

**DEPARTMENT OF PSYCHOLOGY
INSTITUTIONAL EFFECTIVENESS PLAN
2002-2003**

Mission Statement

The Department of Psychology teaches and offers degrees at the undergraduate and graduate levels, does research in the discipline of psychology, serves in professional organizations, and provides psychological services to the community. The Department of Psychology offers four degrees: Bachelor of Arts, Bachelor of Science, Master of Science, and Doctor of Philosophy.

The Bachelor of Arts degree and the Bachelor of Science degree have the same purpose. Each degree provides students with broad based knowledge of the field of Psychology. This preparation should provide a solid foundation for students planning on pursuing graduate training in a mental health field, including psychology, social work, and counseling. General knowledge of psychology should also provide a background for students planning on seeking employment or advanced education in a variety of other fields, such as law, sales, marketing, management, and human resource management.

The educational goals of the Master of Science degree and the Doctor of Philosophy degree are to produce well-trained applied scientists who are capable of teaching, conducting research, and providing professional service delivery in the fields of Applied Developmental Psychology and Applied Biopsychology. It is assumed that successful students will obtain a Master's degree and immediately continue on to earn a Ph.D. The combined training in the Master's and Ph.D. programs should enable the students to obtain post-doctoral placements and/or employment in academic, research, and applied settings.

Reviewed by faculty on September 3, 2002 (_____)

Approved by: _____
Matt Stanford
Chair, Department of Psychology
Date

Approved by: _____
Joe King
Dean, College of Sciences
Date

Prepared: July 29, 2002

**DEPARTMENT OF PSYCHOLOGY
2002-2003**

Goals and Objectives

Goal 1. The department will provide fundamental training in psychology to students in other disciplines.

Objective 1.1. Teacher evaluations by non-majors will include ratings of at least "Average" by 70% or more of students.

Strategy 1.1.1. Results of evaluations discussed at a faculty meeting

Strategy 1.1.2. Department Chair will meet individually with each faculty member to discuss his/her ratings.

Assessment Tool: Teaching evaluations.

Goal 2. The department will secure additional funding through grants and contracts.

Objective 2.1. Sixty percent of the full-time faculty will have federal and state grants and/or contracts in effect during the 2002-2003 year.

Strategy 2.1.1. The department chair will actively encourage all faculty members to submit federal and state grant proposals

Strategy 2.1.2. Initial proposals from new faculty members will be reviewed by faculty members with existing grants.

Assessment Tool: Departmental Annual Report.

Goal 3. The department will enhance visibility and reputation through publishing manuscripts, book chapters, and books.

Objective 3.1. Ninety percent of the full-time faculty will average at least one publication per year.

Strategy 3.1.1. The department chair will meet with those faculty who are not publishing at a rate of one per year to identify obstacles to publishing.

Strategy 3.1.2. New faculty members will be given start-up funds and duties which will facilitate publication expectations.

Assessment Tool: Departmental Report.

Goal 4. The department will provide psychological services to the community.

Objective 4.1 At least 20 percent of the faculty each year will provide psychological services to those in the community through the departmental Psychology Clinic.

Strategy 4.1.1. The departmental Clinic Committee will evaluate and approve proposals for specific use of the Clinic for service delivery.

Assessment Tool: Departmental Report

**BACHELOR OF ARTS IN PSYCHOLOGY
BACHELOR OF SCIENCE IN PSYCHOLOGY
2002-2003**

Goals and Objectives

Goal 1. The department will provide undergraduate majors with broad based knowledge of the field of psychology.

Objective 1.1. The majority of majors will achieve knowledge of psychology equivalent to the 50th percentile of the Graduate Record Exam, Advanced Test in Psychology.

Strategy 1.1.1. Results of these exams will be discussed at faculty meetings.

Strategy 1.1.2. Areas of poor student performance will be addressed in future course offerings.

Assessment Tool: Graduate Record Exam, Advanced Test in Psychology.

Goal 2. The department will provide undergraduate majors with excellent preparation for graduate training in a mental health field.

Objective 2.1. At least 80 percent of our students who apply for graduate training in a mental health field will be accepted by a graduate program.

Strategy 2.1.1. Results of graduate school placement will be discussed at a faculty meeting.

Strategy 2.1.2. Qualifications of students who did not secure placement in a graduate program will be discussed in order to address any deficiencies in the curriculum.

Objective 2.2. At least 80 percent of our alumni who are in graduate training in a mental health field will agree that their psychology training prepared them as well as or better than most of their graduate school colleagues.

Strategy 2.2.1. Results will be discussed at a faculty meeting.

Strategy 2.2.2. Weaknesses in training reported by former students will be addressed through changes in the curriculum.

Assessment Tools: Student exit interviews.
Alumni surveys.

Goal 3. The department will provide undergraduate majors with an education that is useful in pursuing careers in fields other than mental health.

Objective 3.1. At least 70 percent of alumni working in non-mental health fields will agree that their training in psychology has been useful in their current employment.

Strategy 3.1.1 Results will be discussed in a faculty meeting

Strategy 3.1.2 Consider altering the curriculum based on these results.

Assessment Tool: Alumni Survey.

Goal 4. The department will produce graduates who can produce and communicate research findings.

Objective 4.1. All graduates will be able to design an experiment, collect and analyze data, and write a report of the experiment in APA format.

Strategy 4.1.1. In at least one course, students will be required to complete this project.

Strategy 4.1.2 The quality of the project must be evaluated as at least satisfactory by the instructor of the course.

Assessment Tool: Evaluation of the project by a jury of three faculty members.

**MASTER OF SCIENCE IN PSYCHOLOGY
DOCTOR OF PHILOSOPHY IN PSYCHOLOGY
2002-2003**

Goals and Objectives

Goal 1. The department will provide advanced training in Applied Developmental Psychology and Applied Biopsychology.

Objective 1.1. All graduate students will complete a research project of publishable quality before graduation.

Strategy 1.1.1. Students will meet regularly with a faculty advisor to discuss research issues.

Strategy 1.1.2 Students will prepare a thesis prospectus during their second year of graduate training.

Strategy 1.1.3. Students will complete a master's thesis during their second year of graduate training.

Strategy 1.1.4 Students will orally defend the thesis before a faculty committee.

Strategy 1.1.5. Students will prepare a dissertation prospectus during their fourth year of graduate training.

Strategy 1.1.5. Students will complete a doctoral dissertation during their fourth year of graduate training.

Strategy 1.1.6. Students will orally defend the dissertation before a faculty committee.

Assessment Tools: Thesis and dissertation of acceptable quality as judged by faculty committee.
Referred publications.

Goal 2. Graduate students will have the ability to communicate psychological knowledge in oral and written form.

Objective 2.1 All Ph.D. graduates will present at least three professional lectures before graduation.

Strategy 2.1.1. Students will give at least two presentations to departmental faculty and student audiences based on their

research projects. Faculty comments regarding areas of improvement will be given to the student.

Strategy 2.1.2. Students will give at least one presentation at a regional or national professional meeting based on their research projects.

Objective 2.2. All students will communicate psychological knowledge in written form.

Strategy 2.2.1 Students will write a thesis and dissertation and will work with a faculty advisor to improve writing skills. These documents will be rewritten until they are in acceptable form.

Strategy 2.2.2 Students will submit at least one article, based on their research, to a refereed journal.

Assessment Tools: Thesis.
Dissertation.
Departmental presentations.
Presentations at professional meetings.
Publications in refereed journals.

Goal 3. The department will maintain high student satisfaction with the graduate program.

Objective 3.1 During the fall and spring semesters at least 80% of students surveyed will rate the department as “good” or better.

Strategy 3.1.1. The department chair will discuss results of the survey at a faculty meeting.

Strategy 3.1.2. The departmental graduate policy committee will consider areas of improvement.

Objective 3.2 Each faculty member will maintain a teacher rating of 3.0 on a 4.0 scale for graduate instruction during the 2002-2003 year.

Strategy 3.2.1 Faculty will meet with the chair yearly to discuss these evaluations and methods of improvement.

Assessment Tools: Student ratings of instruction.
Student exit surveys.