

Replacement of Faculty Position Request – Spring 2020

Department of Psychology

Rationale

Brenda Smith will retire in December of 2020. Her position has long been set at 1.0 FTE, but for the last four years, she has only maintained a 2/3 faculty appointment. We request replacement of Dr. Smith with a full time FTE as soon as possible. We view this replacement position as an immediate and critical need to maintain department teaching, advising, and mentoring. The hiring of a new person will also afford us a unique opportunity to enhance the scholarly activity and research training for our students.

In the current academic year, the psychology department has only two full time faculty (Dr. See and Dr. Rogers, with Dr. Rogers currently on sabbatical for the spring semester). Drs. Gurney, Saad, and Smith are all currently working at 2/3 time. Due to the relatively small number of faculty, coupled with the outsized teaching and advising loads that the department maintains, we have consistently struggled with appropriate staffing, course offerings, and student mentoring. In Fall 2018, the PSY department had 9.6% of all campus majors, but less than 5% of the fulltime faculty positions on campus. By comparison across all college departments, our department has higher ratios for the number of majors per FTE (PSY= 15.8; Westmont = 7.2), the number of advisees per FTE (PSY= 21.6; Westmont = 13.7), and the number of credit hours per FTE (PSY= 519.8; Westmont = 399.2). Our department also accommodates a greater number of majors and nonmajors in our upper division courses relative to most other departments on campus. Finally, as Dr. Smith does not have a scholarly program of research, replacing her with a new faculty member will allow us to better accommodate the high student demand for mentoring in psychology research. In summary, it is absolutely essential that we replace Dr. Smith as soon as possible. Not replacing her position would lead to severe consequences for the department and it's many majors.

Recognizing the difficulties in hiring high caliber faculty candidates, we plan to take a flexible strategy in recruiting for this position in order to increase our chances of a competitive applicant pool. We have identified cognitive psychology, psychology of learning, and industrial/organizational psychology as high priority areas for this position. Our hope is to bring in candidates that bridge at least two of these subspecialties in psychology, as well as being able to teach General Psychology and Capstone Senior Research.

Job Description:

The psychology department at Westmont College invites applications for a tenure track faculty position at the assistant/associate professor level with an earliest start date of August, 2020. Candidates must have a PhD and evidence of scholarly activity and a focused research program in one or more of the following areas: cognitive, learning (human and/or animal), and industrial/organizational psychology. We seek applicants with a serious commitment to high quality undergraduate teaching in a Christian liberal arts setting. Courses to be taught include: introductory psychology, cognitive psychology with lab, capstone course for senior research, and other areas based on need and interest. Candidates must be willing to supervise student research and conduct research that involves students collaboratively. The application requires candidates to submit a statement describing their ability to work in the context of a community that affirms the community life statement and the articles of faith of Westmont College. Questions may be addressed to Professor Ronald See at rsee@westmont.edu. Review of applications will begin on **DATE** and will continue until the position is filled. Please visit <https://www.westmont.edu/office-provost/open-positions> for application instructions and to submit relevant documents.