

## DEPARTMENT OF PSYCHOLOGY

*"The mission of the Psychology Department is to provide personal and academic excellence through unity, responsibility, and cooperation. This goal is realized only by the collective work of the numerous vital elements in this department contributing to our efforts to elevate and empower Our Department, Our Communities, and Our Profession!"*

### STRATEGIC PLAN 2018-2023

#### GOAL 1: ESTABLISH DEPARTMENTAL MECHANISMS THAT SUPPORT AND ENHANCE THE ACADEMIC AND DEVELOPMENTAL EXPERIENCES OF STUDENTS

##### **Strategy 1.1: Create structured Academic Support and Enhancement (ASE) activities for undergraduate and graduate majors.**

- Provide regularly scheduled workshops and resources to students related to academic success (e.g., study strategies, time management, etc.), graduate school preparation (e.g., GRE prep, personal statements, interviewing, etc.), and academic/career planning.

##### **Strategy 1.2: Seek grants to support internal and external professional-led workshops and student training experiences**

##### **Strategy 1.3: Incorporate structured graduate student leadership and professional development activities**

##### **Strategy 1.4: Establish inter-departmental alliances and coalitions with departments sharing common interests and needs**

#### **Performance Measures**

##### 1. Annual evaluation of progress

- ▶ Strategy 1.1 Establishment of Psychology ASE Program (i.e., goals/objectives, indicators of success, implementation)
- ▶ Strategy 1.2 Total grants submitted and/or funded that include support for student training and development
- ▶ Strategy 1.3 Creation and implementation of graduate student management/supervision and training activities each term
- ▶ Strategy 1.4 Establishment of inter-departmental agreements that address academic and personal development

**GOAL 2: CURRICULUM DEVELOPMENT AND ENHANCEMENT**

**Strategy 2.1 Add courses that have high funding priorities: cognitive-behavioral rehabilitation, clinical child psychology, substance abuse, aging, etc.**

**Strategy 2.2: Recruit faculty that respond to existing and future curriculum needs.**

**Strategy 2.3: Offer a more diverse array of existing courses each semester.**

**Strategy 2.4: Develop new courses that reflect the advances in psychology.**

**Strategy 2.5: Review and update existing courses.**

**Strategy 2.6: Upgrade and expand the use of media technology to enhance and extend student learning.**

**Performance Measures**

- ▶ Strategy 2.1 Total number of courses added
- ▶ Strategy 2.2 Total number of faculty recruited and hired
- ▶ Strategy 2.3 Create a schedule whereby 90% of courses on the books are offered every 2 years
- ▶ Strategy 2.4 Number of new courses added that reflect advances in psychology
- ▶ Strategy 2.5.: Number of courses that reviewed & updated
  - Continue to review and modify the undergraduate curriculum
  - Continue efforts to modify PSY 2012 and add an Advanced General Psychology
- ▶ Strategy 2.6: Amount of media technology added
  - Implement additional distance learning and hybrid classes for PSY 2012, CLP 4142, and DEP 2004
  - Increase the use of Camtasia software to deliver multimedia presentations/lectures online (e.g., video and audio)

**GOAL 3: AFRICAN-CENTERED CURRICULUM DEVELOPMENT AND ENHANCEMENT**

**Strategy 3.1: Develop more African American culturally-specific courses, e.g. child development, family, health, females, males, etc.**

**Strategy 3.2: Develop courses that have high priority funding for issues of importance to African Americans**

**Strategy 3.3: Recruit faculty that respond to culturally-specific curriculum needs****Performance Measures**

- ▶ Strategy 3.1 Number of culturally-specific courses developed and approved
- ▶ Strategy 3.2 Number of culturally-specific courses that generate applications for funding
- ▶ Strategy 3.3 Number of grants received for implementation of culturally-specific research or program initiatives
- ▶ Strategy 3.4 Number of new faculty hired to address culturally-specific course

**GOAL 4: ENHANCE EVALUATION AND STUDENT-TRACKING PROCEDURES****Strategy 4.1 Standardized procedures to track students from entry to graduation****Strategy 4.2 Develop measures and administer them throughout student's academic career****Strategy 4.3 Develop procedures for follow-up of students****Performance Measures**

- ▶ Strategy 4.1 Develop procedures for tracking students
  - Established Blackboard Website for tracking students
  - Developed Advisement Handbook
- ▶ Strategy 4.2 Establish schedule for administration of measures
  - Developed a schedule for administering pre-post tests in PSY 2012
- ▶ Strategy 4.3 Implement surveys

**GOAL 5: ESTABLISH MULTIDISCIPLINARY ASSESSMENT & INTERVENTION CENTER****Strategy 5.1.: Seek grants and contracts to implement initiatives that address assessment and intervention.****Strategy 5.2: Recruit faculty that have expertise in clinical/school areas****Strategy 5.3: Design space for housing a center that serves students and the community****Performance Measures**

- ▶ Strategy 5.1 Number of grants/contracts submitted and/or funded

- ▶ Strategy 5.2 Number of faculty obtained with expertise in clinical and/or school areas
- ▶ Strategy 5.3 Design space in renovated Gore for center use

## **GOAL 6: ESTABLISH DOCTORAL PROGRAMS**

**Strategy 6.1: Develop feasibility study for doctoral training in African American culturally specific psychology**

**Strategy 6.2: Develop fundable research proposals**

**Strategy 6.3: Increase research productivity**

### **Performance Measures**

- ▶ Strategy 6.1 Conduct feasibility study; Development of infrastructure to support doctoral program
- ▶ Strategy 6.2 Number of research proposals submitted
- ▶ Strategy 6.3 Number of books/chapters/articles published

## **GOAL 7: ENHANCE DEPARTMENTAL ADMINISTRATIVE INFRASTRUCTURE**

**Strategy 7.1: Hire an Office Manager.**

**Strategy 7.2: Hire two secretaries, one associated with each graduate program area.**

**Strategy 7.3: Create a position for an undergraduate program coordinator**

**Strategy 7.4: Obtain space to accommodate office administrative staff.**

**Strategy 7.5: Provide graduate assistants for all faculty members**

### **Performance Measures**

- ▶ Strategy 7.1: Hiring of Office Manager.
  - Seek funding for a permanent Office Manager position
- ▶ Strategy 7.2: Hiring of two secretaries.
  - Seeking funding for hiring secretaries.
- ▶ Strategy 7.3: Hiring of an undergraduate program coordinator
  - Assigned faculty member role of Undergraduate Program Coordinator
- ▶ Strategy 7.4: Acquisition of additional space for administrative staff.
- ▶ Strategy 7.5: Acquisition of graduate assistants for each faculty member

**GOAL 8: BECOME NATIONALLY RECOGNIZED AS AN EXPERT AND RESOURCE ON ISSUES PERTAINING TO AFRICAN AMERICAN MENTAL HEALTH AND FUNCTIONING.**

**Strategy 8.1: Publish annual monograph that addresses some aspect of African psychology**

**Strategy 8.2: Publish books that address psychology of African Americans**

**Strategy 8.3: Provide training to faculty and service providers from other institutions/organizations on issues relevant to the psychology of African populations**

**Strategy 8.4.: Provide community-based conferences focusing on cultural competency**

**Performance Measures**

- ▶ Strategy 8.1: Number of monographs published that address issues focusing on African American psychology
- ▶ Strategy 8.2: Number of books/chapters/articles published that address issues focusing on African American psychology
- ▶ Strategy 8.3: Number of training programs implemented
- ▶ Strategy 8.4: Number of community-based conferences on cultural competency conducted