

Strategic Plan
Department of Psychology
Approved by Faculty and Professional Staff 8/8/12

Introduction

The department agreed upon its last strategic plan in 2006 in response to the college's 2005-2010 strategic plan. The current plan is being prepared in response to the college's 2010-2015 strategic plan. In the current plan we adopt the four strategic goals listed in the college plan. We also add an additional goal regarding the department's social climate, diversity, and sense of community. This latter goal was stated in our previous strategic plan, and represents the department's commitment to the celebration and support of diverse expertise.

Mission

The mission of the Department of Psychology includes teaching, research, and service. We provide disciplinary knowledge to undergraduates in General Education, Teacher Education and the psychology major and minor. We provide graduate education through our master's programs in Psychology and Clinical-Counseling Psychology, and our specialist and doctoral programs in School Psychology. Our teaching mission extends to advancing our students in their adult lives and careers, and incorporates the values expressed in Educating Illinois (i.e., pursuit of learning and scholarship, civic engagement, public opportunity, individualized attention, and diversity). Our research occurs both in the laboratory and field settings, and it seeks to advance knowledge and practice. Our research is a collaboration of faculty with graduate and undergraduate students. Our faculty and students provide service to the discipline, to the university, and to the community.

What We Value

1. Diversity of disciplinary subfields in psychology, respecting their varied theories, methods, and expertise.
2. Collaboration in all our activities (e.g., learning, research, and governance) both within the department and across disciplines.
3. Mentorship, the process of learning through active participation.
4. High achievement and the attendant high standards, openness to feedback, and responsibility.
5. Integrity, communicating accurate information and behaving consistent with our statements.
6. Accountability and external validation of the quality of our academic programs, research, and service.
7. Civility, respect for diversity, and a supportive work environment.
8. Community involving all those who have a stake in the department: faculty, staff, students, and alumni.
9. Strategic use of resources, finding ways to produce the best mix of outcomes from the resources available.
10. Adequate resources to enable us to provide high quality services and be competitive in salary and compensation.

What We Envision

1. Maintaining and enhancing our excellence in education.
2. Continued enhancement of students' skills and learning through cumulative experiences.
3. Expansion of teaching and research into newly developing areas.
4. Continued procurement of external funding for our research and services.
5. Continued support of the Psychological Services Center and its mission to provide training opportunities to students and services to the community while simultaneously pursuing external contracts.
6. New faculty who will quickly become active and successful members of the department.
7. Maintaining and enhancing an environment of participation and shared governance.
8. Facilities that are updated and adequate for our activities.
9. Enhanced annual cycle of events, including speakers who invigorate the intellectual climate and special occasions that recognize students and alumni.
10. Stronger support by alumni in the future of our programs.
11. Developing long-term funding sources for The Autism Place.

Strategic Directions

1. Facilitate academic excellence.
2. Enhance the systems and infrastructure supporting academic excellence.
3. Diversify and enhance financial support for academic excellence.
4. Share and promote our academic excellence.
5. Enhance the department's social climate, diversity, and sense of community.

Actions for Strategy 1 (and responsible party):

Facilitate academic excellence (edited)

1. Maintain the balance of enrollment, instructional capacity (i.e., faculty lines and GA funding), and support services needed to provide high-quality education through work with university offices: College, Provost, and EMAS (Undergraduate Administrative Team).
2. Assess and gather feedback on programs in conjunction with disciplinary accrediting bodies and the University Assessment Office (Assessment Committee and Chair).
3. Maintain approvals and accreditation of our School Psychology program (School Psychology Coordinating Committee).
4. Enhance the first-year experience for psychology majors in cooperation with other campus units (Undergraduate Administrative Team).
5. Complete the implementation and assessment of our apprenticeship model of undergraduate education (Assessment Committee, Associate Chair and Chair).
6. Pursue national recognition of our apprenticeship model of undergraduate education in psychology (Associate Chair and Chair).
7. Continue utilization of Applicant Day as a means of recruiting high-quality graduate students (Department Council and Chair).
8. Apply for funds to recruit exceptional graduate students (Chair).
9. Apply for increases in graduate assistant funding (Chair).

10. Support students' presentation of research at professional conferences (Chair).
11. Continue to participate in and contribute to the scholarship of teaching and learning (interested faculty).
12. Continue to seek improved ways of assessing teaching and learning outcomes (Curriculum and Teaching Committee, faculty).
13. Continue to provide credit on annual evaluations for the scholarship of teaching and learning (DFSC).
14. Continue to explore new programs (e.g., Teacher Education in Psychology, Applied Behavior Analysis) (interested faculty).
15. Ensure staffing appropriate to maintain the quality of our programs (Chair).
16. Apply for research enhancement funds, sabbaticals, travel funds, and any other funds made available by university offices (interested faculty).
17. Apply for increases in the departmental travel budget (Chair).
18. Apply for start-up funding for all new faculty members (Chair).
19. Maintain relationship with Milner Library to keep the psychology collection of book, serials, media, and electronic resources up-to-date (Library Liaison).
20. Secure appropriate laboratory space in Felmley for current and future faculty doing animal research (interested faculty, Chair).
21. Create Master's Core Committee to review current master's core as well as possible integration of dual-sequence option into two-year plan of study (Chair)

Actions for Strategy 2 (and responsible party):

Enhance the systems and infrastructure supporting academic excellence

1. Apply for computer recapitalization (Chair).
2. Apply for tech tuition and other funds to improve departmental instructional facilities (DEG 8, 13,17, 19, 48, 404 and Felmley labs) and develop new ones (Resource Committee and Chair).
3. Purchase up-to-date equipment for departmental infrastructure and research (Resource Committee and Chair).
4. Explore space and other resource options that would meet the needs of the Psychological Services Center (Director of Psychological Services Center and Chair).
5. Add a Relocation Committee to the department's committee structure to continuously oversee progress on potential department move out of DeGarmo Hall (Chair).
6. Work with CAS-IT to maintain and enhance coordinated technology support (Associate Chair and Chair)
7. Examine the possibility of purchasing a web-based sign-up system for research participants (Research and Web Committees)
8. Develop internal web pages for posting internal documents for faculty and staff only (Web Committee)

Actions for Strategy 3 (and responsible party):

Diversify and enhance financial support for academic excellence

1. Provide disciplinary guidance for getting grants (Chair, interested faculty).
2. Increase applications for grants and contracts, including interdisciplinary ones (faculty and professional staff).

3. Continue to provide credit on annual evaluations for grant writing (DFSC).
4. Cultivate and steward alumni supporters (Chair and interested faculty).

Actions for Strategy 4 (and responsible party):

Share and promote our academic excellence

1. Maintain high numbers of students participating in service learning and civic engagement (interested faculty, program coordinators, Undergraduate Administrative Team).
2. Enhance service-learning projects and associated seminars (School Psychology Coordinating Committee, Chair).
3. Maintain and enhance relationships with sites that support students' professional practice and practica (program coordinators).
4. Maintain the community advisory board for the School Psychology program (SP coordinator).
5. Continue faculty and staff involvement on community boards (interested faculty and staff).
6. Enhance the department's website, providing thorough and user-friendly information to students, alumni, and the public (Web Committee).
7. Publicize departmental events and speakers on our webpage and the university's calendar (program coordinators and web staff).
8. Update Points of Pride and other information disseminated about the department (Chair Coordinators, and External Relations Liaison).
9. Continue annual publication of the departmental newsletter (Chair, Coordinators, and External Relations Liaison).
10. Continue faculty and professional staff involvement in professional organizations, especially in leadership roles (interested faculty and professional staff).

Actions for Strategy 5 (and responsible party):

Enhance the department's social climate, diversity, and sense of community

1. Monitor the social climate among faculty, staff, and students in the department (Social Climate and Diversity Committee).
2. Communicate via the web the department's commitment to civility and diversity (Social Climate and Diversity Committee).
3. Include faculty, students (when appropriate), and staff in departmental affairs and governance (DFSC, Department Council, Chair).
4. Support new faculty, staff, and students through formal and informal orientation and mentoring (all).
5. Continue the annual Alumni Day at homecoming with invitations to selected alumni and with awards to distinguished alumni (Chair, Coordinators, and External Relations Liaison).
6. Hold alumni events at state and national conferences (Coordinators, e.g., Illinois School Psychology Association, Society for Industrial and Organizational Psychology).
7. Continue to support student groups (all).