

Fort Hays State University

Department of Psychology



Strategic Plan

2018-2021



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Drafted and approved by the FHSU Department of Psychology in fall 2018.

Mission

To serve the state of Kansas and the greater global community by:

1. Providing high quality innovative education and training in Psychology to undergraduate and graduate students.
2. Engaging in scholarly activities that will contribute to the science and profession of psychology.
3. Providing service to Fort Hays State University, local and global communities, and the discipline of psychology.
4. Preparing students to be active as empathic, knowledgeable citizens.

Vision

We strive to be responsive to the dynamic needs of students, communities, and our discipline through flexible programming that prepares individuals to analyze information critically, with the goal of improving and better understanding the complexities and diversity of the human condition.

1 Academic Excellence

1.A Academic Excellence for Students

Students will meet established departmental student learning outcomes and be informed and engaged in the discipline through high impact educational experiences.

Academic Excellence for Students Outcomes

1. Meet expected performance standards as defined by the undergraduate and graduate assessment processes.
2. Explore elective class options that might fit into current undergraduate assessment process.
3. Gather additional data regarding students' perceptions of how well each class meets student learning outcomes.
4. Develop a data collection plan to track students and their progress post-graduation.
5. Create an end-of-year event to highlight the accomplishments of our students, faculty, and staff.
6. Implement brown bag series for faculty and students to present research ideas at various stages of development.

1.B Academic Excellence for Faculty

Faculty will be committed to continuous instructional improvement through systematic evaluation, professional development, scholarship, and personal reflection.

Academic Excellence Outcomes

1. Implement brown bag series for faculty and students to present research ideas at various stages of development.
2. Create a standard departmental rubric and process for peer-review and chair-review of on-campus and virtual courses.
3. Create additional departmental questions to supplement university course evaluations, with the goal of gathering supplemental information to maintain the values and mission of the department.

2 Student Success

The Department will be committed to student success by preparing students to (a) understand elements of human behavior, (b) be engaged community partners, (3) continue life-long growth as well-informed professionals, and (4) be compassionate, empathetic, critical thinkers who are informed about diverse perspectives.

Student Success Outcomes

1. Increase virtual student involvement in undergraduate research.
2. Improve student experiences of virtual undergraduates and graduates through creative engagement activities.
3. Increase promotion of current certificates and apprenticeships.
4. Create a repository of student success resources for our students using an online platform.
5. Encourage student involvement and community service through GASP, Psychology Club, and Service Learning.
6. Explore grade prerequisite in college algebra for PSY 480.
7. Implement “acceptance of course terms and conditions” policy for departmental courses in order to discourage student-to-student sharing of course materials.

3 Strategic Growth

The Department will pursue adaptive, flexible, and sustainable growth to address a variety of societal needs.

Strategic Growth Outcomes

1. Create a larger variety of coursework options for our students.
2. Explore creative course delivery formats.
3. Create a plan for 8-week courses, including course rotation.
4. Develop programs that increase employment opportunities for our Bachelor’s level students and meet the underserved needs of citizens of Kansas and beyond.
5. Adjust our current courses and create new courses to align with the new general education program.
6. Provide resources and expertise for local citizens and professionals regarding current mental health needs.

4 Quality Resources & Infrastructure

The Department will identify and provide departmental resources to support our educational, scholarly, and service initiatives.

Quality Resource and Infrastructure Outcomes

1. Develop a transparent method for departmental travel fund allocation.

2. Develop a transparent method for requesting and awarding of funds for any type of professional development resource (e.g., computers, software, teaching tools).
3. Explore options for renovating Martin Allen 207 into a state-of-the-art educational space for on-campus and virtual students.
4. Actively maintain the quality of the test kit library by making necessary purchases and updates to the inventory.
5. Identify available on-campus resources for faculty, and actively promote their use as they help support the Department's mission.

5 Community & Global Engagement

The Department will identify relationships with community and global stakeholders to facilitate joint growth and opportunities by (a) listening to and understanding the needs of the stakeholders, (b) conscientiously fostering sustainable relationships, and (c) practicing a (culturally sensitive) growth mindset as means to evolve with the needs of stakeholders

Community & Global Engagement Outcomes

1. Develop a partnership creating a community college pipeline to address identified regional and professional needs.
2. Provide applied training to undergraduate and graduate students to enrich professional practice.
3. Develop advisory councils with community partners to bridge the gap between graduate and undergraduate education and professional practice.
4. Advocate at the state and national level for virtual psychology graduate training while continuing to advocate for the quality and acceptance of virtual programs.
5. Develop and implement a clear direction for The Psychological Screening Clinic.



FORT HAYS STATE UNIVERSITY
DEPARTMENT OF PSYCHOLOGY

Forward thinking. World ready.

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