

## FACULTY NEEDS ASSESSMENT APPLICATION

Name of Person Submitting Request:		<b>Michael Assumma/Janet Courts</b>
Program or Service Area:		<b>Accounting</b>
Division:		<b>Mathematics, Business and Computer Technology</b>
Date of Last Program Efficacy:		<b>November 2, 2011</b>
What rating was given?		<b>Conditional</b>
# of FT faculty (1)	# of Adjuncts (6)	Faculty Load: Fall 2011=3.13 Spring 2012=3.29; Fall 2012=3.09
Position Requested:		Tenure Track Professor
Strategic Initiatives Addressed:		Student Success, Student Access

1. Provide a rationale for your request.

We are in need of a full-time faculty to replace Mr. Zombos who retired several years ago. Currently we are teaching this load with part-time faculty. We are continually challenged with finding qualified part-time instructors that are able to work the required hours. Accountants have a heavy professional workload due to the nature of the discipline. Few are available to teach during the day or regularly at night-especially during the spring semester (tax season). With only one full-time accounting faculty member it is imperative that we hire an additional qualified accountant. We offer a variety of accounting courses fulfilling the needs of both vocational and transfer students, but have been unable to truly keep abreast of the industry as a result of only having one full-time faculty member.

Accounting is one of the few professions with job openings. Many call the job market for accounts "recession proof." SBVC can fill the need for entry level bookkeepers, payroll and accounting clerks, staff accountants and transfer students. We must have an additional faculty member immediately to maintain the programs at the current level. Additional faculty will be needed as the program grows. Without additional faculty, it will be extremely difficult to maintain a quality accounting program.

2. Indicate how the content of the latest Program Efficacy Report and/or most current EIS data support this request. How is the request tied to program planning? (*Reference the page number(s) where the information can be found on Program Efficacy.*)

In looking at the Educational Master Plan (p.20), you will see the following assessment: after experiencing a slight decline in FTES in 2007/2008, the accounting program is growing (FTES for 2008-09 was 110.53, for 2009-10 was 115.07, and for 2010-2011, 137.30 representing 24.2% growth over the last three years. This growth is likely due to the state of the economy which has resulted in high unemployment. People are going to school to gain the skills to obtain employment. The accounting field has not experienced the loss of positions impacting many other disciplines-as specified below 22% growth. Jobs are available in accounting.

3. Provide updated or additional information you wish the committee to consider (*for example: regulatory information, compliance, alternative or ongoing funding sources, updated efficiency and/or student success data or planning etc.*)

According to the Bureau of Labor Statistics (<http://www.bis.gov/oco/ocos001.htm>) accountants and auditors are expected to experience much faster than average employment growth from 2008-18. Job opportunities should be favorable; accountants and auditors who have a professional certification, especially CPAs should have the best prospects.

**Employment change.** Employment of accountants and auditors is expected to grow by 22% between 2008-2018 (about 279,400 jobs), which is much faster than the average for all occupations. An increase in the number of businesses, changing financial laws and corporate governance regulations, and increased accountability for protecting an organization's stakeholders will drive job growth as will the continued globalization of business.

As the economy rebounds, the number of business establishments will increase, requiring more accountants and auditors to set up books, prepare taxes, and provide management advice. As these businesses grow, the volume and complexity of information reviewed by accountants and auditors regarding costs, expenditures, taxes, and internal controls will expand as well. Additionally there is a growing movement towards International Financial Reporting Standards (IFRS), which uses a judgment-based system to determine the fair-market value of assets and liabilities, which should increase demand for accountants and auditors because of their specialized expertise.

**Job prospects.** Accountants and auditors who have earned professional recognition through certification or other designation, especially a CPA should have the best job prospects. Individuals who are proficient in accounting and auditing computer software and information systems or have expertise in specialized areas – such as international business, international financial reporting standards, or current legislation – may have an advantage in getting some accounting and auditing jobs. Further, employers increasingly seek applicants with strong interpersonal and communication skills. Many accountants work on teams with others who have different backgrounds, so they must be able to communicate accounting and financial information clearly and concisely.

4. What are the consequences of not filling this position?

By NOT hiring an additional full-time tenured track professor, we are truly showing little to no concern for the anticipated 22% growth (Bureau of Labor Statistics) in this career outlook and the over 24% FTES growth. Overall, the goal of the department in hiring this NEW faculty is to advance the department or program, the College, and the institution by providing an updated curriculum-which is to include additional course offerings and new certificate(s). *i.e.* forensic accounting. We would be merely just maintaining our curriculum and not be able to make the necessary changes to our curriculum to adhere to the demands within this discipline. With a growth rate of over 19% in FTES from academic year 2009-2010 to academic year 2010-2011, we will NOT be able to continually meet the demand with the current staffing.

