

# Faculty Position Request Form Year 2012~2013

For Academic Affairs Advisory Group Recommendation	Date(s) Considered:	
	(To be completed by The Vice President of Academic Affairs)	
	<input type="checkbox"/> Recommended to Approve	
	(Indicate Ranking) ➡	
<input type="checkbox"/> Not Recommended to Approve ⤴		
Explanation:		

**Directions: Complete a separate request for each position. Forms must be signed by the originating Division Chair/Director and the appropriate supervising administrator. Use additional sheets as needed.**

## A. General Information

Position Title:	<b>Psychology Instructor Full-Time tenure</b>
Department:	<b>Psychology</b>
Division:	<b>Social Science</b>

Check all that apply:	
<input type="checkbox"/>	New Position
<input checked="" type="checkbox"/>	100% Assignment
<input type="checkbox"/>	Split Assignment Identify Split % _____
<input checked="" type="checkbox"/>	Replacement: Identical Position
<input type="checkbox"/>	Replacement: Modified Position Identify faculty being replaced: <b>William Hobbs + Gary Jepson (60%)</b>
<input type="checkbox"/>	Consolidation of Existing Adjunct Positions

Review/Approval	Date
Department Chair:	<b>N/A</b>
Division Chair or Supervising Administrator	<b>Tom Logan</b>
Dean, Academic Affairs or Student Services	

All conflicts/disagreements should be discussed prior to submission of this form. In the event the division chair or dean does not support the position, provide reasons:

## B. Description of the Position/Assignment

1. Describe all aspects of the position, including non-teaching assignments.
  1. **Teach 15 units of psychology classes presently offered by the department.**
  2. **Serve on committees as required by contract.**  
Develop and teach new courses.

2. Aspects of college's mission being addressed by position:

- Transfer to four-year colleges
- Basic skills instruction
- Career Technical Education (CTE)
- Student support services

3. Is this position categorically funded?  Yes  No

### C. Rationale for the Position

1. Description of need. Please include information on the effects on the program, your division, the college, and the community of filling the position versus not filling it.

Since 1985 the department has increased the number of sections of courses offered, it has developed and added new courses to the curriculum, and the FTES generated by the department has increased. The department generates more FTES than any other department in the Social Sciences Division, an average of 111 FTES compared to History which has an average of 88.4 FTES and Anthropology with an average of 73.68. This has been the case, from Fall 2004 to the present. The only way the department has been able to grow since 1985 has been by adding additional adjunct faculty, and the sharing of a full-time position with the sociology department. This position was filled by Gary Jepson who is now retired. Gary typically taught .6 FTE in Psychology and .4 FTE in Sociology. Now William Hobbs has retired, giving us no Full-Time faculty in our LARGEST Department.

Additionally, although not an immediate loss, Alicia O'Neill, teaching 60 percent for the department each semester for approximately the last 25 years, plans to retire in the next few years. Given what the college pays adjunct faculty, and the high cost of living in the area, it is almost impossible to hire and retain qualified adjunct. Particularly as we need to expand Psychology offerings beyond what most clinical psychologists feel comfortable teaching: Experimental, Research Design, Biological, etc.

Adding a new full-time psychology instructor to the department will make it possible for the department to schedule additional sections of existing courses, to develop new courses, to reinstate classes the department has been unable to schedule because of the training and interests of our present faculty, both full-time and adjunct. Everyone in the department has a clinical/counseling orientation. We need people in the department with interest and training in other areas of psychology.

#### FTES Information for the Whole Department.

I am giving the FTES data for the entire Department because the data for Bill Hobbs looks low as he was out for much of the Fall semester with an ailment.

2008-09 138.44  
2009-10 154.27  
2010-11 164.71

#### Reflections about the Replacement Positions:

The Social Sciences Division met twice to discuss the replacements-Sept 16 and Oct. 7, 2011. We had lengthy

discussions about the need for each of the four replacements we are asking for

- a. ADMJ
- b. PSYC
- c. SOCI
- d. WOMN.

On 10/7/11 the Division voted to rank the four positions. 12 faculty voted. 11 of the 12 voted PSYC number 1, or 91 % felt PSYC was our first need. One person voted SOCI number 1 and 7 voted SOCI second place. 4 voted WOMN second place and 8 third place. 10 voted ADMJ fourth place.

Thus our ranking is

- a. PSYC
- b. SOCI
- c. WOMN
- d. ADMJ.

I do want to note that there was strong support to continue advocating for Women's Studies.

2. If this position is new or modified, is it addressed in MPC planning documents, such as the college's Educational Master Plan, the Division's most recent Program Review or Program Review Update, and/or the Department's Action Plan?

Yes (Please cite below.)

No (Please explain below.)

### Current Program Review

3. Is this position required by external licensure, accreditation, or legal mandates? If so, please explain.  
No.

4. Is this position recommended by a CTE advisory group? If so, please explain. If this is a CTE position, please provide Labor Market Information (LMI) for any occupations in which the instructor will provide instruction or training.

No.

5. Program size (To be completed in conjunction with Institutional Research Office):

- a. FTES Credit and Noncredit History

	FTES (Credit)	FTES (Noncredit)
2008-2009	27.47	0
2009-2010	41.73	0
2010-2011	39.05	0

- b. FTE

	Full-time	Adjunct
2008-2009	0.90	3.00
2009-2010	0.90	3.00
2010-2011	1.00	2.60

Note: for 2011-12

0.0

3.+

6. Programmatic plans for this and future years:

1. **The department would like to schedule additional sections to support the MPC Education Center at Marina, and plans to offer a full program of psychology classes there eventually.**
2. **CSUMB is planning to offer a major in psychology. The department plans to develop new lower division classes to support CSUMB's psychology major and work with CSUMB to articulate our existing courses.**
3. **The department plans to offer an Experimental design and statistics class to replace the class no longer offered by the division.**

**The department plans to schedule additional classes in nontraditional lengths and at alternative times to meet the educational and scheduling needs of students.**

7. First two years' assignment for this position.

a. Teaching responsibilities:

Fall	2012	Spring	2013	Fall	2013	Spring	2014
Psychology 1 (2 or 3 sections)		Psychology 1 (2 or 3 sections)		Psychology 1 (2 or 3 sections)		Psychology 1 (2 or 3 sections)	
Psychology 3		Psychology 3		Psychology 3		Psychology 3	
Psychology 38		Psychology 38		Psychology 38		Psychology 38	
New Research Methods course		New Research Methods course		New Research Methods course		New Research Methods course	

b. Other duties and/or programmatic responsibilities (i.e., program/curriculum development, program coordination, facilities oversight, outreach, etc.):

**Curriculum development and other required faculty duties like serving on hiring committees, etc.**

8. Office/location to be assigned:

**SS105c**

9. Other related resources needed:

**Computer.**

10. Other considerations:

**None.**