The rationale for hiring a replacement fourth full-time tenure-track faculty member is based upon the three criteria stated in the Establishment and Replacement of Faculty Positions document, approved by the executive senate on October 22, 2003.

The Department of Economics and Business has required a basic minimum of four full-time tenure-track faculty since the mid-1980s, in order to provide the full breadth and depth of both lower division and upper division courses in the complementary areas of economics and business. While supporting a very high average annual 35:1 student-to-faculty ratio (+ / – ) within the department, full-time faculty generally have 30-plus advisees each year, and sometimes as high as 40 or more. The department typically graduates between 42 and 50 majors each year, and the EB student body has for 20+ years been consistently the largest - or one of the top-2 largest - departments, with an average around 150 students per year, which represents about 1-in-8 students on campus each semester at Westmont.

The full-time tenure-track position recently vacated on September 10th 2008 must be filled immediately for the start of the 2009-2010 academic year in order for the department to maintain the consistent complement of required and elective courses necessary for EB students to meet the depth and breadth of the stated graduation requirements. In the absence of the fourth faculty member for the remainder of the 2008-2009 academic year, Newton, Noell, and Morgan will each have 45-50 advisees for Fall and Spring registration periods, each picking up 12-15 of the former faculty member’s advisees.

At present, Newton teaches two lower division required courses blending economics and business forecasting and research methods, one upper division required course in applied management science, and four upper division electives in the areas of entrepreneurship and finance. Both Noell and Morgan each teach one lower division required course in economics principles, one upper division required course in intermediate economics, and four upper division electives in advanced and applied economics. The fourth full-time tenure-track position is required to teach one upper division required course in management, rotate through one lower division required course in either business or economics, and four upper division electives in applied business and management.

Although the department has for the past five years utilized one part-time faculty member to teach two sections of lower division required accounting and one upper division accounting elective each Spring semester (and he has done a wonderful job in that position), it remains the goal of the department to eventually hire a full-time tenure-track person who can teach both lower division required accounting, an upper division required economics or applied management course, and a full complement of upper division accounting electives – which was the case for about 20 years from the late 1980s through the Spring semester 2003.