

April 3, 2023

Dear Provost Mattson and members of the FPCP,

The members of the Psychology Department write to request permission to hire a tenure track professor in Psychology who specializes in the experience of Black, Indigenous, and other People of Color (BIPOC). This request would enable us to address a glaring curricular gap and help to ease the tremendous enrollment pressure our department consistently faces.

Motivation for the position

Curricular gap

The American Psychological Association (2021) recently offered an apology for systemic racism in psychology's past. Systemic racism and bias have affected and continue to affect the study of psychology, in part because (a) early researchers and leaders in the field embraced or accepted the predominant scientific views of the time regarding the superiority of White and Western culture, values, and genes, and (b) psychology's theories have been created based frequently on studies of White people from Western industrialized societies without sufficient attention to whether those findings are likely to extend to other groups. Working against these historical forces requires an intentional future focus on BIPOC experiences and perspectives both within the discipline of psychology and more broadly in the liberal arts curriculum.

Over the last several years, the Psychology Department has made a deliberate effort to examine Inclusion, Diversity, and Equity (IDE) issues within the department and host events to discuss them with students. These have included lunch meetings with students to talk about racial bias in mental health and intelligence testing and an open forum on IDE issues in the department. We hosted a virtual talk by a leading researcher on implicit associations, Mahzarin Banaji, and coordinated discussions following this event among students and faculty. For the last two years, the faculty have been meeting every other week to discuss IDE work within the department and share resources with one another. We have created a database of curricular activities and pooled our experiences teaching IDE-related issues in our courses. Last year, we also organized a series of one-on-one interviews led by our educational associates to hear perspectives about the educational atmosphere and support we provide all students, including those who may be underrepresented or may have been marginalized (BIPOC and LGBTQ+ communities). **These activities have been fruitful but have also emphasized a glaring absence in our department: we do not have any faculty members whose work is focused on the psychological experiences of BIPOC and other marginalized people.**

Although nearly all of our courses incorporate IDE topics in some capacity, the department currently offers a single course that is focused on IDE issues, *The Psychology of Prejudice* (PSYC384). This course addresses the psychological causes of prejudice in general and focuses on perceivers' prejudices against marginalized groups. Therefore, it does *not* focus heavily on the experiences, perspectives, and conditions of marginalized individuals themselves (other than the fact that they are often the targets of prejudice), which is a priority in defining a new position.

Our department's lack of faculty who specialize in the experience of marginalized groups is particularly problematic given the composition of our major: 60% of our current majors report a race other than White. These students are interested in and passionate about learning the psychology of diverse experiences and perspectives, as are many other students (and faculty and staff!) on campus. Adding this content to our curriculum is likely to help students better understand each other, empower minority students to better understand themselves and capitalize on their strengths, and spark interest in this subfield of psychology.



This position would also help to address the recent charge from the draft of Carleton's IDE plan to "review the capacity of current faculty to deliver curricular offerings that reflect and support a robust commitment to the values of inclusion, diversity, and equity by prioritizing future hires. . ." (Section 4.1.5). In addition to serving our majors, by offering more courses that address systemic racism and introduce diverse perspectives, the Psychology Department will be expanding our contribution to the college-wide goals of educating the broader community about IDE issues. Psychology is key to understanding the beliefs and behaviors that perpetuate inequities and to understanding how people experience the consequences of such inequities. Indeed, most of the research presented at the college's recent anti-racism training originated in psychology.

We need greater representation in psychology's perspectives and knowledge base, and greater representation among us as practitioners. Therefore, our vision for the future of the Psychology Department, as it pertains to these issues, is to bolster our presentation and study of diversity, systemic bias, and inequity within our curriculum, to share our history and the context of White-centric study that has dominated scientific inquiry in our past, and to make our group more diverse. To that end, we would like to (1) increase diversity in the department faculty, (2) introduce more topics that investigate diverse experiences and behavior, and (3) provide Carleton students with more opportunities to understand the psychological factors behind diverse experiences and behavior by working IDE into our curriculum with greater frequency and at every level of teaching. Failing to have diversity represented in our faculty and in our course offerings not only fails to meet our departmental and college-level goals, but also would increasingly put us out of step with the discipline more broadly.

To work towards these goals, **we are requesting a tenure-track position for a psychological scientist whose teaching and research addresses issues associated with the experiences and perspectives of BIPOC individuals.** We plan to write the job ad broadly to cast a wide net, but topics may include the study of the development of identities that are racial, biracial, multicultural; cultural differences in the ways we describe development, emotion, or thinking; and disparities in mental health diagnosis and treatment based on race or culture. Given the departure of Steve Kozberg after this year, we will be missing the two counseling courses he has taught for the department for over 30 years. Therefore, clinical is one area we would suggest in the ad but we are open to candidates with other specializations.

Enrollment pressure

The Psychology Department has had full and overenrolled classes with long waitlists for at least the past 20 years. A typical mid-level course with a cap of 25-32 routinely has a waitlist between 20-30. Even with faculty allowing these classes to grow to 35-40 students in some cases, first- and second-year students are routinely shut out of 200-level courses. This year, our courses (excluding comps sections and lab sections) were an average of 96% full, with fully half the courses being larger than the listed capacity. Losing two courses from Steve Kozberg is likely to exacerbate this pressure.

With the increase in the number of students coming to Carleton with AP psychology¹, many students who are interested (and who may have come to Carleton because of their interest in psychology) are not able to take any psychology courses until their junior year. The Provost's office has provided help to relieve pressure in the short-term; for example, this spring after registration had finished, we were allowed to open an additional section of PSYC110 given a waitlist long enough to fill an additional class. This last-minute addition enabled us to accommodate 30 additional students. We're grateful for short-term assistance like this, but it is not sustainable in the longer-term. Adding courses from an additional permanent faculty member would help us address this persistent problem.

Recruitment plan

We plan to use a three-pronged approach to recruiting. First, we plan to circulate the ad widely via general postings (e.g., Association for Psychological Science, American Psychological Association) as well as organizations that are geared toward underrepresented groups (e.g., the job posting section of the Association of Black Psychologists, Spark Society, the Leadership Alliance).

¹ The number of students matriculating with AP Psychology scores of 4 or 5 has increased from approximately 30 in 2007 to approximately 100 in 2023.



Second, we plan to recruit at conferences by having faculty attend sessions that are likely to have potential candidates. This year, we sent representatives with the goal of meeting possible candidates to the Society for Advancement of Chicanos/Hispanics & Native Americans in Science (SACNAS) conference and meetings of the Spark Society, whose goal is to increase the numbers of Black/African Americans, Latinx, and Native Americans in cognitive psychology. If this request is approved, we will also plan to send a faculty member to the annual meeting of the Association of Black Psychologists this summer to talk to early career researchers from underrepresented groups at their poster sessions, identify candidates we might want to bring for interviews, and email after to follow-up and make them familiar with Carleton and our department.

Finally, we are committed to actively recruiting by personally contacting faculty who do work in related areas to ask them to help us identify possible candidates. This will include reaching out to HBCUs to ask them to circulate the ad and contacting faculty at universities we have a personal connection to (e.g., institutions we did our graduate work at, schools that have Carleton alumni as professors). We have also already begun compiling a list of late-stage PhD candidates and postdoctoral fellows (self-identified via BlackInPsych.org) who specialize in the topics areas we are seeking. If the position is approved, we will reach out to them directly to encourage them to apply and offer to speak with them about the position or meet at a conference.

Mentoring plan

We are committed to supporting a new faculty member and have a strong track record of mentoring our junior faculty to achieve tenure successfully. We know that it is important to personalize and demystify the academic trajectories that lead to reappointment, promotion, and professional success for new faculty. Our approach to mentorship would be to capitalize on our strengths among members in our department to establish one or two individuals who could provide mentorship on teaching and scholarship (which could be separated or combined) to help support the new faculty member with planning a research program or writing projects that are likely to bear fruit within the appropriate time frame, and to offer guidance in developing teaching materials and techniques that fit the new faculty member's style and also engage our students in ways that will lead to an exciting and enriching academic experience. Once the area in which the new faculty member studies and teaches is identified, we would encourage the new member to let us know their concerns and areas that they feel need development and work with them to establish collaborative interactions with faculty who feel they have expertise to contribute in the area of focus and with whom the new member would like to forge a working relationship. It is important to note that within our faculty there is a broad range of teaching approaches that include lecture and discussion, interactive work, team-based learning, and flipped classroom styles of teaching. We also have faculty of color at the assistant, associate, and full professor ranks who would be available to provide support.

All of the psychology faculty have discussed this proposed position at length and enthusiastically endorse this proposal. As a department we all value learning from each other and would look forward to welcoming and learning from an additional colleague whose expertise would complement our existing specialties and broaden what we offer our students. This spring, we are planning to read and meet to discuss articles about creating inclusive academic departments to help ensure the department dynamic will be welcoming for any new hire. If approved, we would be happy to have department members attend the Inclusive Hiring Workshop with Dr. Anne Phibbs, and would likely need to split our participation between the two dates. By hiring for this position, the Psychology Department will be uniquely positioned to provide valuable scientific insight related to pressing IDE issues at Carleton and may be able to contribute to programs outside the department, such as Critical Conversations. We hope the College will work with us to support this effort.



Possible Job ad

The Psychology Department at Carleton College invites applications for a tenure-track position, beginning September 1, 2024, at the rank of assistant professor. We are particularly interested in candidates whose expertise is in the psychological study of underrepresented groups and the diverse perspectives and experiences of these groups (including, but not limited to BIPOC and LGBTQ+ communities). The area of specialization is open, and could include a focus on the development of identities that are racial, biracial, multicultural; cultural differences in development, emotion, thinking, or personality and social behavior; and disparities in mental health diagnosis and treatment based on race or culture.

The Psychology Department at Carleton has a collegial and welcoming environment and provides students with a broad understanding of the subdisciplines of psychology and the principles underlying human and animal minds and behavior, which are rooted in empirical research and the scientific method. For further information please consult the department website at <https://www.carleton.edu/psychology/>. The one-year teaching load is five courses spread across three trimester terms of ten weeks each. Responsibilities could include teaching Introductory Psychology, a mid-level course, and a seminar in the candidate's area of expertise. Office space and research facilities would be available. This position is eligible for benefits.

Carleton College is a highly selective liberal arts college with a student body of approximately 2,000. Located in the thriving two-college town of Northfield, Minnesota, it is forty-five miles from the Twin Cities of Minneapolis and St. Paul, in easy reach of a vibrant metropolitan area that is home to three million people and rich cultural resources. Carleton College does not discriminate on the basis of race, color, creed, ethnicity, religion, sex, national origin, marital status, veteran status, actual or perceived sexual orientation, gender identity and expression, status with regard to public assistance, disability, or age in providing employment or access to its educational facilities and activities. Carleton is committed to developing its faculty to better reflect the diversity of our student body and American society. Women and members of underrepresented minority groups are strongly encouraged to apply. We are particularly interested in candidates committed to teaching a diverse student body and who have a strong commitment to teaching undergraduates in a liberal arts environment.

To apply, please visit the Carleton College Web site at <https://jobs.carleton.edu> and submit an online application, including a letter of application, CV, a statement about teaching in an undergraduate liberal arts environment and how you would contribute to a college community that embraces a diversity of people and perspectives as one of its core values, and description of research interests, particularly that which can be carried out in collaboration with undergraduates at Carleton. In addition, please submit contact information for three letters of reference to be uploaded to the website. DEADLINE: Applications will be evaluated starting October 1, 2023 and continuing until the position is filled.



Three-year staffing plan

Over the past seven years, the Psychology Department has offered an average of 42.5 courses each year. We are well-staffed for the 23-24 academic year (offering 46 courses). However, because of sabbaticals, leaves, and the departure of Steve Kozberg, we will be well below our average number of courses for 24-25 and 25-26 (see table below). Thus, if the proposed position is *not* approved, we would likely need to hire 1-2 visitors for 24-25 and 1 visitor for 25-26. We have deliberately written the job ad broadly to cast a wide net, so it is difficult to say exactly what courses the new hire would teach, and the courses the rest of us teach can be somewhat flexible to accommodate them. Regardless of specialty, we anticipate a new hire teaching Principles of Psychology, a mid-level course with lab, and an upper-level seminar in their area of expertise.

NAME	2023-2024				2024-2025				2025-2026			
	F	W	S	Program/Other Notes	F	W	S	Program/Other Notes	F	W	S	Program/Other Notes
Julia Strand	2	1 CR- DC	1		2	1 CR- DC	1	1-IDSC	SAB	SAB	SAB	
Julie Neiworth	2	2	1		2	1	2		2	2	SAB or TO	extra courses qualify me for spring sabbatical
Sharon Akimoto	2	1.5	1.5	1-Psych300; 1-IDSC (critical conv) in Fall	2	1	2	1-IDSC (critical conv) in Fall	2	1	2	1-IDSC (critical conv) in Fall
Ken Abrams	2	2	1	1-IDSC	2-OCS	SAB	SAB		2	2	.5	adds to 4.5 / using past overloads
Neil Lutsky	2	2	1		2	LOA	1	It's possible this could be my last year	2	2	1	Or not...
Sarah Meerts	1	2	1.5	1.5 NEUR, 1 PSYC300 [adds to 4.5 / using past overloads]	1	2	1.5	1.5 NEUR, 1 PSYC300 [adds to 4.5 / using past overloads]	2	2	1.5	1.5 NEUR, 1 PSYC300
Mija Van Der Wege	1.5	2.5	1.5	FOCUS (.5 for the year),	SAB	SAB	SAB		1	2	2	
Larry Wichlinski	2	1	2		SAB	2	2		2	1	2	
Gisel Flores-Montoya	1	2	2		2	2	1		SAB	2.33	1.66	
Visitors	1	1										
Total courses (without new hire)	46				32.5				38			

Psychology enrollment, 2019-2023

This table contains enrollment data for courses that count toward the Psychology major from 19-20 to 22-23. The "proportion full" column is not calculated for courses where the capacity isn't meaningful (e.g., independent studies, comps, research labs, etc)

Cells highlighted in red indicate courses that filled to 90% of capacity or greater

Term	Course num	Short Title	Capacity	Enrolled	Proportion full	Faculty
19/FA	232	Cognitive Processes	24	27	1.13	Galotti, Kathleen M
19/FA	233.01	Research-Cognitive Processes	12	12	1	Galotti, Kathleen M
19/FA	233.02	Research-Cognitive Processes	12	15	1.25	Galotti, Kathleen M
19/FA	100	The Psychology of Creativity	15	15	1	Flores-Montoya, Gisel G
19/FA	110.01	Principles of Psychology	70	31	0.44	Neiworth, Julie J, Flores-Montoya,
19/FA	110.02	Principles of Psychology	35	31	0.89	Wichlinski, Lawrence J
19/FA	238	Memory Processes	30	23	0.77	Van Der Wege, Mija M
19/FA	248	Cross-Cultural Psychology	30	26	0.87	Akimoto, Sharon A
19/FA	251	Lifespan Development	30	25	0.83	Hazlett, Emily A
19/FA	267	Clinical Neuroscience	25	34	1.36	Wichlinski, Lawrence J
19/FA	291.11	I/O Psychological Study	1	1		Akimoto, Sharon A
19/FA	291.12	Attch Styles: Non-Trad Houshld	1	1		Akimoto, Sharon A
19/FA	300.11	Psycholinguistic Research	1	8		Van Der Wege, Mija M
19/FA	300.12	Virtual Reality & Anxiety	1	8		Abrams, Ken B
19/FA	300.13	Perception Research	1	9		Strand, Julia F
19/FA	300.14	Beh Neuroscience Research	1	8		Meerts, Sarah H
19/FA	300.15	Mouse Model: PB Exposure	1	5		Flores-Montoya, Gisel G
19/FA	354	Counseling Psychology	15	21	1.4	Kozberg, Steven F
19/FA	367	Neuropsychology of Aging	15	13	0.87	Neiworth, Julie J
19/FA	391.11	Consumer Psychology	1	1		Wichlinski, Lawrence J
19/FA	392.11	Primate IHC Alzheimer	1	1		Neiworth, Julie J
19/FA	392.12	Social Comparison RES	1	1		Lutsky, Neil S
19/FA	392.13	Immunohistochemistry	1	1		Neiworth, Julie J
19/FA	399.01	Capstone Seminar	15	12		Meerts, Sarah H
19/FA	399.02	Capstone Seminar	15	13		Strand, Julia F
19/FA	399.03	Capstone Seminar	15	13		Abrams, Ken B
20/WI	110	Principles of Psychology	35	38	1.09	Strand, Julia F
20/WI	200	Measurement & Data Analysis	30	35	1.17	Van Der Wege, Mija M
20/WI	201.01	Lab Research in Data Analysis	15	18	1.2	Van Der Wege, Mija M
20/WI	201.02	Lab Research in Data Analysis	15	18	1.2	Van Der Wege, Mija M
20/WI	210	Psych of Learning & Memory	40	41	1.03	Neiworth, Julie J
20/WI	211.01	Lab Res Meth Learning & Memory	12	12	1	Neiworth, Julie J
20/WI	211.02	Lab Res Meth Learning & Memory	12	12	1	Neiworth, Julie J
20/WI	211.03	Lab Res Meth Learning & Memory	12	11	0.92	Neiworth, Julie J
20/WI	254	Psychopathology	30	33	1.1	Abrams, Ken B
20/WI	256	Soc Behav & Interpers Process	25	30	1.2	Lutsky, Neil S
20/WI	257.01	Soc Beh&Interpers Process Lab	12	11	0.92	Lutsky, Neil S
20/WI	257.02	Soc Beh&Interpers Process Lab	12	11	0.92	Lutsky, Neil S
20/WI	263	Sleep and Dreaming	35	38	1.09	Wichlinski, Lawrence J
20/WI	290.11	Education Psychology	1	1		Van Der Wege, Mija M
20/WI	290.12	Same-Race Effect	1	1		Van Der Wege, Mija M
20/WI	300.11	Perspective Taking Lab	1	8		Akimoto, Sharon A
20/WI	300.12	Beh Neuroscience Research	1	6		Meerts, Sarah H
20/WI	300.13	Psycholinguistic Research	1	9		Van Der Wege, Mija M
20/WI	300.14	Perception Research	1	13		Strand, Julia F
20/WI	300.15	Virtual Reality & Anxiety	1	7		Abrams, Ken B
20/WI	300.16	Meningeal PB Studies	1	2		Flores-Montoya, Gisel G
20/WI	300.18	Mouse PB Studies	1	6		Flores-Montoya, Gisel G
20/WI	300.19	Social Psychology Research	1	5		Lutsky, Neil S
20/WI	318	Psychopharmacology	20	18	0.9	Wichlinski, Lawrence J
20/WI	384	Psychology of Prejudice	15	16	1.07	Akimoto, Sharon A
20/WI	390.11	Psyc of Econ Decisions	1	1		Wichlinski, Lawrence J
20/WI	390.12	Color Perception	1	1		Strand, Julia F
20/WI	390.13	Neuroplasticity and Sleep	1	1		Wichlinski, Lawrence J

20/WI	391.11	Concepts in Cognition	1	1		Strand, Julia F
20/WI	392.11	Testing Same-Race Effect	1	0		Van Der Wege, Mija M
20/WI	392.12	Psych of Feature Binding	1	1		Neiworth, Julie J
20/WI	392.13	Sleep Quality in Students	1	1		Wichlinski, Lawrence J
20/WI	400.01	Integrative Exercise	12	13		Abrams, Ken B
20/WI	400.04	Integrative Exercise	12	1		Lutsky, Neil S
20/WI	400.05	Integrative Exercise	12	12		Meerts, Sarah H
20/WI	400.06	Integrative Exercise	12	13		Strand, Julia F
20/WI	400.1	Integrative Exercise	12	1		Neiworth, Julie J
20/SP	236	Thnkng,Reason&Decision Making	25	22	0.88	Magro, Anne M
20/SP	110.01	Principles of Psychology	48	46	0.96	Akimoto, Sharon A, Van Der Wege,
20/SP	110.02	Principles of Psychology	35	29	0.83	Lutsky, Neil S
20/SP	218	Hormones, Brain & Behavior	32	31	0.97	Meerts, Sarah H
20/SP	220	Sensation and Perception	30	36	1.2	Strand, Julia F
20/SP	221.01	Sensation & Perception Lab	15	10	0.67	Strand, Julia F
20/SP	221.02	Sensation & Perception Lab	15	9	0.6	Strand, Julia F
20/SP	260	Health Psychology	30	41	1.37	Flores-Montoya, Gisel G
20/SP	261.01	Health Psychology Lab	15	12	0.8	Flores-Montoya, Gisel G
20/SP	261.02	Health Psychology Lab	15	12	0.8	Flores-Montoya, Gisel G
20/SP	291.11	Atch Styles Non-Trad Hshld II	1	1		Akimoto, Sharon A
20/SP	300.11	Beh Neuroscience Research	1	10		Meerts, Sarah H
20/SP	300.12	Perspective Taking Lab	1	8		Akimoto, Sharon A
20/SP	300.13	Perception Research	1	9		Strand, Julia F
20/SP	300.14	Psycholinguistic Research		5		Van Der Wege, Mija M
20/SP	300.15	CCR7 Liturature Research	1	5		Flores-Montoya, Gisel G
20/SP	300.16	Social Psychology Research	1	7		Lutsky, Neil S
20/SP	365	Science and Pseudoscience	15	15	1	Abrams, Ken B
20/SP	373	Topics Professional Psychology	15	12	0.8	Kozberg, Steven F
20/SP	375	Language and Deception	15	14	0.93	Van Der Wege, Mija M
20/SP	382	Tpcs Socl & Persnalty: Endings	15	22	1.47	Lutsky, Neil S
20/SP	391.11	Reasoning Professional Wk	1	1		Neiworth, Julie J
20/SP	391.12	Advanced Studies of Endings	1	1		Lutsky, Neil S
20/SP	392.11	Neuroimmunology PB Study	1	1		Flores-Montoya, Gisel G
20/FA	110.01	Principles of Psychology	35	32	0.91	Neiworth, Julie J
20/FA	110.02	Principles of Psychology	35	32	0.91	Hazlett, Emily A
20/FA	250	Developmental Psychology	25	23	0.92	Galotti, Kathleen M
20/FA	260	Health Psychology	35	36	1.03	Flores-Montoya, Gisel G
20/FA	261.01	Health Psychology Lab	8	7	0.88	Flores-Montoya, Gisel G
20/FA	261.02	Health Psychology Lab	8	7	0.88	Flores-Montoya, Gisel G
20/FA	263	Sleep and Dreaming	25	28	1.12	Wichlinski, Lawrence J
20/FA	300.11	PB Exposure Research	1	3		Flores-Montoya, Gisel G
20/FA	300.12	Beh Neuroscience Research	1	7		Meerts, Sarah H
20/FA	300.13	Perspective Taking Lab	1	2		Akimoto, Sharon A
20/FA	300.14	Perception Research	1	6		Strand, Julia F
20/FA	300.15	Psycholinguistic Research	1	5		Van Der Wege, Mija M
20/FA	354	Counseling Psychology	15	14	0.93	Kozberg, Steven F
20/FA	366	Cognitive Neuroscience	8	15	1.88	Neiworth, Julie J
20/FA	390.11	Erly Life Evnt: Epigenetic Chg	1	1		Wichlinski, Lawrence J
20/FA	392.11	Culture and Emotion Research	1	1		Lutsky, Neil S
20/FA	392.12	Oldr Adlt Cgntv Prcssing Cntxt	1	1		Neiworth, Julie J
20/FA	399.01	Capstone Seminar	12	11		Strand, Julia F
20/FA	399.02	Capstone Seminar	12	11		Meerts, Sarah H
20/FA	399.03	Capstone Seminar	12	10		Akimoto, Sharon A
20/FA	400	Integrative Exercise	1	1	1	Abrams, Ken B
21/WI	232	Cognitive Processes	24	18	0.75	Galotti, Kathleen M
21/WI	233.01	Research-Cognitive Processes	12	8	0.67	Galotti, Kathleen M
21/WI	233.02	Research-Cognitive Processes	12	10	0.83	Galotti, Kathleen M
21/WI	110.01	Principles of Psychology	35	33	0.94	Hazlett, Emily A
21/WI	110.02	Principles of Psychology	35	34	0.97	Van Der Wege, Mija M
21/WI	200	Measurement & Data Analysis	24	24	1	Neiworth, Julie J
21/WI	201.01	Lab Research in Data Analysis	12	11	0.92	Neiworth, Julie J
21/WI	201.02	Lab Research in Data Analysis	12	13	1.08	Neiworth, Julie J
21/WI	218	Hormones, Brain & Behavior	32	11	0.34	Meerts, Sarah H
21/WI	220	Sensation and Perception	25	35	1.4	Strand, Julia F

21/WI	221.01	Sensation & Perception Lab	12	14	1.17	Strand, Julia F
21/WI	221.02	Sensation & Perception Lab	12	12	1	Strand, Julia F
21/WI	252	Personality	24	19	0.79	Lutsky, Neil S
21/WI	253.01	Personality Lab	8	7	0.88	Lutsky, Neil S
21/WI	253.02	Personality Lab	8	4	0.5	Lutsky, Neil S
21/WI	263	Sleep and Dreaming	30	27	0.9	Wichlinski, Lawrence J
21/WI	267	Clinical Neuroscience	25	29	1.16	Wichlinski, Lawrence J
21/WI	300.11	PB Exposure Research	1	5		Flores-Montoya, Gisel G
21/WI	300.12	Perspective Taking Lab	1	2		Akimoto, Sharon A
21/WI	300.13	Beh Neuroscience Research	1	8		Meerts, Sarah H
21/WI	300.14	Perception Research	1	6		Strand, Julia F
21/WI	300.15	Psycholinguistic Research	1	3		Van Der Wege, Mija M
21/WI	384	Psychology of Prejudice	15	13		Akimoto, Sharon A
21/WI	390.11	Msmnt & Data Anlys in Psyc	1	1		Neiworth, Julie J
21/WI	390.12	Stat Issus Psy Cmpl Stat Bckrd	1	1		Neiworth, Julie J
21/WI	392.11	Reducing Addiction Stigma	1	1		Akimoto, Sharon A
21/WI	399	Capstone Seminar	2	2		Meerts, Sarah H
21/WI	399.02	Capstone Seminar	1	1		Lutsky, Neil S
21/WI	400.02	Integrative Exercise	12	10		Akimoto, Sharon A
21/WI	400.04	Integrative Exercise	12	1		Lutsky, Neil S
21/WI	400.05	Integrative Exercise	12	9		Meerts, Sarah H
21/WI	400.06	Integrative Exercise	12	10		Strand, Julia F
21/SP	110.01	Principles of Psychology	35	34	0.97	Hazlett, Emily A
21/SP	110.02	Principles of Psychology	35	38	1.09	Wichlinski, Lawrence J
21/SP	110.03	Principles of Psychology	35	35	1	Flores-Montoya, Gisel G
21/SP	200	Measurement & Data Analysis	24	22	0.92	Abrams, Ken B
21/SP	201.01	Lab Research in Data Analysis	12	11	0.92	Abrams, Ken B
21/SP	201.02	Lab Research in Data Analysis	12	12	1	Abrams, Ken B
21/SP	234	Psychology of Language	30	29	0.97	Van Der Wege, Mija M
21/SP	235.01	Psyc of Language Lab	12	9	0.75	Van Der Wege, Mija M
21/SP	235.02	Psyc of Language Lab	12	9	0.75	Van Der Wege, Mija M
21/SP	256	Soc Behav & Interpers Process	25	27	1.08	Akimoto, Sharon A
21/SP	257.01	Soc Beh&Interpers Process Lab	9	8	0.89	Akimoto, Sharon A
21/SP	257.02	Soc Beh&Interpers Process Lab	9	4	0.44	Akimoto, Sharon A
21/SP	291.11	ANOVAS and Post-Hoc Tests	1	1		Abrams, Ken B
21/SP	300.11	PB Exposure Research	1	7		Flores-Montoya, Gisel G
21/SP	300.12	Beh Neuroscience Research	1	8		Meerts, Sarah H
21/SP	300.13	Perception Research	1	13		Strand, Julia F
21/SP	300.14	Psycholinguistic Research	1	4		Van Der Wege, Mija M
21/SP	370	Behavioral Neuroimmunology	15	13	0.87	Flores-Montoya, Gisel G
21/SP	379	Child & Adolescent Psyc	30	32	1.07	Wichlinski, Lawrence J, Kozberg,
21/SP	392.11	Reducing Addiction Stigma	1	1		Akimoto, Sharon A
21/SP	400	Integrative Exercise	2	2		Meerts, Sarah H
21/SP	400.02	Integrative Exercise	1	1		Akimoto, Sharon A
21/SP	400.03	Integrative Exercise	1	1		Strand, Julia F
21/FA	110.01	Principles of Psychology	35	34	0.97	Campbell, Mitchell R
21/FA	110.02	Principles of Psychology	35	31	0.89	Wichlinski, Lawrence J
21/FA	210	Psych of Learning & Memory	35	31	0.89	Neiworth, Julie J
21/FA	211	Lab Res Meth Learning & Memory	12	12	1	Neiworth, Julie J
21/FA	211.02	Lab Res Meth Learning & Memory	12	12	1	Neiworth, Julie J
21/FA	238	Memory Processes	30	32	1.07	Van Der Wege, Mija M
21/FA	250	Developmental Psychology	25	15	0.6	Galotti, Kathleen M
21/FA	260	Health Psychology	25	25	1	Flores-Montoya, Gisel G
21/FA	261.01	Health Psychology Lab	12	7	0.58	Flores-Montoya, Gisel G
21/FA	261.02	Health Psychology Lab	12	5	0.42	Flores-Montoya, Gisel G
21/FA	290.17	Directed Reading	25	15		Abrams, Ken B
21/FA	291.11	Culture and Indentity in Kids	1	1		Wichlinski, Lawrence J
21/FA	292.11	Memory Strategies	1	1		Van Der Wege, Mija M
21/FA	300.11	Beh Neuroscience Research	1	0		Meerts, Sarah H
21/FA	300.12	PB Exposure Research	1	8		Flores-Montoya, Gisel G
21/FA	300.13	Psycholinguistic Research	1	7		Van Der Wege, Mija M
21/FA	300.14	Perception Research	1	8		Strand, Julia F
21/FA	300.15	Social Psychology Research	1	6		Lutsky, Neil S
21/FA	354	Counseling Psychology	15	19	1.27	Kozberg, Steven F

21/FA	358.07	Cross-Cultural Psychopathology	24	15	0.63	Abrams, Ken B
21/FA	392.11	Resilience in Tamarin Monkeys	1	1		Neiworth, Julie J
21/FA	392.12	Nitric Oxide & Mating Beh	1	1		Meerts, Sarah H
21/FA	392.13	fMRI Rsch on Human Cognition	1	1		Neiworth, Julie J
21/FA	392.14	Beh Neuroscience Research	1	5		Meerts, Sarah H
21/FA	392.15	Iba1+ Cells in Meninges	1	1		Flores-Montoya, Gisel G
21/FA	392.16	Environment Research	1	1		Akimoto, Sharon A
21/FA	399.01	Capstone Seminar	15	11		Strand, Julia F
21/FA	399.02	Capstone Seminar	15	12		Wichlinski, Lawrence J
21/FA	399.03	Capstone Seminar	15	9		Lutsky, Neil S
22/WI	110.01	Principles of Psychology	35	27	0.77	Flores-Montoya, Gisel G
22/WI	110.02	Principles of Psychology	35	42	1.2	Strand, Julia F
22/WI	200	Measurement & Data Analysis	45	45	1	Van Der Wege, Mija M
22/WI	201.01	Lab Research in Data Analysis	15	15	1	Van Der Wege, Mija M
22/WI	201.02	Lab Research in Data Analysis	15	15	1	Van Der Wege, Mija M
22/WI	201.03	Lab Research in Data Analysis	15	15	1	Van Der Wege, Mija M
22/WI	244	Positive Psychology	25	32	1.28	Lutsky, Neil S
22/WI	258	Social Cognition	25	28	1.12	Campbell, Mitchell R
22/WI	259.01	Lab Rsrch Meth/Soc Cognition	12	7	0.58	Campbell, Mitchell R
22/WI	259.02	Lab Rsrch Meth/Soc Cognition	12	8	0.67	Campbell, Mitchell R
22/WI	291.11	Psychology Lab	1	1		Neiworth, Julie J
22/WI	291.12	Psych Data Wrangling in R	1	1		Strand, Julia F
22/WI	300.11	PB Exposure Research	1	7		Flores-Montoya, Gisel G
22/WI	300.12	Perception Research	1	8		Strand, Julia F
22/WI	300.13	Social Psychology Research	1	5		Lutsky, Neil S
22/WI	300.14	Psycholinguistic Research	1	9		Van Der Wege, Mija M
22/WI	371	Evol & Devel Trends-Cognition	15	19	1.27	Neiworth, Julie J
22/WI	379	Child & Adolescent Psyc	30	30	1	Wichlinski, Lawrence J, Kozberg,
22/WI	391.11	Beh Neuro Stats with R	0	2		Meerts, Sarah H
22/WI	391.12	The Language of Death	1	1		Van Der Wege, Mija M
22/WI	391.13	Psychobiology of Dreaming	1	1		Wichlinski, Lawrence J
22/WI	392.11	Primate Cognition Lab	1	1		Neiworth, Julie J
22/WI	392.12	Beh Neuroscience Research	1	7		Meerts, Sarah H
22/WI	392.13	Environment Research II	1	1		Akimoto, Sharon A
22/WI	392.14	Extended Sleep	1	1		Wichlinski, Lawrence J
22/WI	399	Capstone Seminar	15	5		Abrams, Ken B
22/WI	399.01	Capstone Seminar	15	1		Wichlinski, Lawrence J
22/WI	400.01	Integrative Exercise	12	12		Wichlinski, Lawrence J
22/WI	400.02	Integrative Exercise	12	8		Lutsky, Neil S
22/WI	400.03	Integrative Exercise	12	11		Strand, Julia F
22/WI	400.04	Integrative Exercise	1	0		Abrams, Ken B
22/WI	400.05	Integrative Exercise	1	1		Akimoto, Sharon A
22/WI	400.06	Integrative Exercise	2	2		Neiworth, Julie J
22/WI	400.08	Integrative Exercise	12	1		Meerts, Sarah H
22/WI	400.09	Integrative Exercise	12	1		Flores-Montoya, Gisel G
22/SP	110.01	Principles of Psychology	35	31	0.89	Flores-Montoya, Gisel G
22/SP	110.02	Principles of Psychology	35	42	1.2	Neiworth, Julie J
22/SP	110.03	Principles of Psychology	35	36	1.03	Campbell, Mitchell R
22/SP	216	Behavioral Neuroscience	24	30	1.25	Wichlinski, Lawrence J
22/SP	217.01	Lab in Behavioral Neuroscience	12	13	1.08	Wichlinski, Lawrence J
22/SP	217.02	Lab in Behavioral Neuroscience	12	13	1.08	Wichlinski, Lawrence J
22/SP	220	Sensation and Perception	30	35	1.17	Strand, Julia F
22/SP	221.01	Sensation & Perception Lab	12	9	0.75	Strand, Julia F
22/SP	221.02	Sensation & Perception Lab	12	12	1	Strand, Julia F
22/SP	254	Psychopathology	25	29	1.16	Abrams, Ken B
22/SP	256	Soc Behav & Interpers Process	25	26	1.04	Akimoto, Sharon A
22/SP	257.01	Soc Beh&Interpers Process Lab	12	7	0.58	Akimoto, Sharon A
22/SP	257.02	Soc Beh&Interpers Process Lab	12	8	0.67	Akimoto, Sharon A
22/SP	292.11	Traumatic Brain Injuries	1	1		Wichlinski, Lawrence J
22/SP	300.11	Beh Neuroscience Research	1	12		Meerts, Sarah H
22/SP	300.12	Psycholinguistic Research	1	10		Van Der Wege, Mija M
22/SP	300.13	Perception Research	1	12		Strand, Julia F
22/SP	300.14	PB Exposure Research	1	6		Flores-Montoya, Gisel G
22/SP	300.15	Social Psychology Research	1	9		Lutsky, Neil S

22/SP	375	Language and Deception	15	16	1.07	Van Der Wege, Mija M
22/SP	382	Tpcs Socl & Persnalty: Endings	20	17	0.85	Lutsky, Neil S
22/SP	386	Intervention Science	15	14	0.93	Campbell, Mitchell R
22/SP	400	Integrative Exercise	12	5		Abrams, Ken B
22/SP	400.02	Integrative Exercise	12	1		Wichlinski, Lawrence J
22/SP	400.03	Integrative Exercise	12	1		Lutsky, Neil S
22/FA	232	Cognitive Processes	24	23	0.96	Galotti, Kathleen M
22/FA	233.01	Research-Cognitive Processes	12	12	1	Galotti, Kathleen M
22/FA	233.02	Research-Cognitive Processes	12	11	0.92	Galotti, Kathleen M
22/FA	110.01	Principles of Psychology	30	27	0.9	Lutsky, Neil S, Strand, Julia F
22/FA	110.02	Principles of Psychology	30	26	0.87	Lutsky, Neil S, Strand, Julia F
22/FA	110.03	Principles of Psychology	35	34	0.97	Neiworth, Julie J
22/FA	246	Human Sexuality	25	31	1.24	Campbell, Mitchell R
22/FA	251	Lifespan Development	30	28	0.93	Hazlett, Emily A
22/FA	263	Sleep and Dreaming	35	42	1.2	Wichlinski, Lawrence J
22/FA	290.07	Directed Reading	25	19		Abrams, Ken B
22/FA	290.11	Motor Skill Learning	1	0		
22/FA	290.11	Motor Skill Learning	1	1		Strand, Julia F
22/FA	290.12	Child Social Development	1	1		Wichlinski, Lawrence J
22/FA	300.11	Beh Neuroscience Research	1	6		Meerts, Sarah H
22/FA	300.12	Social Psychology Research	1	1		Strand, Julia F
22/FA	300.13	Psycholinguistic Research	1	8		Van Der Wege, Mija M
22/FA	300.14	Social Psychology Research	1	6		Strand, Julia F
22/FA	300.15	Perception Research	1	4		Strand, Julia F
22/FA	354	Counseling Psychology	15	14	0.93	Kozberg, Steven F
22/FA	358.07	Cross-Cultural Psychopathology	24	19	0.79	Abrams, Ken B
22/FA	367	Neuropsychology of Aging	15	12	0.8	Neiworth, Julie J
22/FA	390.11	Adv Readings in Gen Psych	1	1		Strand, Julia F
22/FA	391.11	Canine Cognition Study	1	1		Neiworth, Julie J
22/FA	391.12	Adv Reading in General Psych	1	0		Lutsky, Neil S
22/FA	392.11	Microscopic Cell Counting	1	1		Neiworth, Julie J
22/FA	392.12	Tamarin Monkey Research	1	1		Neiworth, Julie J
22/FA	392.13	Monkey Cognition Research	1	1		Neiworth, Julie J
22/FA	399.01	Capstone Seminar	15	6		Wichlinski, Lawrence J
22/FA	399.02	Capstone Seminar	15	11		Strand, Julia F
22/FA	399.03	Capstone Seminar	15	10		Campbell, Mitchell R
23/WI	236	Thnknng,Reason&Decision Making	25	15	0.6	Galotti, Kathleen M
23/WI	110.01	Principles of Psychology	35	34	0.97	Hazlett, Emily A
23/WI	110.02	Principles of Psychology	35	36	1.03	Hazlett, Emily A
23/WI	200	Measurement & Data Analysis	25	27	1.08	Campbell, Mitchell R
23/WI	201.01	Lab Research in Data Analysis	15	16	1.07	Campbell, Mitchell R
23/WI	201.02	Lab Research in Data Analysis	15	10	0.67	Campbell, Mitchell R
23/WI	201.04	Lab Research in Data Analysis	1	1	1	Van Der Wege, Mija M
23/WI	210	Psych of Learning & Memory	17	24	1.41	Neiworth, Julie J
23/WI	210.1	Psych of Learning & Memory	8	6	0.75	Neiworth, Julie J
23/WI	211.01	Lab Res Meth Learning & Memory	8	9	1.13	Neiworth, Julie J
23/WI	211.02	Lab Res Meth Learning & Memory	8	8	1	Neiworth, Julie J
23/WI	211.11	Lab Res Meth Learning & Memory	4	3	0.75	Neiworth, Julie J
23/WI	211.12	Lab Res Meth Learning & Memory	4	4	1	Neiworth, Julie J
23/WI	218	Hormones, Brain & Behavior	32	30	0.94	Meerts, Sarah H
23/WI	219.01	Hormones Brains & Behavior Lab	12	12	1	Meerts, Sarah H
23/WI	219.02	Hormones Brains & Behavior Lab	12	9	0.75	Meerts, Sarah H
23/WI	252	Personality	24	27	1.13	Lutsky, Neil S
23/WI	253.01	Personality Lab	12	10	0.83	Lutsky, Neil S
23/WI	253.02	Personality Lab	12	8	0.67	Lutsky, Neil S
23/WI	254	Psychopathology	24	28	1.17	Abrams, Ken B
23/WI	300.11	Beh Neuroscience Research	1	7		Meerts, Sarah H
23/WI	300.12	Treatment for Pb Exposure	1	2		Flores-Montoya, Gisel G
23/WI	300.13	Perception Research	1	8		Strand, Julia F
23/WI	300.14	Research on Prev. of PTSD	1	10		Abrams, Ken B
23/WI	300.15	Psycholinguistic Research	1	7		Van Der Wege, Mija M
23/WI	318	Psychopharmacology	25	17	0.68	Wichlinski, Lawrence J
23/WI	384	Psychology of Prejudice	15	13	0.87	Akimoto, Sharon A
23/WI	392.11	Microscopic Cell Counting	1	1		Neiworth, Julie J

23/WI	400.01	Integrative Exercise	12	6		Wichlinski, Lawrence J
23/WI	400.02	Integrative Exercise	12	10		Strand, Julia F
23/WI	400.03	Integrative Exercise	12	10		Campbell, Mitchell R
23/WI	400.04	Integrative Exercise	12	1		Neiworth, Julie J
23/WI	400.05	Integrative Exercise	1	1		Abrams, Ken B
23/SP	110.01	Principles of Psychology	35	36	1.03	Hazlett, Emily A
23/SP	110.02	Principles of Psychology	35	34	0.97	Flores-Montoya, Gisel G
23/SP	110.03	Principles of Psychology	35	36	1.03	Hazlett, Emily A
23/SP	200	Measurement & Data Analysis	25	31	1.24	Campbell, Mitchell R
23/SP	201.01	Lab Research in Data Analysis	15	15	1	Campbell, Mitchell R
23/SP	201.02	Lab Research in Data Analysis	15	16	1.07	Campbell, Mitchell R
23/SP	216	Behavioral Neuroscience	30	29	0.97	Wichlinski, Lawrence J
23/SP	217.01	Lab in Behavioral Neuroscience	16	15	0.94	Wichlinski, Lawrence J
23/SP	217.02	Lab in Behavioral Neuroscience	16	10	0.63	Wichlinski, Lawrence J
23/SP	220	Sensation and Perception	27	23	0.85	Strand, Julia F
23/SP	220.1	Sensation and Perception	8	9	1.13	Strand, Julia F
23/SP	232	Cognitive Processes	24	22	0.92	McKinney, Jonathan R
23/SP	233.01	Laboratory Cognitive Processes	12	10	0.83	McKinney, Jonathan R
23/SP	233.02	Laboratory Cognitive Processes	12	12	1	McKinney, Jonathan R
23/SP	234	Psychology of Language	20	21	1.05	Van Der Wege, Mija M
23/SP	234.1	Psychology of Language	8	9	1.13	Van Der Wege, Mija M
23/SP	235.01	Psyc of Language Lab	10	8	0.8	Van Der Wege, Mija M
23/SP	235.02	Psyc of Language Lab	10	7	0.7	Van Der Wege, Mija M
23/SP	254	Psychopathology	25	26	1.04	Abrams, Ken B
23/SP	256	Soc Behav & Interpers Process	20	18	0.9	Akimoto, Sharon A
23/SP	256.1	Soc Behav & Interpers Process	8	8	1	Akimoto, Sharon A
23/SP	257.01	Soc Beh&Interpers Process Lab	12	13	1.08	Akimoto, Sharon A
23/SP	257.02	Soc Beh&Interpers Process Lab	12	5	0.42	Akimoto, Sharon A
23/SP	292.11	Tamarin Cognition Research	1	1		Neiworth, Julie J
23/SP	300.11	Beh Neuroscience Research	1	11		Meerts, Sarah H
23/SP	300.12	Treatment for Pb Exposure	1	5		Flores-Montoya, Gisel G
23/SP	300.13	Research on Prev. of PTSD	1	8		Abrams, Ken B
23/SP	300.14	Psycholinguistic Research	1	3		Van Der Wege, Mija M
23/SP	300.15	Perception Research	1	3		Strand, Julia F
23/SP	354	Counseling Psychology	15	14	0.93	Kozberg, Steven F
23/SP	370	Behavioral Neuroimmunology	15	6	0.4	Flores-Montoya, Gisel G
23/SP	391.11	Peering into PTSD	1	1		Wichlinski, Lawrence J
23/SP	392.11	Tamarin Cognition Research	1	2		Neiworth, Julie J
23/SP	392.12	Psycholinguistic Modeling	1	1		Strand, Julia F
23/SP	400	Integrative Exercise	1	1		Strand, Julia F