

FACULTY NEEDS ASSESSMENT APPLICATION

Name of Person Submitting Request:		Janet Courts
Program or Service Area:		Accounting
Division:		Mathematics, Business, Computer Tech
Date of Last Program Efficacy:		3/29/2013
What rating was given?		Continuation
# of FT faculty (1)	# of Adjuncts (5)	Faculty Load: 6.52
Position Requested:		Tenure-Track Accounting Instructor
Strategic Initiatives Addressed:		Student Success, Student Access

Replacement ☐

Growth ☐

1. Provide a rationale for your request.

We are in need of a full-time faculty to replace Mr. Zoumbos 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 accountants "recession proof." SBVC can fill the need for entry level bookkeepers, payroll and accounting clerks, staff accountants and transfer students. We, however, must have an additional faculty just to maintain the programs at the current level. Because of increasing demand, additional classes have been offered while hiring adjunct faculty has become more and more difficult; professional accountants interested in teaching can only teach one class and often not during daytimes; more and more classes are being taught in the evenings and online, although there is a growing realization that online instruction is not for everyone. Additional faculty will be needed as the program grows and as curricula is updated to meet current industry standards. Without additional faculty it will be extremely difficult to maintain a viable, relevant, and rigorous accounting program.

2. Indicate how the content of the latest Program Efficacy Report and current EMP 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.*)

After experiencing a slight decline in FTES in 2007/2008, the accounting program began to grow (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 three year period from 2008-2011). This growth was likely due to the state of the economy which resulted in high unemployment. People went 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 accounting anticipates a 22% growth over the next five years. Jobs are available in accounting. The more recent data which shows a slight decline in FTES may be attributed to budget reductions which resulted in the elimination of course sections

and the inability to find qualified adjunct instructors to fill open classes. Please note, however, the decline in FTES has not reached the 2008-09 levels, thus despite the department's challenges, the department has demonstrated a pattern of growth in the face of adversity.

3. Provide updated or additional information you wish the committee to consider (*for example: regulatory information, compliance, updated efficiency, 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 showing little concern for the anticipated 22% growth (Bureau of Labor Statistics) in this career outlook and continued FTES growth. Hiring new faculty will enable the program to meet current demand, develop updated curriculum, add relevant course offerings, and create new certificates (*i.e.* forensic accounting) to meet the emergent demands within the discipline