

1. Psychology Instructor (Full-time Tenure Track Faculty Position): Replacement hire for Full-time Tenured Psychology Faculty who retired after spring semester 2017.

2. Responsible to teach classes in a variety of areas in accordance to program and scheduling needs. Develop curricula and programs, participate in course development, stay abreast of current techniques and technologies, maintain campus hours, student consultation, participate in division and college duties and perform other duties as required by contract, collective bargaining agreement and general institutional needs.

3. **N/A** 4. **No** 5. **No**

6. The Psychology department course offerings support the goals of the college located in the EMP. Below are the three major goals for the college as outlined in the report.

EMP Goal 1 - Student Completion and Success: The psychology department at Cañada College remains a foundational and integral discipline for Cañada College AA/AS degree requirements and specific areas of study as well as transfer pathways to both the CSU (AA and AA-T) and the UC systems.

Regarding Cañada College AA/AS degree requirements, PSYC 106 meets the area 4 Ethnic Studies requirement. Further regarding specific areas of study: (1) Psychology courses are essential for the Interdisciplinary degree. It is of note that more students graduate with an Interdisciplinary degree than any other degree offered at the college. (2) For an AS-T in Early Childhood Education/Child Development 2 of the 6 core courses required for the degree are psychology courses (100, 200). (3) Psychology is integral for those students who wish to pursue fields within allied health. For example, Psychology 100 or 200 are courses that are required for licensure and preparation for upper division course work in nursing.

Transfer: For **CSU General Education** the following courses are included in Area D: PSYC 100, 106, 200, 205, 300, 340, 410.

Regarding **IGETC:** Many Cañada College students transfer to the UC system. The psychology department remains a core discipline that helps students fulfill their IGET requirements. Currently, there are seven psychology classes that fulfill Area 4 – Social and Behavioral Sciences: PSYC 100, 106, 200, 205, 300, 340, and 410. Regarding CSU/UC Transferable Courses for Degree Credit: The rich and varied course offerings in the department of psychology also enable students to receive course credit towards their baccalaureate degree for both the CSU and UC systems. The following is a listing of psychology courses that are transferable for degree credit for both CSU and UC: PSYC 100, 106, 200, 205, 300, 340, 410.

EMP Goal 2- Community Connection: The Psychology department encourages student involvement in the community by providing opportunities for community involvement through projects (at local business and in the community), research,

speaker events, service, and attending events in the community and at 4-year colleges and universities. Having a FT tenure track replacement hire would allow us to pursue our goal to not only maintain but increase our involvement within the community. Furthermore, the Psychology department is integral to the College for Working Adults program, concurrently enrolled students, and A2B.

EMP Goal 3- Organizational Development: We are invested in diverse student populations, and promoting equitable, inclusive and transformative learning. Two courses are especially dedicated to this goal (PSYC 410 and PSYC 106). Additionally, several courses have SLOs (300, 106, 200, 340, 410) that specifically address diversity and culture and all courses in the department incorporate this goal into overall teaching and discussion of course material. We strive to support the development of “new academic programs/curricula including innovations that address geographic and logistic barriers to access.” For example, we have begun to develop and launch several hybrid courses (Psychology 100, 200, 205, 300, 340, 410) and online courses (Psychology 100, 200, 300, 410) and would like to develop honors curriculum. Further, having a FT tenure track replacement hire would help support this goal because it would allow for more availability of a FT faculty to students.

7. The psychology department has consistently maintained enough sections to support 2 full-time faculty as well as 4 part-time faculty members. Productivity by year between 2012-2017, as found in the college’s data packets, report that FTEF and FTES have continued to increase from FTEF 4.67 to 6.80 and FTES 90.02 to 120.50. The number of sections in the department have increased from 25 to 37 and the load averages and fill rates average 554.2 and 84.42% respectively.

8b. Recent search for adjunct faculty has highlighted that many of those in the psychology application pool did not qualify, had minimal experience or were no longer available. In addition to difficulty hiring additional adjunct faculty, not all of the current adjuncts are available for scheduled courses given other positions they hold which often have varying schedules and responsibilities. It is of note that the current full-time faculty member was hired in summer 2013 to augment the single-person Psychology Department and only 4 years later the unplanned retirement of the senior full-time faculty member has left the department with the same gap that was highlighted in our 2012 full-time hire request.

8c. In the medium to long term the psychology department would like to be able to develop new classes, (e.g., biological psychology, personality psychology) and continue to grow the discipline.