

## Accounting

### General Justifications:

- This position was filled by a full-time faculty who took the SERP option.
  - The position is disparately needed because additional faculty will be going on reduced load:
    - Two at .666 and another existing article 18 is reducing his load to .555. That is an additional loss of 1.22 faculty position.
    - This leaves the department with 3 TRUE full-time faculty (a couple of years ago we had 7)
    - It also means that we will need adjunct faculty to fill 20 sections a year which is hard to do.
  - Because of the additional expectations and commitment expected from full time faculty, hiring another full-time member will help the Department.
  - The department has deep respect and appreciation for the work adjunct faculty do.
- However, we must understand that most of them hold full-time jobs elsewhere and burdening them with additional duties is not realistic.**

### Equity

- The gap has been narrowed by 6% over 2018-19. The big closure was between 2019-20 and 2020-21 which was narrowed by 5% in one year.
  - The department goal is to close it to 5% by 2025.
  - Besides assessing SLO on regular basis, the Department uses its meetings for sharing best practices and share the tableau data provided by the College's Institutional Research.
  - The Division hosted the grading for equity workshop which was well received. The author was also invited.
  - Full-time faculty are critical in promoting *pathways* as well as building external partnerships specially with the big 4 accounting companies (Deloitte, PwC, EY, KPMG)
- These partnerships give students access to internship and job opportunities which have been equity focused by those companies.

### Fill Rate and Enrollment:

- The Accounting class sizes are 40 each with a typical fill rate of 95%
- Enrollment is on the rise. 2020-21 was approximately 7% above 2019-20.
- The Accounting Department is essential to meeting student degree requirements in multiple majors including Business (a minimum of 15 units of accounting is required), Economics, Computer Science, Facility and Sustainable Building Management where accounting plays a role in reporting, auditing, and other reports needed to present long term benefits.