**Psychology Regular Faculty Request (Santa Rosa Campus)**

The Santa Rosa psychology discipline requests a regular, tenure track full-time position to replace a regular faculty member who resigned *and* to address the recommendations from the state regulated Transfer Model Curriculum (TMC) for the AA-T in Psychology. **In summary:** *For many semesters the psychology discipline has had difficulty recruiting qualified faculty for its adjunct pool, despite opening and interviewing every semester. The most challenging areas for adjunct recruitment are Research Methods and Statistical Psychology, as these areas of expertise are generally hired as tenured positions. Additionally, this major is the second highest AA-T awarded (100 AA’s awarded in 2014), and is a key part of the top degree awarded at SRJC, the Social and Behavioral Sciences AA. It serves a diverse student population with Latina(o) or other minority groups making up 41% of Psychology AA degree recipients.*

**Position Request for Faculty with Special Expertise in Statistics and Research Methods:** We request a full time psychology position in order to fulfill teaching and governance obligations and to address the TMC (state) recommendation for a discipline based statistics class. The faculty requested must have a strong background in statistics and methodology with special expertise to teach two core courses: Psychology 1B "Introduction to Psychological Research Methods" and Psych 1C "Introduction to Behavioral Science Statistics".  Currently, Psych 1B is taught by 2 FT faculty (1 in SR, 1 in Petaluma) and 1 adjunct (10 sections a year). There are no adjunct or FT faculty with the special expertise needed to teach Psych 1C. Psych 1B is also required in the AA-T, with sections offered filling to capacity, both online and f2f. There are many hits after closing, as well as numerous requests to add (10 sections are offered each year and there is enough demand for 2 more). Furthermore, it is critical that the new faculty member is able and willing to teach online and in extended lecture format in order to meet current District and student demand. In order to support enrollment growth, student success and completion as well as transfer students, the department has extended the number of online sections taught by regular as well as qualified adjunct faculty.

**General Background:** The Santa Rosa psychology discipline does not have adequate regular faculty support to complete its governance duties and to cover instructional needs. In 2014-15, a 1 year contract faculty member was added in Santa Rosa, helping the discipline become current on Major and course SLO assessments, curriculum development (for TMC) and updates. The SR psychology discipline lost one full time faculty member during the past six years and no new faculty has been hired for the SR campus in over ten years. All faculty members in Santa Rosa are at retirement age. Behavioral Sciences is the largest revenue department in the district, thanks to robust EL sections in Psychology. *The transfer curriculum, as mandated by the State, requests a discipline based statistics course taught within the psychology discipline; currently, the discipline is lacking faculty with the necessary special expertise.*

**Faculty Recruitment & Interviews:** The Psychology discipline interviews every semester for adjunct faculty to fill the need in this growing discipline. While the pool attracts many candidates, very few meet the qualifications needed for the breadth of courses offered. Each time interviews are held 0 to 2 faculty are added to the pool, further evidence of how difficult it is to add qualified faculty to our pool. (When interviewing for the one year temporary contract, the pool only had one candidate with the education and experience needed to teach Psych 1B & C.) At the same time, the department has had several long-time senior adjunct faculty retire and for the past 4 semesters all adjuncts have been at 40% and several at 60% in order to offer sufficient courses to meet enrollment demand. *Every* new adjunct has received an assignment immediately following their hiring. Our pool depth is insufficient. In recent semesters it has been a struggle to provide instructional coverage, especially when trying to grow back the schedule.

**Adequacy of Staffing:** The SR psychology discipline presently does not have adequate regular faculty support to complete its governance duties (SLO assessments, curriculum development, curriculum revisions, faculty evaluations, etc.). With 12 current adjunct faculty, the pool is insufficient and has made scheduling an ongoing challenge (2 adjuncts are unavailable this year due to fulltime commitments). The department has suffered notably from the recent reduction of 1.5 regular faculty members (sabbaticals, chair duties, and a resignation.) Continuing without an additional faculty member will continue the regular faculty overloads which will get cemented in. In the past the Santa Rosa regular faculty has been impacted by medical and sabbatical leaves and will be impacted again by the sabbatical of one faculty member for the entire 2016-17 academic year. *Presently the psychology discipline is unable to offer the number of online classes that would serve students and increase enrollment, 3 adjunct faculty are training in Canvas this fall.*

**One Loss in Six Years, No Hire to replace:** The adverse impact of not replacing a full time faculty member for Santa Rosa has been significant. The Santa Rosa FT/PT Ratio is 33% to 67% (the overall ratio is 43% to 57%). Without the position requested our full-time to part time faculty ratio will continue to be below the institutional average. Regular faculty commonly carries an overload (usually 4 or 5 faculty carrying a 20% or 40% overload), needed to cover our present instructional schedule. In consequence, completing SLO assessments or adjunct evaluations for example, has been a major challenge. The Santa Rosa discipline currently has four regular faculty members at retirement age (of the faculty members teach on the Petaluma campus, one is at retirement age).

**Negative Impact on Class Scheduling:** A year-long sabbatical in 2016-17 will leave 3 sections a semester of Psych 1B unstaffed in SR (one of 3 required in the Psychology TMC). *There is no anchor faculty for Psych 1C.*

**Program Productivity:** Psychology has been a leader in online, hybrid, extended large lecture, and learning community delivery; it is one of only 4 in the district where the AA-T can be completed 95% online and will be 100% this spring. New classes are developed to address student needs and TMC requirements (Psych 1C, 8, & 57 most recently). Our curriculum is current and up-to-date and aligned with transfer requirements. Historically, our enrollment efficiency has been high (86-106% in Santa Rosa), with an average class size of 53 to 71, and a productivity coefficient of 24 to 33 (based on data from 2011 – 2014). Both retention and passing rates are comparable to district averages. Overall, the psychology discipline is highly productive and efficient. Online classes close *before* regular registration begins. With 42% of AA degrees granted in 2013-14 from either the Psych Major or the Psych AA for Transfer or the Social and Behavioral Sciences AA. 100 AA degrees were awarded in Psychology in 2014, and 352 in the Social and Behavioral Sciences. Psychology classes are used in numerous certificate programs, especially Psych 1A. The contributions of the Santa Rosa psychology discipline are solid as indicated by the statistics presented in detail under Performance Measures in the PRPP.

*The Chancellor’s office recommends that statistics be taught within the discipline for the Psychology AA for Transfer. C-ID requires that we have Psych 1C or its equivalent as prerequisite for Psych 1B (our current C-ID approval for Psych 1B is* ***only conditional*** *due to this issue). This increases the urgency of hiring a regular faculty member with the special expertise in this area for Psychology and Sociology majors in particular.*