Rob Hughes will be retired by fall 2008 and it is necessary that the Psychology Unit hire a retirement replacement.

The Psychology Unit has been in a period of transition during the last few years. The retirement of Rob Hughes by fall 2008, will be the second full time retirement in just a few years. Even before Rob’s retirement, the Psychology discipline had averaged just 1.7 full time faculty, with a full time to part time ratio of 37% to 63%*. For fall 07, the Psychology discipline offered 23 sections and had essentially one full time faculty member and a full time to part time ratio of just 27% to 73%. A full time to part time ratio this weak makes it impossible for the Psychology Unit to continue the very important work described in this Unit Plan.

In order to continue to serve our students through the efforts mentioned elsewhere in this Unit Plan, as well as to perform other necessary activities such as part time faculty mentoring and evaluation, curriculum planning and development, and representing our discipline and division on college-wide committees and at campus-wide events, it is essential that we increase the Psychology faculty’s stable year round presence and leadership through the hiring of an additional full time instructor.

Total enrollment during the fall semester has averaged 1,085 during the previous 4 years, for an average fill rate of over 100%.

Student Data
Fill rate: 101%
WSCH: 3,266
WSCH/FTEF: 666
FTES: 106
### Full-Time/Part-Time Faculty Data*

<p>| | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Full Time</td>
<td>1.7</td>
<td>(35%)</td>
</tr>
<tr>
<td>Overload</td>
<td>0.3</td>
<td>(6%)</td>
</tr>
<tr>
<td>Part Time</td>
<td>2.9</td>
<td>(59%)</td>
</tr>
<tr>
<td>Total</td>
<td>4.9</td>
<td></td>
</tr>
</tbody>
</table>

Ratio of Full Time to Part Time is 37% to 63%* (overload excluded)
Fall 07 Ratio was 27% to 73% (overload excluded)

This remarkably low ratio affects the psychology faculty’s ability to continue, much less expand, the multiple projects, objectives, and activities outlined above. At minimum we want to be able to maintain these efforts which will require the hiring of full time psychology faculty. It is our hope that with increased full time faculty the Psychology discipline will be able to not only maintain these efforts but also expand them. Put simply, such a very low full time to part ratio in any given discipline severely limits that discipline’s ability to fully participate in the Chabot Community.

*These summary data are based on fall enrollment and staffing for 04, 05, 06, & 07.
Unit Plan: Classified Staffing Request(s) [Acct. Category 2000]

Unit:
Division or Area to Which You Report:
Author(s) of this Unit Plan:
Date:

Audience: Administrative Staff

Purpose: Providing explanation and justification for new and replacement positions for full-time and part-time regular (permanent) classified positions

Instructions: Please justify the need for your request. Be sure to include reference to Goals/Objectives from Part II, and Strategic Planning Priorities. Please cite any evidence or data to support your request. If this position is categorically funded, include and designate the funding source of new categorically-funded position where continuation is contingent upon available funding.

Criteria For Classified Staffing Priorities (not necessarily in Priority Order as developed by the Admin Staff)

1) Impact on enrollment and revenue;
2) Safety;
3) Mandates;
4) Workload distribution (impact on other’s work);
5) Relationship to institutional priorities.