has grown by 3% while the overall enrollments for the entire district have fallen by 4%. Over the last two years, enrollments in the Business program have fallen by 2.9% while enrollments for the entire district have fallen by 3.8%.

Relative to the rest of the district, the Business program has grown. The fraction of the district's faculty resources which are invested in the Business program should therefore also grow.

There is an approved ADT in Business Administration. The 3% growth that has occurred in the Business program, may be attributed to this new degree. It is anticipated that as more students become aware of the business ADT, growth will continue across the district.

The DN community has been requesting in-person business courses at the DN campus, with an emphasis in those connected to the CR associate degree and the Certificate of Achievement in Small Business Management. Although some of the courses are available on-line, some are very specific to local industry projects and therefore difficult to offer on-line. There is a void in qualified associate faculty in the DN community. At this time, we have only been able to qualify one associate faculty, and due to their full-time employment, can only teach one course a semester.

In addition, the District is planning on offering classes at Pelican Bay. There are several thousand inmates there. When surveyed, the Business degree was the top choice.

Even if only 10% of those inmates are academically prepared and approved by authorities there to take classes from the College, that would be several hundred FTES.

It is already difficult to staff classes at the Del Norte campus – it is expected that it will be even more difficult to staff classes at Pelican Bay. Hiring a full time faculty member whose official job description explicitly specifies teaching at Pelican Bay and the DN campus will make this problem vastly easier to solve.

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 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)

Provide justification and documentation.

The FT/PT ratio in the Business program is 37.3% FT / 62.7% PT. (Weighted average of Business and Economics disciplines. See Business program review for details on the calculations.)

In addition, neither of the current Business/Economics FT faculty have accounting as an area of expertise. But from the EDD labor market studies, we know that accounting, auditing, and bookkeeping are some of the largest and fastest growing occupations within the Business discipline. Accountants also have some of the strongest private-sector job opportunities available, which makes it difficult to establish a stable pool of well-qualified associate faculty to teach accounting.

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:

Business 1A, 1B, 4, and 180 all clearly lie within the accounting sub-discipline. Even without expansion to Del Norte / Pelican Bay, the Business department offers 27 TLUs of these classes per year. The Business department often finds it must choose which courses it uses its small pool of qualified associate faculty for and then does not offer other courses or sections due to a lack of personnel.

The current lack of a Business/Economics FT faculty with expertise in accounting causes numerous other difficulties and lost opportunities for the College, including difficulty in keeping course outlines current with developments in the field, ensuring robust and authentic assessment, and networking with local employers and professional organizations in the accounting field.

For example: when it comes time to revise the course outlines for our accounting classes to make them consistent with the model course descriptor for Financial Accounting from C-ID, existing full-time faculty do not have all the knowledge needed to know how to condense the reduce the 13 areas of course content and 16 course objectives to a smaller number of truly essential course learning outcomes.

Nor do existing full-time faculty have the focused expertise to gain nuanced insights into the results of the assessment process.

The accounting courses are critical to both the Business AALA and Business AS-T degrees. Without a full time faculty member with expertise in accounting, the College’s ability to offer these classes and meaningfully assess their learning outcomes will be precarious at best.

REDWOODS COMMUNITY COLLEGE DISTRICT

RUBRIC FOR PRIORITIZING FULL-TIME FACULTY POSITIONS

<p>Faculty Replacement Position</p> <ul style="list-style-type: none"> • 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 	<p>Points (0-5):</p>
<p style="text-align: center;">OR</p>	
<p>Growth Position</p> <ul style="list-style-type: none"> • Enrollment data over past two years indicate program is <i>growing</i> • Enrollment data over past two years indicate program is <i>stable</i> • Enrollment data over past two years indicate program is <i>declining</i> • Independent marketing or other data indicate growth potential 	
<p style="text-align: center;">OR</p>	
<p>New Program/Discipline Position</p> <ul style="list-style-type: none"> • 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 	

<p>FT/PT Ratio</p> <ul style="list-style-type: none"> • Program has no full-time faculty • FT/PT ration 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 <p>(In the case of non teaching faculty positions, the criteria will be the deviation from norms obtained from like institutions)</p>	Points (0-5):
<p>Program/Student Outcomes</p> <ul style="list-style-type: none"> • 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 	Points (0-5):
<p>Other (Shared Interest)</p> <ul style="list-style-type: none"> • 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. 	Points (0-5):
TOTAL	