



WESTMONT

Faculty Position Request Form

(Used for requesting a new faculty position or filling a vacant position)

Department: Economics and Business

Submitted by: Edd Noell

Date: 08/16/2021

Nature of request:

This is a request for a new faculty position (addition) in the department.

This is a request to fill a vacancy.

Who is the faculty member leaving or retiring? Barbara DeVivo

Rationale: On a separate page, please briefly describe the curricular need for this faculty position, including benefit to the department if the position is filled and the negative impact if it is not.

Additional documents needed:

(a) Please complete the table on the next page listing courses the person will teach and the enrollment in these courses for the past 3 years. Also, identify any new courses the department hopes to offer if this position is filled.

(b) Position job description

Please submit materials to the Provost's Office.

Faculty Position Supporting Documentation

Enrollment in course during the past 3 years

| Dept/Cr Num. | | Spr 21 | Fall 20 | Spr 20 | Fall 19 | Spr 19 | Fall 18 | |
|-----------------|-------------------------------|-----------|---------|--------|---------|--------|---------|--|
| EB 080 (4) | Principles of Management | 50 | 33 | 79 | | 37 | | |
| EB 150(4) | Adv. and Brand Promotion | | | 23 | | 22 | | |
| EB 150 (4) | Organizational Behavior | | | | 14 | 23 | | |
| EB 150 (4) | Negotiations and Diplomacy | | | | | | 22 | |
| EB150 (4) | Operations Management | | | | 14 | | | |
| EB 160 (4) | Principles of Marketing | | | | 42 | | 36 | |
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Rationale for EB Faculty Position (1)

The Economics and Business department (EB) is requesting we hire a faculty member to a core position with an emphasis on the business field. Barbara DeVivo does a fine job teaching the courses associated with this position currently. With Barbara living in Memphis, this EB faculty position needs to be filled with a full-time faculty member who is regularly present on campus going forward past this academic year. We offer each semester EB 080 (Principles of Management), a lower-division required course. It has averaged 45 students per semester over the last three years. We also offer two upper-division EB elective courses each semester associated with this position. They average an enrollment of at least 24 students across the four courses. These courses such as Marketing and Organizational Behavior are key upper-division EB electives that are integral to our EB major (and minor), as is the EB 080 course. As we are serving 180 declared EB majors/minors, it is necessary for our department to fill this position with a full-time faculty member by August 2022. We also desire to have another faculty member to do advising (the 180 EB majors/minors this fall are being advised by only three EB faculty members) and participate in academic governance by committee membership. If the position is not filled, we will have to rely much more on adjunct faculty to teach the required and elective EB courses. They are often not as readily available for engagement with students. Students don't as easily build a mentoring relationship with them or join them in research. It will also not be beneficial to not have a full-time faculty person contribute to EB department assessment and advising tasks.

The Department of Economics and Business at Westmont College invites applications for a tenure-track faculty position at the Assistant or Associate rank in Economics and Business to begin in August 2022. Candidates should have an MBA and a PhD or DBA in business from an AACSB-accredited business school. A minimum of 2-3 years teaching experience is preferred. The candidate should have a demonstrated proficiency in teaching and doing research in management and/or marketing in a Christian liberal arts context.

Teaching responsibilities include a lower-division course in management and upper-division courses in marketing and other business electives such as business strategy, organizational behavior, and human resource management. Candidates are also expected to engage in research in the business field and mentor undergraduate research.

Westmont College is a national liberal arts college in the evangelical Protestant tradition, seeking faculty with a vital and informed commitment to the Christian faith. We continually aim to diversify the faculty and strongly encourage applications from historically underrepresented groups within economics and business for this position.

Please visit <https://www.westmont.edu/office-provost/open-positions> for application instructions and to submit relevant documents.

Questions may be addressed to Dr. Edd Noell, Chair, Economics and Business Department, at noell@westmont.edu. Review of applications will begin in September 2021 and will continue until the position is filled.