

## Faculty Vacancy – Hiring Request (2018-2019)

**1a. Title of position:** Business Professor (FT, Tenure)

**1b. Why is this position vacant?** Professor transferred to College of San Mateo

**2. Job description (approximately two sentences):**

A full-time faculty position in the Business department for both in-person and online instruction to support the growth of the department.

**3. If applicable, justify any proposed changes in the position or job description since last hire.**

Not applicable

**4. Does the vacancy bring that department to having no full-time faculty?** No, however we originally had 4 full-time faculty between Business, Accounting and CBOT and now we only have 1 full-time faculty member.

**5. Are there any special regulations such as law, Title 5, Education Code, Student Success Initiative, or accreditation standards, etc., that would require a minimum of one full-time faculty member?** No

**6. How does the position support the goals of the Educational Master Plan or other strategic college plans?**

This position directly supports the following:

1. **Our growth:** In the last five years, we have successfully tripled our course offerings each fall and spring. In the same time frame, we started with no summer courses and now have six sections of BUS classes.
2. **ACCJC Reporting on Online Programs:** This year we launched the online one-year completion Business Online Academy for our 19-unit Business Administration Certificate.

**7. Describe program review or other data that indicate a demonstrated program/service need.**

Load at Census: Summer 2018 – 548

Fall 2018: 536

**8. (optional) Additional information that may be helpful to the Academic Senate and Planning and Budgeting Council in making recommendations, such as, but not limited to, how the position:**

**a) Addresses access, equity, retention issues**

Our **Business Online Academy** addresses access and retention issues. A fully online format is strategically tailored for open access year-round so students can join the program at any point in the calendar year, including mid-term. Academy instructors focus on student retention practices.

Business faculty are involved in the **Community of Practice and Faculty Learning Program** on campus in collaboration with STEM faculty to increase the quality of teaching and learning in our program for retention efforts.

**b) Circumvents an extraordinary difficulty of hiring adjuncts**

**c) Addresses department plans and innovation**

Our Business Department thrives on innovation. Over the course of five years we have strategically focused on enrollment management and a competitive analysis of market competition.

We plan to continue to see growth in online courses and plan to provide greater retention efforts with additional support in the coming years for our Business Online Academy.

Lastly, we are continually approached to validate requests by Administration for new programs requiring a vast amount of time and resources. In the last 12-months, the following programs have been brought to our department: Viticulture, Amazon Web Services, Facebook Digital Marketing, and Year-Up programs.