

FACULTY REQUEST

For FISCAL YEAR 2018-2019

BCP #	DEPT. PRIORITY NO.	DEPARTMENT: Behavioral Science
PLEASE CHECK THE BOX REPRESENTING THIS CATEGORY OF FACULTY REQUEST		
FACULTY POSITION REQUEST <input checked="" type="checkbox"/> New position <input type="checkbox"/> Replacement <input type="checkbox"/> Full-time Temporary <input type="checkbox"/> Conversion (grant to GU001)	POSITION DEFINITIONS: NEW: Position is not in the 18-19 budget REPLACEMENT: Position is in the 18-19 budget, currently vacant or will be vacant in 19-20.	BUDGET AUGMENTATION <input checked="" type="checkbox"/> Ongoing <input type="checkbox"/> One-time funding <input type="checkbox"/> Other – explain (e.g. matching)

TITLE OF INSTRUCTOR POSITION: **Professor of Psychology, Tenure Track**

Last year, the Psychology Program endured a **24% increase** in the number of psychology sections offered with only one full-time faculty member replacement, although the department had experienced one retirement as well as one displacement of instruction to administration. Unfortunately, a majority of these sections also had large waitlists with many students being unable to enroll in their needed courses to fulfill their educational plans. In addition to fulfilling BC Gen Ed, CSU transfer, and IGETC requirements, the Psychology major continues to be one of the largest majors at BC with retention (94%) and success (77%) rates even above the college-wide average. As Bakersfield College has increased in student population, the psychology headcount continues to increase, and the number of psychology majors continues to increase. Current full-time faculty are already teaching an overload of 3-4 courses on average, including the two new faculty recently admitted to our department. There has been an increase in adjunct faculty from 23-34% for FTE workload which is now above the full-time faculty workload. In addition, our adjunct faculty pool is shallow and continuing to diminish. *We are greatly concerned with covering the courses, particularly PSYC B5 and PSYC B6, with underqualified and inexperienced hires. Nearly 70% of the PSYC 5 courses are covered by adjunct faculty.* Three of whom have full a full teaching load (6+ courses) of PSYC 5 courses (six courses). Recently the Office of Institutional Effectiveness stated that 72% of the Bakersfield College student body will need a stats based course to meet a degree requirement.

More concerning is the adoption of AB705 which will greatly influence the number of section offerings needed for PSYC B5 and PSYC B6 to maintain the state standards and our college and program needs. Of specific concern to our program is the projected influx of students entering PSYC B5 (in the range of an **additional 20-30% increase**). Due to the current pass rates of PSYC B5 versus Math B22, major and non-majors are being encouraged via counseling/advising to enroll in PSYC B5. Geographically the college has also grown and the demands of the growing number of incoming PSYC B5 students at the main BC campus in addition to the Southwest, Delano, and satellite courses per the College President, we cannot maintain the integrity of the college mission with so few qualified faculty. Our goal is to compensate for the lack of staffing to avoid the cancellation of courses and transfer more students with the AD-T degree.

Finally, because of the program review process and the dialogue cultivated as a result, the faculty within our program have become sensitive to not only the general education needs, the psychology major needs but also the needs of the community. Specifically, to enhance curriculum and maintain parallel and competitive offerings within the California Community College system, the psychology faculty desire to add more courses to our major. As an example, we are interested in offering a substance abuse certificate which would require the addition of courses such as psychopharmacology, addictions counseling, substance abuse, and rehabilitation.

ESTIMATE THE COSTS ASSOCIATED WITH THIS FACULTY REQUEST

TOTAL SALARIES AND WAGES (include benefits) \$136,000 to \$176,000 (x5)

SUPPLIES or OPERATING EXPENSES

EQUIPMENT EXPENSES

Total

\$

SOURCE OF FUNDS	ORG Number		ORG
<input checked="" type="checkbox"/> GENERAL FUND		<input type="checkbox"/> Categorical FUNDS	
<input type="checkbox"/> SPECIAL FUNDS		<input type="checkbox"/> OTHER FUNDS	

PREPARED BY	DATE	REVIEWED BY	DATE
	DATE		DATE

IF PROPOSAL AFFECTS ANOTHER DEPARTMENT, DOES OTHER DEPARTMENT CONCUR WITH PROPOSAL? Name the department _____

YES NO ATTACH COMMENTS OF AFFECTED DEPARTMENT, SIGNED AND DATED BY THE DEPARTMENT DIRECTOR OR DESIGNEE.