

Department of Psychology and Criminal Justice

Academic Affairs

Administrative Unit Assessment

FY 18 (July 2017-July 2018)

Department and Assessment Report Information

Prepared on:8/2/2018 4:41:11 PM	By:paul.gladden@mga.edu
For which department or area are you reporting?	Department of Psychology and Criminal Justice
What is the name and MGA email address of the person responsible for this report?	Paul Gladden paul.gladden@mga.edu

Departmental Mission and Goals

The mission and goals of the department should be consistent over a 5 year period, although some institutional changes may necessitate and prompt a change in mission or goals for specific departments. In this section, you will report the mission statement for your department as well as the long term goals (5 year range) for the department.

What is the mission statement for this department/area? Your mission should explain why the department/area exists and who it serves.	The Department of Psychology and Criminal Justice is an intellectually diverse and collaborative community whose mission is to provide quality instruction to students in the fields of psychology, criminal justice, and sociology. All programs are designed to inspire and produce scientifically literate thinkers, professionals, practitioners, and scholars.
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What are the goals for this department? These should be the "big things" the department/area intends to accomplish within 5 years.	<ol style="list-style-type: none">1. Create unique graduate degree in Criminal Justice.2. Create Drug Abuse/Counseling certificate within department.2. Create bachelor's degree in Sociology.3. To produce disciplinary, interdisciplinary and applied scholarship , with at least three publications co-authored by faculty within our department by 20224. Continue developing a departmental colloquium (started with 2 in Spring 2018)-a venue for faculty to present on scholarship proposals and results, with a focus on scholarship of teaching and learning.5. CARE center generating more than \$1M annual revenue by 2022 with 5 faculty as associate members and partnering with multiple service agencies in region to work on identified problems.
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	<p>6. Increase student opportunities for "signature experiences" (undergraduate research, service learning, internships, TA work, etc.), so that all students in department have some sort of opportunity for one of these experiences.</p>
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Objectives

Each year, every department should identify objectives the department hopes to accomplish in the next year. These should align with departmental goals and the MGA strategic plan. In the next section you will be reporting on the objectives you set and whether or not you achieved them in FY 18. Later in the document you will report on objectives you hope to accomplish in the coming fiscal year, FY19.

Objective 1

Objective 1: What was this department's first objective for this fiscal year? Objectives should be specific, measurable, and achievable within one year.	Hire 2 new tenure-track Psychology faculty, which we have failed to do for a variety of reasons (e.g., background check failed for a candidate) for multiple years, despite making offers to multiple candidates over 3 years.
Objective 1: How did your department measure this objective? (Survey, budget number, number of participants, jobs completed, measurable time and/or effort)	Search Committees were created/tasked with evaluating candidates earlier than previous years and worked hard to find qualified candidates with a high interest in teaching at MGA. Department Chair added job ads to a popular (and free) Psychology job posting board.
Objective 1: What was your target outcome for this objective? (1.e. 80% participation, 5% enrollment growth, 7% change in engagement)	Have 2 new Psychology faculty accept offers and sign contracts.
Objective 1: At what level did the department/area achieve on this objective? (This should be a number, i.e. 82%, 6%, 345 attendees, 75% engagement)	100% success. We successfully hired 2 candidates, one for the Macon campus and one in Cochran. We also successfully retained a tenure-track faculty member who had previously announced intentions to resign.
Objective 1: Did your department meet this objective?	The department exceeded this objective.
Objective 1: What did your department learn from working toward this objective? What changes will you make based on this effort next year?	It is easier to hire faculty when we start earlier than has been the case in past years. In future years, we will continue to ask that job ads be posted in a timely manner (not mid to late Spring)-and being the search committee work earlier as a result.

Objective 2

Objective 2: What was this department's second objective for this fiscal year? Objectives should be specific, measurable, and achievable within one year.	Build out revised advising process for department of Psychology and Criminal Justice to be in line with the required "case-load model".
Objective 2: How did your department measure this objective? (Survey, budget number, number of participants, jobs completed, measurable time and/or effort)	Completion of advising process documents, communicating with faculty, staff, and students.
Objective 2: What was your target outcome for this objective? (1.e. 80% participation, 5% enrollment growth, 7% change in engagement)	100% complete, clear and accomplished.
Objective 2: At what level did the department/area achieve on this objective? (This should be a number, i.e. 82%, 6%, 345 attendees, 75% engagement)	Advising process documents were completed. The new advising process has been communicated to faculty, but because this is a substantial change from our previous process, communication with students (and faculty) about the process is ongoing and will continue as we try to make a culture shift over the coming year.
Objective 2: Did your department meet this objective?	The department met this objective.
Objective 2: What did your department learn from working toward this objective? What changes will you make based on this effort next year?	Many of our students currently expect to see an advisor on the spot/immediately when they email or show up at the department without an appointment. In practice, many did not have a specific advisor and saw multiple advisors. There is a tradeoff between serving students immediately and having a stable, orderly process where student's can build a relationship with a particular advisor. We are working diligently on building out and enacting these new processes.

Objective 3

Objective 3: What was this department's third objective for this fiscal year? Objectives should be specific, measurable, and achievable within one year.	Begin evaluation survey of our alumni to assess the economic and perceived personal/subjective value of our department's degrees.
Objective 3: How did your department measure this objective? (Survey, budget number, number of participants, jobs completed, measurable time and/or effort)	Interim Department Chair created a questionnaire on surveymonkey, assistant chair was tasked with directing student assistants to collect the data by contacting alumni via phone.
Objective 3: What was your target outcome for this objective? (1.e. 80% participation, 5% enrollment growth, 7% change in engagement)	10% completion of sample.
Objective 3: At what level did the department/area achieve on this objective? (This should be a number, i.e. 82%, 6%, 345 attendees, 75% engagement)	10%
Objective 3: Did your department meet this objective?	The department met this objective.
Objective 3: What did your department learn from working toward this objective? What changes will you make based on this effort next year?	It was difficult for the research assistants to accomplish this task and follow up by the assistant chair was needed to increase sample size completing the survey.

Objective 4

Objective 4: What was this department's fourth objective for this fiscal year? Objectives should be specific, measurable, and achievable within one year.	Begin building more of a culture of scholarship and research among faculty by creating a "brown bag" Behavioral Sciences Colloquium within the department where faculty were invited to present research ideas/proposals or results.
Objective 4: How did your department measure this objective? (Survey, budget number, number of participants, jobs completed, measurable time and/or effort)	Measured by the number of successful "brown bag" Behavioral Sciences Colloquia events and number of faculty attendees at these events.
Objective 4: What was your target outcome for this objective? (1.e. 80% participation, 5% enrollment growth, 7% change in engagement)	2 Colloquia events for Spring 2018, each with at least 4 participants/attendees
Objective 4: At what level did the department/area achieve on this objective? (This should be a number, i.e. 82%, 6%, 345 attendees, 75% engagement)	We had 2 Behavioral Science "brown bags". We have 7 attendees at the first event and 4 at the 2nd event.
Objective 4: Did your department meet this objective?	The department met this objective.
Objective 4: What did your department learn from working toward this objective? What changes will you make based on this effort next year?	The colloquium might be more productive with a particular focus on scholarship of teaching and learning (SoTL) due to the limited pure theoretical and empirical research being produced by most faculty in the department.

Future Plans

Please identify at least four measurable objectives for the next fiscal year. In listing the objectives, please use the format shown in these examples.1) The Department of X will improve services levels by 5% as measured by our satisfaction survey. 2) The department to X will provide training in ABC for at least 73 MGA faculty and staff.

1. The department will create 2 new degree programs proposals- B.S. in Sociology and M.A. in Criminal Justice, and a certificate proposal for drug abuse/addiction counseling.
2. The department will build in an opportunity for a "signature experience" for student's into all departmental B.S. programs (e.g., internship, undergraduate research).
3. The department will re-examine the B.S. program's student learning objectives and program assessment measures and revise them to have a good match between the stated SLO and the measure of that SLO.
4. The department will assess students' reported degree of "self-censoring" vs. experience of being able to freely express oneself within certain departmental classes, using heterodox academy's "fearless speech index"/expression survey. The department will involve faculty for this to be a collaborative SoTL research project among departmental faculty. The results could potentially be used for feedback/self-improvement purposes or for recruitment of new students.
5. The department chair will begin at least 2 empirical research projects, collaborating with specific faculty members to promote more of a culture of scholarship and research, involving student's as research assistant's.
6. The department aims to continue to increase enrollment within both PSYC and CRJU B.S. programs by at least 5%.
7. The department will build out MGA Direct (Online) programs for both Psychology and Criminal Justice

Based on this assessment, please share your thoughts on the current status and future direction of this department or area.

Enrollment for the department was up about 20% in Summer 2018. Both Psychology and Sociology courses continue to have enrollment strength/growth and have not suffered enrollment declines during the institution's recent years of enrollment declines. Psychology is on track for enrollment growth in Fall 2018 (compared to Fall 2017). Criminal Justice enrollment appears to have stabilized during Summer 2018 and is on track for growth in Fall 2018 (compared to Fall 2017). We have a small number of tenure-track faculty within Psychology and Sociology, but were able to successfully hire 2 new t-t Psychology faculty

	<p>members and retain another who had planned on resigning, relieving some of the staffing strain we have felt (and have made an offer to a t-t Sociology candidate who is still considering the offer). We have a large number of part-time faculty within Psychology in particular and continue to need more full-time faculty for particular classes if we are to continue to grow and meet service needs. Given our success this year in hiring new t-t faculty, I think the future of the Department of Psychology and Criminal Justice looks bright. We have new degrees being proposed, we are in the process of increasing student opportunities for internships in Psychology and involvement with research with the CARE center, and are healthier with our number of full-time faculty in the coming year than we could have been.</p>
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Form run:

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