

**Post-APR Action Plan - PSYC (Psychology) 2019-2022**

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Recommendation	DEPARTMENT ACTION	COLLEGE ACTION	PROVOST'S OFFICE ACTION	Action Plan
<b>I) Mission &amp; Vision</b>				
<p>Site visitors wrote: "A focus on growth without a corresponding emphasis on vision: This is a critical area for the department to address. In general, Psychology faculty's research and teaching interests are relatively scattered over many different areas and quite thin and isolated within each area. As a result, the department appears to have difficulty prioritizing them...., take better advantage of strengths and integration opportunities for current programs. Making these strengths more visible would also support department goals for enhancing program national reputation and student recruitment/enrollment. "</p>	X			<p>Begin a robust department discussion on the programs, foci, goals, emphasis, and organization of the department, both unique features within and interconnections between with a goal to forge directions for the next 5+ years for a stronger and more unified strategic direction in program and curricular development, research advancement, recruitment and retention of faculty and students. Utilize faculty meetings; program meetings; working groups; retreat.</p> <p><b>By Deadline: March 2020</b></p>
	X			<p>Create strategic vision document outlining results of above. Include means to avoid reworking issues unnecessarily once decisions are made as well as means to disseminate and expiration date to provide for revising.</p> <p><b>By Deadline: May 2020</b></p>
	X	X	X	<p>Work with higher administration to develop and locate resources to support new mission and vision, as appropriate.</p> <p><b>By Deadline: May 2020</b></p>
<b>Workload</b>	X			<p>Robust discussion and re-analysis of departmental workload expectations (and relatedly merit credit) within the context of department culture and needs; CAHSS; UMBC; and USM requirements.</p> <p><b>By Deadline: May 2020</b></p>

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<i>Expectations for and mentoring of Junior Faculty</i>	X			Robust department discussion at all levels of the workload expectations to balance department values and priorities; junior faculty productivity and success; growth of academic professional identity and experience; preparation for expectations at future ranks; and departmental service needs. <b>By Deadline: May 2020</b>
<b>II) Faculty</b>				
Grow faculty by at least 4 new positions over replacement using March 2019 numbers.	X	X	X	These searches will be prioritized through the regular CAHSS process. <b>By Deadline: May 2023</b>
	X			Develop strategic hiring plan based on mission and vision work above to target strategic, rather than merely tactical hiring of fulltime tenure-track faculty and lecturers. Overall goal to better balance teaching and research needs, skills, abilities, and foci at the department and faculty level and to avoid placing research and teaching in conflict rather than in synergy. <b>By Deadline: March 2020</b>
<b>III) Research</b>				
Site visitors wrote: "The relevance of department faculty's research foci to theory, practice, and policy should be highly attractive to funding agencies. This suggests a need for further analysis and action around barriers for some faculty to grant development, submission, as well as research writing and publication outcomes."	X			Explore what resources, policy adjustments, process changes, culture changes, etc. are desired or necessary to meet the mission and vision pertaining to research goals as articulated above. This might include exploring ways to balance and make more transparent disparate workload foci vis-a-vis teaching and research, pilot and seed grant opportunities, research infrastructure, etc.

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	X			Explore resources necessary to support and augment graduate student and faculty grant applications and grant funding success as a benefit to current training and professional success. Last year department increased number of promised Human Services Psychology (HSP) Ph.D. student funding years in order to better recruit and support students. This increase carried a stipulation for students/faculty to make credible efforts for at least 2 of 5 years to find external (grant) funded support for student.
	X	X	X	Explore and locate resources necessary to support increased grant activities for successful submissions including support for pilot data, graduate student support, mentorship, as well as consider how to ensure/require meaningful products result from such support. <b>By Deadline: May 2021</b>
<b>IV) Space</b>				
<p><b>Lab/Research Space</b> : Site visitors wrote: "As to physical lab space in particular, although the department has a limited space in the buildings, from what we could see, there are still some redundancy and inefficiency in the use of space. This may be an opportunity for the department to re-consider the space assignment of faculty... Efforts might be preceded by a functionality analysis of the types of research and activities engaged by faculty and how spaces might be designed or re-designed to support specific functions, as well as potential collaboration/sharing across clusters of faculty."</p>	X			Commence focused departmental discussion utilizing faculty meetings, program meetings; working groups, retreat on realistic and creative reworking of research space to make better use of current redundancies, "support specific functions, as well as potential collaboration/sharing across clusters of faculty". <b>By Deadline: March 2020</b>
	X	X	X	Potential visits by working group members to model PSYC department research labs at peer institutions. Consider including Facilities Management staff in visits. <b>By Deadline: March 2020</b>

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	X	X	X	Departmental leadership develop renovation plan, timeline, and budget with Dean's office and Facilities Management. <b>By Deadline: September 2020</b>
	X			Secure department comment, revision, and approval. <b>By Deadline: December 2020</b>
	X	X	X	Secure final funding and final timeline <b>By Deadline: May 2021</b>
<b>Office Space:</b> There will be a need for additional/reworked office spaces based on increase in staff and faculty, as planned above.	X	X	X	Facilities Management, Dean's Office and department develop plan to reconfigure several spaces to meet the needs of workforce. For example, there are spaces that are currently larger than space needs, others used for off-curricular needs, and still others that could be repurposed to free up space for curricular needs. The goal is to do the proper renovations allowable within an old building to fit increase in faculty and staff. <b>By Deadline: Fall 2019</b>
	X	X	X	Secure funding, final time line and commence work. <b>By Deadline: Spring 2020</b>
			X	Finish work on reconfiguration of office space (M/P 3rd floor) to accommodate new advisor, new admin, 4-5 new faculty members in time for Fall semester move ins. <b>By Deadline: August 15, 2020</b>
<b>Office Safety and Health:</b>	X	X	X	As part of above work, or before, cost out and work to replace solid office doors in 10-12 offices (volunteers have come forward) with doors with frosted windows. Action will improve sense of community, fire code, Title IX safety, etc. and be first step to whole department roll out. <b>By Deadline: August 2020</b>
<b>(V) Curriculum &amp; Teaching</b>				

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<b>Graduate Programs</b>				
As highlighted by the site visitors, the complex nature of our graduate programs, plans for further growth, and possible revisions to department mission suggests a need for further attention to the graduate programs	X			Following Mission and Vision work, above, potential development/expansion reorganization of graduate programs including but not limited to Industrial/Organizational and Applied Behavior Analysis Ph.D. <b>By Deadline: 2020-2021</b>
	X			Continue to explore ways to increase training in diversity and inclusion in curriculum.
<b>Undergraduate</b>				
As per department APR self-study, expansion of undergraduate opportunities is desired  Strengthen website and online presence for improved recruitment of faculty and students  Increase fundraising revenues to support expanded student experiences	X			Consider ways to expand/rework Honors programming and research opportunities for undergraduate students. <b>By Deadline: 2020-2021</b>
	X	X	X	Work with OIA and webpage experts, and CAHSS IT Manager to update department's website. <b>By Deadline: August 2020</b>
	X	X	X	Increase targeted fundraising to alumni to support expanded undergraduate educational, research, and applied experiences. <b>By Deadline: 2020-2021</b>
	X	X	X	Consider ways to expand Writing Fellows, Peer Mentor and related programs to train more undergraduates and place them in expanded selection of courses, including but not limited to writing intensive 400-level courses. Explore applying for Hrabowski grant. <b>By Deadline: 2020-2021</b>

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<p><b>PSYC 310-311-312</b> Our Self-report asked: "What are your thoughts on our new PSYC 310-311, 312 methods and statistics sequence? How does it compares to peers'? What other innovative/best practices that we should consider?"</p>	X			Undergraduate committee; department research experts; and department will continue seeking pedagogical and curricular solutions to research training needs in psychology. This could include revamping course sequence, adding internal stats requirement, augmenting research applied experience. This will make use of expertise gained thru Dr. Sun's Fall 2019 Hrabowski innovation grant and Dr. Bediako's CIPHER undergraduate research initiatives.
	X			Consider carefully how these actions expand to USG (Shady Grove) <b>By Deadline: December 2020</b>
<b>VI) Administration &amp; Service</b>				
<p>Site visitors wrote: " <i>Staff infrastructure and capacity</i> : It is important to periodically address staff capacity surrounding advising, budgets, and workload requirements. The department currently has six supporting staff members, some of them are part-time. Considering the numbers of undergraduate psychology majors, graduate students, and faculty members, more supporting staff are essential for the student success and faculty productivity.</p>	X	X		<p>Hiring approval currently being sought from HR for new fulltime Administrative Assistant II to replace half time procurement position and augment other administrative needs.</p> <p><b>By Deadline: December 2019</b></p>
	X	X		<p>Second Professional Advising position approved by Dean's office and interview currently scheduled.</p> <p><b>By Deadline: December 2019</b></p>
	X			<p>Explore ways to further decrease advising load on full time faculty; make advising assignments aligned with interests and expertise; explore group advising opportunities; etc.</p> <p><b>By Deadline: December 2020</b></p>

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	X			<p>Assess current administrative support vis-a-vis department mission, goals, and objective, perhaps utilizing "gap analysis" to determine future needs and/or duty (re)allocations. These may be impacted by CAHSS discussions of Shared Business Services.</p> <p><b>By Deadline: May 2021</b></p>