

### 2009-2010 Instructional Program Review and Planning Supplemental Form

Please complete this form for each priority you identified in the 2008-2009 progress report (review these at <http://www.palomar.edu/irp/IPRPSupplementalReport.htm>). Please list at the end of this form the faculty and staff who participate in this report. Forward (1) a hard copy to Instructional Services and (2) email a Microsoft Word copy to [idecker@palomar.edu](mailto:idecker@palomar.edu) no later than 3/05/2010.

<b>Department Behavioral Sciences</b>	<b>Department Priority # 1</b>	<input type="checkbox"/> <b>No funding/resources are being requested</b>
<b>Program/Discipline: Psychology</b>	<b>Program/Discipline Priority # FOR 2010-2011: 2</b>	

To establish a priority, use the current Program Review and Planning (PRP) document submitted Spring 2009 (posted at <http://www.palomar.edu/irp/IPRPSupplementalReport.htm>) for this program or discipline. Identify from Box #2 in the PRP a priority for the upcoming academic year or develop a priority based on the data analysis discussed in Box #2.

**\*2. Data Analysis (restate or summarize the data analysis from the PRP):**  
 The WSCH and total FTEF counts for psychology classes grew steadily from 2004 - 2007. Given these facts and the reality that online and primetime psychology courses regularly fill up and students are turned away, we anticipate that this trend will continue. The retention rate has remained at the same high level (92-93%) for 4 years. An area of concern for the Psychology discipline is the Percent of Total FTEF Taught By Part-Time Faculty, which grew from 62% to 64.5% over this 4 year period. Since that time we have experienced another retirement in 2009 and will be having 2 more retirements in 2010. This creates a grave situation of understaffing by fulltime psychologists. Given the AB 1725 goal that 75% of instruction be taught by full-time instructors and 25% by part-time instructors, our discipline is not only failing to make progress towards this goal, but appears to be trending to the opposite direction.

**\*3.a/b. Describe your goal (priority) based on data analysis from the PRP:**  
 We are desperately in need of more fulltime faculty members as evidenced by the percent of total FTEF taught by part-time faculty BEFORE the retirement of three of our faculty members. Our extraordinarily high percentage of part-time faculty creates a continuing and ever-increasing, unpaid workload for faculty members involved in the interviewing, hiring, scheduling and evaluation of part-time faculty. The low # of FT faculty makes completing the regular "normal" work of the discipline even more difficult in these times of additional administrative tasks. Our goal is to increase the percent of total FTEF taught by fulltime faculty by hiring three additional fulltime psychologists.

Resources requested: Identify all the resources you are requesting to support the implementation of this priority. These resources would be additional funding needed beyond what is already provided to the discipline through the base resource allocation process.	Describe the resource(s) requested	Cite page(s) that provide rationale for this priority request	Estimated Amount of Funding Requested	New, one-time funding	New, on-going funding
*4.a. Equipment – Per unit cost is ≥\$500 (microscopes, table saw, etc.)					
*4.a. Technology (computers, data projectors, document readers, etc.)					
*4.b. Budget for 4000s - Per unit cost is ≤\$500 (supplies)					
*4.b. Budget for 5000s – Printing, maintenance agreements, software license, accreditation fees, etc.					
*4.c. Facilities					
*4.d. Faculty position	3 fulltime faculty positions				
*4.e. Classified staff position (contract)					
*4.e. Classified staff position (hourly)					
			<b>TOTAL</b>		

\*Numbering parallels sections in original Program Review and Planning document  
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**How will you evaluate whether or not you have met your goal/priority with the requested resources?**  
 The hiring of three fulltime psychologists will meet our goal of increasing the percentage of FTEF taught by fulltime rather than parttime faculty members.

**What evidence will you provide to reflect the impact these resources had on student learning?**  
 The evidence will be a decrease in the total FTEF taught by parttime faculty, an increase in participation in campus committees, and greater student access to instructors fully committed to Palomar College.

<p><b>*5. Strategic Plan goal or objective addressed by this priority:</b>  <a href="http://www.palomar.edu/strategicplanning/Strategic%20Plan%202009/Strategic%20Plan%202009_book%20as%20printed.pdf">http://www.palomar.edu/strategicplanning/Strategic%20Plan%202009/Strategic%20Plan%202009_book%20as%20printed.pdf</a></p> <p>This priority is addressed by the college's mission and values' emphasis on excellence in teaching, by Goal #1 - that the allocation of resources be on the basis of dept./unit &amp; college wide priorities, and Objective 4.2 &amp; 4.3 &amp; 4.3 that staffing reflect the needs expressed in the council and college-wide priorities all support faculty excellence.</p>	<p><b>Course(s) &amp; SLO(s) addressed by this priority:</b> <a href="http://www.curricunet.com/Palomar/">http://www.curricunet.com/Palomar/</a></p>	<p><b>Program(s) and SLO(s) addressed by this priority (program is defined as a certificate, degree, or discipline):</b>  <a href="http://www.curricunet.com/Palomar/">http://www.curricunet.com/Palomar/</a></p>
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**6. Reflect on the progress your discipline and/or department is making on defining, implementing, and assessing course, program, GE/Institutional level SLOs. What have been the benefits and what have been the challenges?**  
 The discipline of Psychology has defined SLOS for all courses in Psychology and has developed timelines for their assesment and evaluation.

**Individuals completing this Program Review and Planning Supplemental document:**

Name(s):	Signatures:	Date:
Terry Humphrey		
Kathy Young		

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**2009-2010 Instructional Program Review and Planning Supplemental Form**

<b>Roger Morrissette</b>		

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