Program Summary

Task Force: Thank you for the time and effort you put forth in your report. Through the USAP process, we are working to create a culture of continuous improvement; setting specific and measurable goals is an important step in the process of moving IPFW toward this culture of improvement. Part of this effort is getting individuals and units at IPFW to think differently about planning and the future. The work of the Psychology Department is critical to IPFW and we greatly appreciate the time you spent on this significant endeavor. Thank you again for being part of this important initiative.

Criterion: #1: Mission - How does your unit support the mission of the university? This may include your mission and vision statements. (no more than 200 words)

Question: Mission - How does your unit support the mission of the university? This may include your mission and vision statements. (no more than 200 words)

It is the mission of the Department of Psychology to offer a high quality education to the students of northeast Indiana who seek a Bachelor’s degree in psychology. The department also serves the needs of IPFW students majoring in other disciplines who seek a minor in psychology and offers coursework in psychology to serve the general education mission of the university. We seek to advance psychological knowledge through the research of our faculty and students, and to share our expertise with the community. We strive to foster evidence-based thinking in our students and we place special value on faculty-student collaborations in the production and dissemination of research.

Criterion: #2: Accomplishments - Please list significant accomplishments from the last three years as they align with Plan 2020 goals

Question: I. Foster Student Success - Please list significant accomplishments from the last three years as they align with Plan 2020 goal area I: Foster student success.

Academic years 2011-12, 2012-13, 2013-14, except where noted:

- Performance of graduating students on the Major Field Test in Psychology consistently above national averages; especially high when compared to peer institutions
- 231 enrollments in research assistantships
- 7 student co-authorships on refereed journal articles (calendar years 2011, 2012, 2013)
- 70 students attended regional or national professional conferences as co-authors on presentations
- 6 students completed psychology honors thesis projects
- 86 enrollments in undergraduate teaching assistantships
- 95 enrollments in field experience course, 65 placements in various regional community agencies; 30 at Parkview Behavioral Health.
- 13 students accepted into graduate programs in 2013-2014 (only year for which we have survey data): 10 MA, 1 Ph.D., 1 Psy.D., 1 law
- Very active student organization; Psi Chi club received 2013 Outstanding Student Organization Award

Question:
II. Creation of Knowledge - Please list significant accomplishments from the last three years as they align with Plan 2020 goal area II: Promote the Creation, Integration, and Application of Knowledge.

Calendar years 2011, 2012, 2013:

- 28 faculty authorships of peer-reviewed journal articles, 5 authorships of books, 4 authorships of book chapters
- 69 faculty authorships of presentations at regional or national conference
- 4 grants: NIH (direct costs: $300,00), Indiana Space Grant Consortium ($15,000), DHHS ($617,178 including matching), Military Family Research Institute—Lilly Endowment ($88,830)

**Question:** III. Regional Hub - Please list significant accomplishments from the last three years as they align with Plan 2020 goal area III: Serve as a Regional Intellectual, Cultural, and Economic Hub for Global Competitiveness.

- 5 faculty presentations to community organizations
- 16 interviews for local and national media

**Question:** IV. - Create a Stronger Univ - Please list significant accomplishments from the last three years as they align with Plan 2020 goal area IV: Create a Stronger University through Improving the Support of Stakeholders and the Quality and Efficiency of the Organization.

NA

**Question:** Other Accomplishments - Please list any other significant accomplishments from the last three years that do not align with Plan 2020.

- Hosted two High School Psychology Conferences: presentations by faculty and Psi Chi members for area high school students enrolled in dual-credit PSY 120

**Criterion:** #3: Accreditations - Program specific accreditation and status

**Question:** Accreditations - What program-specific accreditations and status do you have, if any?

NA

**Question:** Constraints/Benefits - How do these accreditations constrain or benefit the work of your unit, if applicable?

NA
#4: Laws and Mandates - Federal and state laws or mandates that your unit addresses

**Question:** Federal and State Laws - What federal and/or state laws or mandates do you address, if any?

NA

**Question:** Constraints/Benefits - How do these federal and state laws or mandates constrain or benefit the work of your unit?

NA

**Criterion:** #5: Inefficiencies - Activities that you spend resources on inefficiently or in ways that do not support the mission.

**Question:** Inefficient use of resources - On what activities, if any, do you spend resources (money, time, people, etc.) inefficiently or in ways that do not support the mission of your unit or the university? List as many as apply.

NA

**Criterion:** #6: IR and Budget Review - Review of your department profile and budget

**Question:** Contextualize IR data - Upon review of your IR Department Profile (for academic units) and FY 14-15 Budget information, are there any data you want to correct or contextualize? To view your profile or budget visit the Office of Institutional Effectiveness website: http://www.ipfw.edu/offices/ir/profiles/

NA

**Criterion:** #7: Goal One - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.

**Task Force:**
1. Comment on the specificity of the goal:

Very specific:

2. Comment on the goal's measures:

Measures seem strong:

"Percentage of students who attain satisfactory score in writing thesis statements in early Critical Foundations course and in two upper-level courses in major (Cognitive Psychology and Psychobiology)"

3. Comment on the unit's ability to achieve the goal (include a consideration of the departmental profile and budget data):

The department says it is able to achieve the goal with current resources.

4. Comment on the goal's relevance:

The goal is relevant to student success as it will help students be able to better communicate information.

5. Comment on the timeline of the goal:

The timeline is reasonable.

Possible opportunities for collaboration or suggestions for addressing a gap:

English Department; Writing Center.

**Question:** Unit Goal - What is your unit goal?

Establish effectiveness of attempts to develop basics of scientific writing skills in new Critical Foundations in Psychology course required early in major; enhanced writing component of the course was expressly developed in response to deficits in student writing found in department assessment of writing.

**Question:** IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write “NA” or clarify.

1.A.2. Use assessment data to improve student writing.

**Question:** Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.

High

**Question:** Actions - What action(s) does your unit plan to take to support this unit goal?

Further develop and administer measure of ability to write thesis statements early in major.


**Question:** Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?

Percentage of students who attain satisfactory score in writing thesis statements in early Critical Foundations course and in two upper-level courses in major (Cognitive Psychology and Psychobiology)

**Question:** Resources - Are you able to accomplish this unit goal with your current resources?

Yes

**Question:** Needed Resources - If you don't have enough resources, what additional resources do you need to accomplish this unit goal?

None

**Question:** Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?

None

**Question:** Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?

Assessment of ability to write thesis statements in Critical Foundations course to begin in 2014-15 academic year; next department assessment of writing in upper-level courses will be in 2016-17.

**Criterion:** #8: Goal Two - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.

**Task Force:**
1. Comment on the specificity of the goal:

The goal is specific:

“Develop a reliable and valid measure to assess critical thinking in psychology; although developing critical thinking skills is a goal of our program, we have not previously incorporated a critical thinking measure in our assessment plan.”

2. Comment on the goal’s measures:

The metrics seem reasonable:

“Acceptable level of statistical reliability for items in the newly developed instrument; evidence of increase in scores obtained in graduating students compared to introductory students.”

3. Comment on the unit’s ability to achieve the goal (include a consideration of the departmental profile and budget data):

The department is able to achieve this goal with current resources.

4. Comment on the goal’s relevance:

Highly relevant to student success and also to department accountability.

5. Comment on the timeline of the goal:

The timeline is reasonable.

Possible opportunities for collaboration or suggestions for addressing a gap:

**Question:** Unit Goal - What is your unit goal?

Develop a reliable and valid measure to assess critical thinking in psychology; although developing critical thinking skills is a goal of our program, we have not previously incorporated a critical thinking measure in our assessment plan.

**Question:** IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write “NA” or clarify.

1.A.1. Improve quality and fidelity of assessment processes of degree/certificate programs, General Education programs, and Baccalaureate Framework with dedicated resources.

**Question:** Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.

High

**Question:** Actions - What action(s) does your unit plan to take to support this unit goal?
PSY Psychology

Analyze results of critical thinking instrument developed in-house and administered at different levels of the major; refine instrument based on findings.

**Question:** Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?

Acceptable level of statistical reliability for items in the newly developed instrument; evidence of increase in scores obtained in graduating students compared to introductory students.

**Question:** Resources - Are you able to accomplish this unit goal with your current resources?

Yes

**Question:** Needed Resources - If you don’t have enough resources, what additional resources do you need to accomplish this unit goal?

None

**Question:** Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?

None

**Question:** Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?

Instrument development will continue in 2014-15, administration to PSY 120 students and graduating seniors in 2015-16, administration at multiple levels of major in 2016-17.

**Criterion:** #9: Goal Three - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.

**Task Force:**
1. Comment on the specificity of the goal:

Goal is specific:

“Pilot an expansion of the department’s New Student Orientation (NSO), into a semester-long program in the fall led by our NSO assistants (advanced majors) from the previous summer to help integrate new freshmen into the department and university.”

2. Comment on the goal’s measures:

The goal is measurable:

“Increased retention of beginning majors in the pilot program to the next semester (Spring 2016) and to the start of the next academic year (Fall 2016).”

3. Comment on the unit’s ability to achieve the goal (include a consideration of the departmental profile and budget data):

This would require additional funding of $6,000.

4. Comment on the goal’s relevance:

This goal is relevant as it targets new students at the onset of their college careers.

5. Comment on the timeline of the goal:

Timeline seems premature and overly optimistic.

Possible opportunities for collaboration or suggestions for addressing a gap:

**Question:** Unit Goal - What is your unit goal?

Pilot an expansion of the department’s New Student Orientation (NSO), into a semester-long program in the fall led by our NSO assistants (advanced majors) from the previous summer to help integrate new freshmen into the department and university.

**Question:** IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write “NA” or clarify.

1.B.4. Expand use of high-impact instructional and advising interventions.

**Question:** Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.

High

**Question:** Actions - What action(s) does your unit plan to take to support this unit goal?

Establish activities/presentations by which NSO assistants could engage beginning majors through surveys of our students and examination of any similar programs at other universities.
**Question:** Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?

Increased retention of beginning majors in the pilot program to the next semester (Spring 2016) and to the start of the next academic year (Fall 2016).

**Question:** Resources - Are you able to accomplish this unit goal with your current resources?

No

**Question:** Needed Resources - If you don’t have enough resources, what additional resources do you need to accomplish this unit goal?

$6,000 for the pilot program ($500 stipend for each of 12 student leaders)

**Question:** Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?

None

**Question:** Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?

Activities would be implemented in fall 2015; outcomes measured at beginning of Spring 2016 and Fall 2016.

**Criterion:** #10: Goal Four - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.

**Task Force:**
1. Comment on the specificity of the goal:

The goal is somewhat vague; what is meant by "more intensive advising?"

2. Comment on the goal's measures:

The metric as it is written is vague.

3. Comment on the unit’s ability to achieve the goal (include a consideration of the departmental profile and budget data):

Unlikely in that they do not have enough faculty to adequately all of their students.

4. Comment on the goal’s relevance:

The goal is relevant in that it would provide students with a better understanding of the program.

5. Comment on the timeline of the goal:

No timeline was given.

Possible opportunities for collaboration or suggestions for addressing a gap:

**Question:** Unit Goal - What is your unit goal?

More intensive advising for beginning majors and career advising for majors headed to BA-level careers; students have repeatedly expressed a desire for more career advising.

**Question:** IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write “NA” or clarify.

1.B.4. Expand use of high-impact instructional and advising interventions.

**Question:** Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.

High

**Question:** Actions - What action(s) does your unit plan to take to support this unit goal?

Request part-time advisor position if there is an opportunity to make such requests. Pursue avenues by which Career Services might better help us to meet our students’ career advising needs.

**Question:** Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?

Level of student satisfaction with academic and career advising, assessed at graduation.
Question: Resources - Are you able to accomplish this unit goal with your current resources?

No; with nearly 400 majors and 12 regular faculty advisors we cannot engage in intensive advising for beginning majors and we do not have training ourselves in careers at the BA level.

Question: Needed Resources - If you don’t have enough resources, what additional resources do you need to accomplish this unit goal?

Part-time advisor position.

Question: Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?

Need more information about where our majors are employed in the local community.

Question: Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?

Criterion: #11: Goal Five - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.

Question: Unit Goal - What is your unit goal?

Question: IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write “NA” or clarify.

Question: Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.

Question: Actions - What action(s) does your unit plan to take to support this unit goal?

Question: Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?

Question: Resources - Are you able to accomplish this unit goal with your current resources?
Question: Needed Resources - If you don't have enough resources, what additional resources do you need to accomplish this unit goal?

Question: Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?

Question: Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?

Criterion: #12: Goal Six - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.

Question: Unit Goal - What is your unit goal?

Question: IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write "NA" or clarify.

Question: Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.

Question: Actions - What action(s) does your unit plan to take to support this unit goal?

Question: Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?

Question: Resources - Are you able to accomplish this unit goal with your current resources?

Question: Needed Resources - If you don't have enough resources, what additional resources do you need to accomplish this unit goal?
**Question:** Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?

**Question:** Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?

**Criterion:** #13: Goal Seven - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.

**Question:** Unit Goal - What is your unit goal?

**Question:** IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write “NA” or clarify.

**Question:** Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.

**Question:** Actions - What action(s) does your unit plan to take to support this unit goal?

**Question:** Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?

**Question:** Resources - Are you able to accomplish this unit goal with your current resources?

**Question:** Needed Resources - If you don’t have enough resources, what additional resources do you need to accomplish this unit goal?

**Question:** Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?
Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?

**Criterion:** #14: Goal Eight - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.

**Question:** Unit Goal - What is your unit goal?

**Question:** IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write “NA” or clarify.

**Question:** Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.

**Question:** Actions - What action(s) does your unit plan to take to support this unit goal?

**Question:** Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?

**Question:** Resources - Are you able to accomplish this unit goal with your current resources?

**Question:** Needed Resources - If you don’t have enough resources, what additional resources do you need to accomplish this unit goal?

**Question:** Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?

**Question:** Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?
#15: Goal Nine - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.

**Question:** Unit Goal - What is your unit goal?

**Question:** IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write "NA" or clarify.

**Question:** Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.

**Question:** Actions - What action(s) does your unit plan to take to support this unit goal?

**Question:** Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?

**Question:** Resources - Are you able to accomplish this unit goal with your current resources?

**Question:** Needed Resources - If you don’t have enough resources, what additional resources do you need to accomplish this unit goal?

**Question:** Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?

**Question:** Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?

#16: Goal Ten - In this criterion, you will identify your unit goals and tell us how they align to Plan 2020, how they are measured, and what resources you need to meet them.
Question: Unit Goal - What is your unit goal?

Question: IPFW Goal - What 2020 goal(s) does this unit goal align with? List as many as apply. If it does not align, you may write “NA” or clarify.

Question: Priority Level - Is the unit goal high, medium, or low priority? Limit your high-priority unit goals to 3 to 5.

Question: Actions - What action(s) does your unit plan to take to support this unit goal?

Question: Metrics - With what metrics will you assess progress toward accomplishing this unit goal on an annual basis?

Question: Resources - Are you able to accomplish this unit goal with your current resources?

Question: Needed Resources - If you don’t have enough resources, what additional resources do you need to accomplish this unit goal?

Question: Challenges - What challenges, other than financial resources, might affect your progress toward accomplishing this unit goal?

Question: Timeline - If achieving this unit goal will take longer than one year, what is your timeline for implementing and accomplishing it?