

August 21, 2023

### **Vacancy Replacement Request: Psychology**

Dr. Ami Smith, Psychology  
James Carranza, Dean, Humanities and Social Sciences

1. Psychology Instructor (Full-time Tenure Track Faculty Position)
2. Full-time faculty are responsible to teach classes in a variety of areas in accordance to program and scheduling needs. They develop curricula and programs, participate in course development, stay abreast of current teaching techniques, methodologies, and technologies, maintain campus office hours, consult with students, participate in division and college duties, support general institutional needs, and perform other duties as required and per the faculty contract.
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 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 important 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 middle college.

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 additional modalities of several courses that we offer (hybrid Psychology 106, 340; online asynchronous Psychology 106, 205, 340; online synchronous PSYC 100; and late start PSYC 100, PSYC 200). 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 members.

As seen in the 2022-2023 Program Review Data Packets and Cañada College Program Review Data Dashboards (Course Outcomes & Student Enrollment), efficiency of the Psychology program load and fill rate percentages consistently exceed those of the college-wide figures, with fill rate 10% higher in the Psychology program (mean of 82%) than the college-wide percentages (mean of 72%). Regarding load, in the Psychology program load had a range of 417-500, whereas the college-wide load has ranged between 316-387 over the last five years. Although both Psychology and college-wide FTES experienced a sharp decline in 2020-2021 (corresponding to the global pandemic), the Psychology programs' total FTES has steadily increased over the past five years, compared to the steady decline in college-wide FTES. For the past three academic years, 2021 to 2023, Cañada College students have earned 216 Psychology degrees: 42 AA degrees, 56 AA-T Transfer CSU/UC, and 118 AA-T Transfer CSU. Over the past six years, Psychology has offered consistently at least 33 sections, with a high of 38 in 2019-2020. Students succeed in Psychology courses at an average rate of 75%.

8b. Recent searches 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. In 2018 the department made a replacement hire due to the retirement of the then senior full-time faculty member. Now, in fall 2023, the department is left with the same gap that was highlighted in our 2012 full-time hire request due to the unexpected departure of our second psychology faculty member.

8c. In the medium to long term the psychology department would like to be able to sustain current course offerings and develop new classes as appropriate (e.g., biological psychology, personality psychology) to meet student demand and to further facilitate students' goals for transfer and career.