

**BOARD OF HIGHER EDUCATION
REQUEST FOR COMMITTEE AND BOARD ACTION**

COMMITTEE: Academic Affairs

NO: AAC 19-05

COMMITTEE DATE: December 4, 2018

BOARD DATE: December 11, 2018

**APPLICATION OF FRAMINGHAM STATE UNIVERSITY TO AWARD THE
BACHELOR OF SCIENCE IN HOSPITALITY AND TOURISM MANAGEMENT**

MOVED: The Board of Higher Education hereby approves the application of **Framingham State University** to award the **Bachelor of Science in Hospitality and Tourism Management**.

Upon graduating the first class for this program, the University shall submit to the Board a status report addressing its success in reaching program goals as stated in the application and in the areas of enrollment, curriculum, faculty resources, and program effectiveness.

VOTED: Motion approved by FAAP, subject to the submission of revised budget. 12/04/2018.

Motion adopted by BHE. 12/11/2018

Authority: Massachusetts General Laws Chapter 15A, Section 9(b)

Contact: Winifred M. Hagan, Ed.D., Associate Commissioner for Academic Affairs and Student Success

**BOARD OF HIGHER EDUCATION
December 2018
Framingham State University**

INTENT AND MISSION

The Framingham State University (FSU) proposed Bachelor of Science in Hospitality and Tourism Management (BS in HTM) is reported to be consistent with the University's mission of preparing students for productive lives, enhanced by learning and leadership that will contribute to the culturally diverse world of the twenty-first century. A Framingham State education "cultivates thoughtful, responsible local and global citizens, prepares students for a career, and positions them for success."

The major objective of the proposed BS in HTM program is to prepare its graduates to become thoughtful and responsible citizens who work in the regional and global hospitality and tourism industry. FSU believes that students in this program will have the opportunity to foster positive developmental and learning experiences in the diverse global industry of hospitality and tourism.

The Hospitality and Tourism major prepares students to work as entry level employees in various management functions within the hospitality industry including lodging operations, food and beverage operations, customer service, marketing, human resources, financial management, technology use and management, legal and ethical regulation, facilities management, and strategy. Students who complete this major will be certified in ServSafe® food safety and TIPS alcohol service training.

A feature of the program is FSU's intent to seek accreditation for it from the Accreditation Commission for Programs in Hospitality Administration (ACPHA). Learning outcomes and a curriculum map of key course topics were created to support the accreditation efforts. Accreditation will be sought after the program has completed 4 years in operation with 3 years of graduating students. This accreditation is currently held by very few competing programs and will serve as a mark of distinction and quality.

An important component of the program will be the opportunities generated by FSU's acquisition of the Warren Conference Center and Inn in Ashland, which will provide a rich learning environment for program majors, together with other hospitality opportunities in the MetroWest area. The University also intends that students coming from related community college programs will have readily available pathways to transfer into the major.

The proposed program has obtained all necessary governance approvals on campus and was unanimously approved by the Framingham State University Board of Trustees on June 20, 2018. The required letter of intent was circulated on October 23, 2018. The Department received no comments.

NEED AND DEMAND

National and State Labor Market Outlook

International travel arrivals to the U.S. in 2017 totaled 1,323 million, a seven percent increase over 2016 and the highest growth since 2009. The U.S. receives more earnings from international tourism

than any other nation (\$2.107 billion).¹ In the U.S., domestic travelers spent \$880 billion and supported over 7.5 million jobs in 2017.² Massachusetts data from 2016 (most recent available) shows direct spending by travelers at \$20.7 billion, generating \$1.4 billion in state and local tax revenue, and supporting 139,000 jobs.³

FSU reported that Bureau of Labor Statistics show approximately 10% of the US population was employed in the leisure and hospitality industry in 2016. Future national estimates show several segments of this industry will grow at greater than average rates in the next ten years including food service management and meeting, convention, and event planning.⁴ While Massachusetts has had a strong hospitality and tourism industry, it is a segment that is both growing and changing, particularly with the recent approval and opening of casinos.

Additionally, in April 2018, *Boston Magazine* published a cover story title “The Great Boston Hotel Boom” highlighting the growth of the hotel industry over the next few years. The article also addresses the transformation within the hospitality sector that is occurring.⁵ Feedback from senior industry managers indicates the need for pro-active leaders who can manage across a diverse customer and employee base.

The University also notes that within the past year, approximately 45 employers from the MetroWest area posted employment hospitality and tourism positions in FSU’s online job posting database, RamTrack. In the past five years, the number of employers advertising job opportunities in the hospitality and tourism industry number over 250.⁶ FSU reports that interviews of regional employers and organizations in the hospitality and tourism areas reflected need for well-prepared college graduates in this field.

The University reports that many community colleges offer associate’s degrees that could articulate with the proposed program, and that FSU is in a desirable geographic location and at an attractive price point for students interested in pursuing the BS in HTM. It is the intent of FSU to further engage in collaborations with local community colleges and develop additional collaborative plans/agreements during the next academic year. Further, FSU will reach out directly to regional vocational high schools to recruit their graduates.

Student Demand

The University surveyed current FSU undergraduate students in June 2018 to measure their interest in the Hospitality and Tourism major. Of the 224 students who completed the survey, 28% indicated that they were somewhat likely or very likely to pursue the Hospitality and Tourism Major. Students who have not declared a major (46%) were the most likely to state that they would pursue the major, followed by students enrolled in the College of Business (38%), the College of Social & Behavioral Sciences (34%), and the College of Arts & Humanities (33%).

¹ *UNTWO Tourism Highlights 2018 Edition* (August 2018). Available at: <http://marketintelligence.unwto.org/publication/unwto-tourism-highlights-2018>

² U.S. Travel Association, July 2018, see <https://www.ustravel.org/research/fact-sheet-domestic-travel-2017>

³ *Massachusetts Office of Travel & Tourism 2017 Annual Report* (April 2018), available at: https://www.massvacation.com/wp-content/uploads/2018/07/2017_annual_report.pdf?x90875

⁴ Bureau of Labor Statistics. Retrieved from: <http://www.bls.gov/iag/tgs/iag70.htm>

⁵ Bielagus. A. (April, 2018). The Great Boston Hotel Boom. *Boston Magazine*.

⁶ Personal communication with Director of Career Services, Framingham State University. August, 2018.

OVERVIEW OF PROPOSED PROGRAM

FSU believes the proposed Bachelor of Science in Hospitality and Tourism Management will prepare students for a wide range of positions within hotels, elder care facilities, resorts, spas, country clubs, restaurants, catering operations, cruise lines, casinos, travel and tourism organizations, conference centers, convention services, event and wedding planning, and recreation facilities. Students will be prepared to work in as entry level employees in various management functions within the hospitality industry including lodging operations, food and beverage operations, customer service, marketing, human resources, financial management, technology use and management, legal and ethical regulation, facilities management, and strategy, as well as non-traditional hospitality roles that are rapidly growing such as healthcare food services and the hospitality aspects of assisted living. Students will also be prepared to pursue graduate studies in hospitality and tourism.

The program is made up of both existing and new courses, with a total of 16 courses required. Assignments and assessments; faculty; standards for accreditation by ACPHA. Students who complete this major will be certified in ServSafe® food safety and TIPS alcohol service training.

Duplication

Public Four-Year Institutions: Within the state university systems, Salem State University offers a B.S.in Business Administration, Hospitality Management Concentration; and the University of Massachusetts at Amherst offers a B.S. in Hospitality and Tourism Management

Independent Four-Year Institutions: FSU reports that Massachusetts independent institutions offering Hospitality and Tourism Management, or related, majors include: Boston University – B.S. in Hospitality Administration; Endicott College – B.S. in Hospitality Management; Lasell College – B.S. in Hospitality Management; Newbury College – B.S. in Hospitality Management; and Nichols College – B.S.B.A. in Hospitality Management.

FSU notes that of these seven programs, only two are accredited by ACPHA.

ACADEMIC AND RELATED MATTERS

Admission

FSU expects to use its existing admissions requirements for students interested in this program, as per DHE guidelines, including: a completed application and application fee, college essay, 17 high school-level college preparatory courses, SAT/ACT scores or students may select the Test Optional Program in the application, and official transcripts. The minimum average GPA for freshman applicants, weighted for accelerated courses (Honors and Advanced Placement), is 3.0. The sliding scale is used when an applicant's recalculated GPA is below a 3.0. The transfer students process for admission⁷ is

⁷ *Transferrable credits will be calculated based on non-remedial credits earned from the most recently attended higher education institution. Students who have earned college credits while enrolled in high school are not transfer students and must meet the admissions standards for freshman applicants.*

expected to be competitive because of the DHE’s admissions standards for all public four-year universities in Massachusetts. Decisions will be made on an individual basis by the admissions committee after a careful review of all required application materials. Minimum standards established for transfer students are 12-23 transferable college credits and a 2.50 college GPA or; up to 23 transferable college credit, a 2.00 college GPA, and a high school transcript that meets the admissions standards for freshman applicants or; 24 or more transferable college credit and a 2.00 college GPA. Admissions requirements for transfer students will be expected to include a complete application, fee (waived for Mass Transfer students), college essay, and official transcripts.

Program Enrollment

	Year 1	Year 2	Year 3	Year 4*
New Full Time	25	25	25	30
Continuing Full Time	0	23	45	64
New Part Time	5	5	5	5
Continuing Part Time	0	4	8	12
Total FTEs (counting PTs as 0.33 FTE)	26.6	51.0	74.3	99.6

Curriculum (Attachment A)

The proposed program is interdisciplinary, and housed in the College of Business, where most of the course are currently taught. There will be 10 new or substantially revised courses needed for the program (those with the prefix HTMG on the curriculum attachment). The program has been developed with the intent of applying for accreditation by the Accreditation Commission for Programs in Hospitality Administration (ACPHA). Learning outcomes and a curriculum map of key course topics were created to support the accreditation efforts. (See Appendix) Accreditation will be sought when the program has completed four years in operation and has at least three years of graduating students.

Internships and Field Studies

FSU has developed the entire program with an eye toward integrating theory and application. Details included in the outcomes and syllabi show attention to this aspect. As noted above, the recently acquired Ashland Conference Center as well as a burgeoning hospitality sector in MetroWest area that FSU serves, are expected to provide robust internship and field opportunities to students in the program.

RESOURCES AND BUDGET

Budget (Attachment B)

The program budget assumes that FSU will use existing faculty to teach nearly all of the courses required by the proposed major. The program's revenue will exceed expenses consistently by year four.

Faculty and Administration (Attachment C)

Faculty and staff from the College of Business will teach the required courses of the Hospitality and Tourism Management major. There currently are 14 tenured/tenure track faculty in the College and an additional five full-time, temporary faculty members. In addition, one required course, Business Statistics, which is housed in the Mathematics Department, will be taught by faculty from that department.

FSU has already hired a full-time hospitality and tourism management faculty member. Reallocated funds from another department will allow the University to hire a second full-time hospitality management faculty member in Year 2. The University anticipates it may need an additional faculty member in Year 3 and would use either new or reallocated resources for that hire.

The staff position is a faculty program coordinator. The compensation (either a full- or half-course release per semester) covers the cost of hiring a part-time faculty member to cover a course for the faculty program coordinator's course release.

Facilities, Library and Information Technologies

FSU cites its broad resources that will support the experiences of students who participate in the Hospitality and Tourism Management major. The University maintains the comprehensive Henry E. Whittemore Library to assist students with their studies. The University's information technologies are up-to-date and well-supported.

Affiliations and Partnerships

The University recently acquired the Warren Conference Center and Inn in Ashland. The Conference Center and Inn is managed by Flik Hotels & Conference Centers and hosts corporate events and social gatherings throughout the year. The site also includes hotel accommodations. Plans are to utilize the Conference Center as a working laboratory for students in the Hospitality and Tourism Management Major. In addition, the MetroWest region has an abundance of hotel and hospitality operations where students can gain working experience through paid employment, internships, and course assignments.

An advisory board for the proposed program was recruited in August 2017. It is planned that the board will meet a minimum of once per year to review the curriculum of the major as well as consider changes in the field that may help to shape the program.

PROGRAM EFFECTIVENESS

The proposed BS in HTM was developed with detailed objectives as well as overall program goals, with measurable outcomes cited. It is anticipated that this will help FSU track and develop the program in its first few years. Following four years of operation, the program will seek accreditation from ACPHA. Program outcomes and an emergent assessment system reflect ACPHA standards. It is planned that the faculty coordinator will be responsible for gathering, analysis, and sharing of relevant data regarding program outcomes and attainments.

Goal	Measurable Objective	Strategy for Achievement	Timetable
<p>The Bachelor of Science major in Hospitality and Tourism Management prepares students for a wide range of positions within hotels, elder care facilities, resorts, spas, country clubs, restaurants, catering operations, cruise lines, casinos, travel and tourism organizations, convention services, event and wedding planning, and recreation facilities. After completing a major in Hospitality and Tourism Management, students may also pursue graduate studies in hospitality and tourism. Students who complete this major will be prepared to work as entry level employees in various management functions within the hospitality industry including lodging operations, food and beverage operations, customer service, marketing, human resources, financial management, technology use and management, legal and ethical regulation, facilities management, and strategy. Students who complete this major will be certified in ServSafe® food</p>	FSU will designate a faculty member to serve as coordinator of the Hospitality and Tourism major.	A faculty member will serve as coordinator of the Hospitality and Tourism major and receive either a course reduction or a stipend.	Year 1
	FSU will convene an advisory board for the Hospitality and Tourism major comprised of faculty, staff and community members, including professionals from the industry. The advisory board will be convened by the program coordinator and meet once a year.	Meeting agendas and minutes will reveal that the advisory board met once a year to review the Hospitality and Tourism major and provide guidance.	Years 1-5
	FSU will increase enrollment in the Hospitality and Tourism major by 25 students each year for the first four years.	FSU will verify that student enrollment in the Hospitality and Tourism major increased each year. The program faculty and staff will collaborate with diverse groups to support recruiting efforts.	Years 1-4
	FSU will convene a half-day professional development retreat for faculty and staff who teach in the Hospitality and Tourism major. This will occur on a yearly basis.	Meeting agendas and minutes will reveal that a professional development retreat for faculty and staff who teach in the Hospitality and Tourism major occurred on a yearly basis.	Years 1-5
	FSU will implement a postgraduation survey to obtain student satisfaction with the Hospitality and Tourism Management major.	The survey will reveal that 80% of students will indicate they are satisfied or very satisfied with the major.	Years 4-5

safety and TIPS alcohol service training.	FSU will implement a postgraduation survey to obtain employment information on graduates.	The survey will reveal that 80% or higher of the program graduates obtained employment as entry level managers in the hospitality and tourism industry.	Year 5
	FSU will achieve accreditation from the Accreditation Commission for Programs in Hospitality Administration (ACPHA).	Accreditation packet and administrative review letter will reveal that the Hospitality and Tourism major has been accredited by ACPHA.	Year 5

EXTERNAL REVIEW AND INSTITUTIONAL RESPONSE

The program was externally reviewed by Eric Frauwirth, Ed.D., Dean of Career & Technical Education and Business Division, North Shore Community College, and Linda Lowry, Ph.D., Associate Professor, Department of Hospitality and Tourism Management, Isenberg School of Management, University of Massachusetts – Amherst. Both reviewers found that the proposed program met the standards of review, fit within the mission of FSU, and would provide strong preparation to its graduates. Strengths of the proposal included its thoroughness, the opportunities to develop knowledge and skills required to be successful in the profession, and well-crafted, attainable annual goals for its first five years. The reviewers made suggestions regarding having a guided program pathway, prerequisite continuity across syllabi and with the program description, making explicit learning about interpersonal and intercultural communications, and augmenting required field experience component of the proposed program.

FSU responded to these suggestions point by point. The proposal submitted for staff review reflected adjustments to the program design consistent with these responses in each of the areas identified by the external reviewers.

STAFF ANALYSIS AND RECOMMENDATION

Staff thoroughly reviewed all documentation submitted by **Framingham State University** and the external reviewers. Staff recommendation is for approval of the proposed **Bachelor of Science in Hospitality and Tourism Management** program.

ATTACHMENT A: CURRICULUM

HOSPITALITY AND TOURISM MANAGEMENT

Required (Core) Courses in the Major (Total # courses required = 17)

<i>Course Number</i>	<i>Course Title</i>	<i>Course-Credit Hours*</i>
Core Courses	<i>Thirteen (17) core major courses:</i>	
ACCT 220	Introduction to Financial Accounting	1 course-credit
ACCT 221	Introduction to Managerial Accounting	1 course-credit
BUIS 200	Introduction to Business Systems	1 course-credit
HTMG 100	Field Experience in Hospitality and Tourism (non-credit)	0 course-credit
HTMG 101	Introduction to Hospitality and Tourism	1 course-credit
HTMG 113	Economics of Hospitality and Tourism	1 course-credit
HTMG 202	Food and Beverage Management	1 course-credit
HTMG 212	Hotel and Lodging Management	1 course-credit
HTMG 222	Sales and Marketing for Hospitality and Tourism	1 course-credit
HTMG 303	Financial Management for the Hospitality Industry	1 course-credit
HTMG 313	Human Resources Management for the Hospitality and Tourism Industry	1 course-credit
HTMG 323	Hospitality and Tourism Law	1 course-credit
HTMG 404	Facilities Management in Hospitality and Tourism	1 course-credit
MGMT 280	Organizational Behavior	1 course-credit
MGMT 485	Business Policy and Strategy	1 course-credit
MRKT 181	Marketing Principles	1 course-credit
STAT 107	International Marketing	1 course-credit
	<i>Sub Total Credits</i>	16 course-credits
Core English Writing and Core Mathematics		2 course-credits
Creative Arts/Humanities/Foreign Language		3 course-credits
Analysis, Modeling, and Problem Solving/ Natural Sciences		3 course-credits

Perspectives on the Past / Perspectives on the Contemporary World / Global Competency, Ethical Reasoning, and/or Human Diversity		2 course-credits
Sub Total General Education Credits		10 course-credits
Elective Courses to meet overall degree requirement (Total # courses required = 7)		
Any Course	A student may elect to complete a minor or minors or enroll in any courses as open/free electives	7 course-credits
Curriculum Summary		
Total number of courses required for the degree	33 courses (1 non-credit course required)	
Total course-credit hours required for degree	32 course-credits* (<i>see explanation below</i>) (Equals 128 semester hours)	
Prerequisite, Concentration or Other Requirements:		
The mathematic courses required for the major core may also satisfy General Education requirements. This results in an additional free elective as all student must complete a minimum of 32 course-credits in order to fulfill degree requirements.		
*Framingham State University Course-Credit Explanation		
With the introduction of the Course-Credit program in 1971-1972, each Course-Credit is equivalent to four (4) semester hours (sixty (60) contact hours) for internal and external transfer use. There is no differentiation made in Course-Credit value between courses that require laboratory or studio work and those that do not. Only courses and Course-Credits equivalents accepted for transfer by the University are indicated on the academic transcript.		

Attachment B: Budget

One Time/ Start Up Costs	Cost Categories	Annual Expenses			
		Year 1	Year 2	Year 3	Year 4
	Full Time Faculty (Salary & Fringe)	125,400	255,816	391,398	391,198
	Part Time/Adjunct Faculty (Salary & Fringe)	21,138	21,561	29,323	37,386
	Staff	0	7,187	14,661	14,955
	General Administrative Costs	0	0	0	0
	Instructional Materials, Library Acquisitions	0	0	0	0
New Faculty Office Furniture – One Time	Facilities/Space/Equipment	0	1,500	1,500	0
	Field & Clinical Resources	0	0	0	0
	Marketing	3,000	1,500	1,500	1,500
One Time	Other (New Faculty Start-Up)	0	5,000	5,000	0
	Other (Specify) – Accreditation Costs	0	0	0	6,000
	Other (Specify) – Warren Center Lab Equipment	0	15,000	15,000	10,000
	TOTALS	149,538	307,564	458,382	461,039

One Time/StartUp Support	Revenue Sources	Annual Income			
		Year 1	Year 2	Year 3	Year 4
	Grants				
	Tuition (FTE enrollment*one-third program courses*tuition rate)	26.6*.33*970=8,500	51.0*.33*970=16,300	74.3*.33*970=23,800	99.6*.33*970=31,900
	Fees	26.6*.33*10,710=88,900	51.0*.33*10710=180,200	74.3*.33*11290=276,800	99.6*.33*11870=390,100
	Departmental				
	Reallocated Funds - Faculty line reallocation (2 nd faculty position)		127,900	130,500	133,100
	TOTALS	97,700	324,400	431,100	555,100
NET INCOME	Direct Revenues less Direct Expenses	(51,838)	16,836	(27,282)	94,061

ATTACHMENT C: FACULTY

Summary of Faculty Who Will Teach in Proposed Program							
Name of faculty member (Name, Degree and Field, Title)	Tenured	Courses (C) indicates core course. (OL) indicates course taught online.	Number of sections	Division of College of Employment	Full- or Part-time	Full- or part- time in other department or program (Please specify)	Sites where individual will teach program courses
Full-Time Faculty							
Deniz, Borga, Ph.D. in Operations Management, Assistant Professor		<input type="checkbox"/> Business Policy and Strategy	(1)	Day	Full-Time	No	<input type="checkbox"/> Main Campus
Druffel, Karen, JD, Master of Science in Information Technology, Associate Professor	X	<input type="checkbox"/> Introduction to Business Systems	(1)	Day	Full-Time	No	<input type="checkbox"/> Main Campus
Grunes, Kenneth, MBA in Finance, Assistant Professor		<input type="checkbox"/> Marketing Principles	(1)	Day	Full-Time	No	<input type="checkbox"/> Main Campus

Harrison, Michael, Ph.D. in International Management, Associate Professor	X	<input type="checkbox"/> Marketing Principles	(1)	Day	Full-Time	Yes, Marketing	<input type="checkbox"/> Main Campus
Johnson, Ann, Ph.D. in Nutrition Science, MBA in Operations Management, RD, Assistant Professor		<input type="checkbox"/> Food and Beverage Management	(1)	Day	Full-Time	Yes, Food and Nutrition	<input type="checkbox"/> Main Campus
Krim, Robert, Ph.D. in Organizational Studies, Associate Professor	X	<ul style="list-style-type: none"> • Organizational Behavior • Introduction to Hospitality and Tourism Management 	(1)	Day	Full-Time	No	<input type="checkbox"/> Main Campus
Ndinguri, Erastus, Ph.D. in Human Resource, Organization & Leadership Development		<ul style="list-style-type: none"> • Organizational Behavior • Business Policy and Strategy 	(1) (1)	Day	Full-Time	No	<input type="checkbox"/> Main Campus
Otto, Judith, Ph.D. in Geography, Associate Professor	X	<input type="checkbox"/> Introduction to Hospitality and Tourism Management	(1)	Day	Full-Time	Yes, Geography	<input type="checkbox"/> Main Campus
Page, Robert, Ph.D. in Mathematics,	X	<input type="checkbox"/> Business Statistics	(1)	Day	Full-Time	Yes, Mathematics	<input type="checkbox"/> Main Campus

Palabiyik, John, Ph.D. in Hospitality Administration, Assistant Professor		<ul style="list-style-type: none"> • Introduction to Hospitality and Tourism Management (1) • Hotel and Lodging Management (1) • Food and Beverage Management (1) • Sales and Marketing for Hospitality and Tourism (1) • Financial Management for the Hospitality Industry (1) • Marketing Principles 		Day	Full-Time	No	<input type="checkbox"/> Main Campus
Rahman, Sandra, DBA in International Management, Professor	X	<input type="checkbox"/> Marketing Principles	(1)	Day	Full-Time	Yes, Marketing	<input type="checkbox"/> Main Campus
Riveras, Jorge, Ph.D. in International Management, Assistant Professor		<input type="checkbox"/> Business Policy and Strategy	(1)	Day	Full-Time	No	<input type="checkbox"/> Main Campus
Sagesse, Peter, M.Ed. in Mathematics Education, Instructor		<input type="checkbox"/> Business Statistics	(1)	Day	Full-Time	Yes, Mathematics	<input type="checkbox"/> Main Campus
Sherry, John, MBA in General Management, Assistant Professor		<input type="checkbox"/> Marketing Principles	(1)	Day	Full-Time	Yes, Marketing	<input type="checkbox"/> Main Campus
Skypeck, Frances, Master of Science in Taxation, CPA, Assistant Professor		<ul style="list-style-type: none"> • Introduction to Financial Accounting (1) • Introduction to Managerial Accounting (1) 		Day	Full-Time	Yes, Accounting, Economics, & Finance	<input type="checkbox"/> Main Campus

Soriano, Beverly, M.S. in Accountancy, Assistant Professor	X	<ul style="list-style-type: none"> • Introduction to Financial Accounting • Introduction to Managerial Accounting 	(1) (1)	Day	Full-Time	Yes, Accounting, Economics, & Finance	<input type="checkbox"/> Main Campus
Thomas, Patricia, Ph.D. Information Technology & Decision Sciences, Associate Professor	X	<input type="checkbox"/> Introduction to Business Systems	(1)	Day	Full-Time	No	<input type="checkbox"/> Main Campus
Tohidinia, Zahra, Ph.D. in Business Administration, Assistant Professor		<input type="checkbox"/> Marketing Principles	(1)	Day	Full-Time	Yes, Marketing	<input type="checkbox"/> Main Campus
Wheeler, Susan, MBA, Assistant Professor		<ul style="list-style-type: none"> • Introduction to Financial Accounting • Introduction to Managerial Accounting 	(1) (1)	Day	Full-Time	Yes, Accounting, Economics, and Finance	<input type="checkbox"/> Main Campus
Wickham, Catherine, Ph.D. in Public Health, Assistant Professor		<input type="checkbox"/> Food and Beverage Management	(1)	Day	Full-Time	Yes, Food and Nutrition	<input type="checkbox"/> Main Campus
Yeh, YayYing, Doctor of Business Administration, CPA, Associate Professor		<ul style="list-style-type: none"> • Introduction to Financial Accounting • Introduction to Managerial Accounting 	(1) (1)	Day	Full-Time	Yes, Accounting, Economics, & Finance	<input type="checkbox"/> Main Campus
Part-Time Faculty							
Foster, Paul, MBA, Assistant Professor		<ul style="list-style-type: none"> • Introduction to Financial Accounting • Introduction to Managerial Accounting 	(1) (1)	Day	Part-Time	Yes, Accounting, Economics, & Finance	<input type="checkbox"/> Main Campus

Fukami, Joyce, M.S. in Taxation, Assistant Professor	<ul style="list-style-type: none"> • Introduction to Financial Accounting • Introduction to Managerial Accounting 	(1) (1)	Day	Part-Time	Yes, Accounting, Economics, & Finance	<input type="checkbox"/> Main Campus
Karat, Ella, M.S. in Journalism & Mass Communication, Assistant Professor	<input type="checkbox"/> Marketing Principles	(1)	Day	Part-Time	Yes, Marketing	<input type="checkbox"/> Main Campus
Raben, Richard, M.S. in Education, Assistant Professor	<input type="checkbox"/> Introduction to Business Systems	(1)	Day	Part-Time	No	<input type="checkbox"/> Main Campus