

# Social Science 2011-12

## Psychology Faculty 1.0 FTE Position

### Summary:

***This initiative is a request to fill a vacant 1.0 FTE Psychology Position in Social Science to complete our faculty, allowing us to teach the number and variety of courses needed by our diverse body of students for job preparation and transfer to 4-year colleges and other programs.***

### Description

This request is to replace a position lost when Lane was facing budget cuts and the department offered to hold off hiring for the position rather than laying someone else off. Psychology classes have traditionally been fully enrolled with students frequently on a waiting list. We often have to voluntarily increase the sizes of our classes far past the level that is pedagogically desirable. It is becoming more difficult to find part time instructors to meet student demand. Four hundred and fifty Students would benefit annually from this initiative.

Each academic year, the psychology discipline teaches enough classes to have (on average) a faculty FTE of 5.13 even though we have only 4 full time instructors in the discipline. In recent years, that FTE has increased. We continued to need to add classes throughout most of the past 5 years. Even in times of lower enrollments, we often need to add an intro class due to enrollment pressure. Without the resources of a 5th full time psychology instructor, we have been unable to meet the goal of the college to offer a range of courses to students with primarily full-time faculty.

LCC is a "feeder" school for both Oregon State University and the University of Oregon. As such, we should be able to expand our discipline and course offerings to better coincide with the size and scope of the departments in those institutions. Psychology remains one of the largest departments among the social sciences in those schools and we believe that we could better recruit and prepare students in this field if we were allowed to expand our offerings. A comprehensive psychology program will achieve these department and college goals:

- Preparing students for life in a global community.
- Promoting a better understanding of self, community, society and environment.
- Cultivating habit of mind and heart essential to lifelong learning.
- Improving communication, critical thinking and problem solving abilities.
- Increasing cultural competence.
- Assisting students in transferring to other colleges and universities.
- Helping students communicate effectively, think critically and solve problems creatively. .

### Questions and Answers

**How is the initiative linked to the Unit Plans most recently submitted?**

- 1. How does it continue the achievement of those goals?**
- 2. If this is a continuation of an initiative started last year, make sure that relationship is clear.**

**How is this initiative linked to the efficiencies and productivities plans you had last year?**

- 1. How does it continue the achievement of these plans?**
- 2. If this is a continuation of an efficiency or productivity plan started last year, make sure that relationship is clear.**

This initiative has been included in all prior unit plans, as it addresses a need that has existed for more than 10 years. Having a much needed full-time faculty position would better serve students and the division. Another full-time faculty member in psychology would enhance our productivity by allowing us to keep our classes while enjoying the increase in student FTE that other disciplines have experienced when they made this change. It would also increase the chances that our topical classes would fill, so that we could continue to offer the broad range of courses we and the student's desire, increasing their future opportunities at work and in education.

**Describe the resources needed:**

Psychology Faculty 1.0 FTE Position Salary (\$48,987-\$62,242) and OPE (\$27,188-\$34,545):

Request: General Fund (STF) \$76,175-\$96,787

**What specific measurable program outcomes do you expect to achieve with this initiative? The outcomes should be specific enough to be measurable. Also, outline the method that will be used to determine the results.**

**Having a better staffed psychology program supports the goals of:**

- Assisting students in transferring to other colleges and universities.
- Helping students communicate effectively, think critically and solve problems creatively.
- Increase understanding of the relationships between self and community.
- Assist student engagement in new career opportunities.
- Assist students in successfully fulfilling their diversity requirement in Social Science.
- Increasing FTE generated (recruitment and retention).
- Contribute to students' ability to apply course knowledge and skills to their personal, social, and professional lives.
- Offer a broad range of courses to familiarize students with the diverse content of psychology subjects and career options.

We can measure these outcomes using transfer rates, student surveys, and the program assessment tools which psychology has been using and developing in conjunction with the Assessment Team. We have initial data and have collected additional data periodically. This year's data should be collected in spring.

**Department Priority:**

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**Unit Resources:**

Funding Request: Carl Perkins

Funding Request: Curriculum Development

Funding Request: Technology Fee