

## **Psychology Department Planning Goals 2016-2020**

### **Pursue New Initiatives**

The Psychology Department will respond to opportunities that become available or to requirements mandated by the university or college.

**Assessment:** Annual review of department initiatives

**Benchmark Criterion:** Psychology department will pursue at least 3 new initiatives/response to requirements mandated by the university or college annually.

### **Teaching Effectiveness**

The Psychology Department will assess and improve teaching effectiveness.

**Assessments:** Annual Review of Tenured Faculty, Annual Review of Tenure-Track Faculty, Annual Review of Faculty Not on the Tenure Track, Faculty Professional Development Plans, Part-Time Instructor Evaluation, Promotion of Faculty to Full Professor

**Benchmark Criterion:**

- All faculty will receive at least Meets Expectations on the Annual Review of Tenured Faculty and the Annual Review of Faculty Not on the Tenure Track
- All year 2 – 5 tenure-track faculty will receive concrete feedback on strengths and areas in need of attention on their Annual Review.
- All year 6 tenure-track faculty will receive at least Meets Expectations on their Annual Review and receive tenure and promotion to Associate Professor.
- All faculty will submit an annual Professional Development plan to the Department Chair.
- The Psychology department will conduct an annual Part-Time Instructor Review per the department Part-Time Instructor Policy.
- All faculty who seek promotion to Full Professor will receive at least Meets Expectations on their review and receive promotion.

### **Advising Effectiveness**

The Psychology Department will assess and improve Psychology major advising.

**Assessment:** Advising Survey Data\*, Ad Hoc Advising Initiatives

**Benchmark Criterion:**

- All faculty will receive an average score of at least 3.5/5 on the department advising survey
- All faculty will receive at least a 4/5 on question 20.
- Ad Hoc Advising Initiatives will be implemented during the 2016-2020 planning cycle.

### **Strengthen Academic Programs**

The Psychology Department will strengthen and improve the quality of the academic programs in the Psychology Department.

**Assessment:** Annual Review of Department Initiatives and faculty activities.

**Benchmark Criterion:** The Psychology Department or Psychology Program faculty will engage in at least 3 activities annually that strengthen and improve the quality of our academic programs.

**Regional Stewardship**

The Psychology Department will maintain current regional collaborations and add new collaborations with regional partners.

**Assessment:** Annual Review of department initiatives and faculty activities.

**Benchmark Criterion:**

- The Psychology Department or Psychology Program faculty will engage in at least 10 activities annually that involve regional partners.

**Recruit and Retain Students**

The Psychology department will recruit and retain diverse and high quality undergraduate majors.

**Assessment:** Annual Review of department initiatives and faculty activities

**Benchmark Criterion:**

- The Psychology Department or Psychology Program faculty will engage in at least 3 activities annually that facilitate the recruitment or retention of Psychology majors.
- Ad Hoc Recruitment and Retention Initiatives will be implemented during the 2016-2020 planning cycle.

**\*Advising Survey Questions from Senior Exit Survey**

How often have the items below been included in your advising sessions with your Psychology Major advisor?

Never                      2                      3                      4                      Always

15. Planning a class schedule for the next term.
16. Identifying campus offices that can provide assistance to you.
17. Discussing personal concerns or problems related to your academic goals.
18. Discussing minors, certificates, studies abroad, Co-Op or other special academic programs relevant to you.
19. Discussing career options/preparation.
20. Overall, my advisor is a good source for academic advice about my program(s) of study.