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

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

**1b. Why is this position vacant?** Professor promoted to Dean of Business, Design and Workforce

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

A full-time faculty position in the Accounting department for both in-person and online instruction to support the reinvigoration of the department after an 18-month time span with no full-time faculty member.

**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. The position has been allocated for in the budget under fund 1. Financial and Managerial accounting are also required (as core) for business transfers and economic transfers. Students need financial and managerial accounting as prerequisites to most M.B.A. programs in the Bay Area. Increasing the demand for evening and online courses.

**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?**

Transfer and career education are stated as goals in the Educational Master Plan (EMP). Accounting has a transfer path, is part of the ADT of Business, and has certificates that support entry level employment in the community.

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

Financial and Managerial accounting are required (as core) for business transfers and economic transfers. Students need financial and managerial accounting as prerequisites to most M.B.A. programs in the Bay Area. Increasing the demand for evening and online courses.

**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**

Accounting certificates allow students the opportunity to begin working in the field after two years and not wait until they receive a 4 year degree.

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

Accounting professors can be difficult to hire because they are industry experts with above average income. Online classes are another barrier to hiring adjuncts because not all adjuncts have online credentials.

**c) Addresses department plans and innovation**

The Business Online Academy (BOA) will allow student into a pipeline that can be completed in one year. Accounting is part of the pipeline and has included a fast track accelerated accounting class to complement the BOA; two accounting core classes offered in one semester.