

VISION

The Department of Psychology at FAU strives to increase our international reputation in the psychological sciences for cutting-edge interdisciplinary research, rigorous education and training, and an inclusive community of faculty and students with diverse backgrounds and perspectives who are uniquely positioned to address today's problems and tackle tomorrow's challenges.

MISSION

The mission of the Department of Psychology is to

- provide excellent undergraduate and graduate education and research training in psychological science to prepare a diverse population of students for success in a variety of careers;
- conduct innovative, impactful, and interdisciplinary scientific research contributing to basic understanding of psychological processes and their applications to contemporary and emerging issues; and
- actively serve our profession and engage the local, national, and global communities to promote public understanding of psychological science.

GOALS

1. Engage in scholarly activity that has a significant impact on the discipline, FAU, and society.
2. Promote scientific understanding of mind, brain, and behavior through a rigorous program of undergraduate education in core areas of psychological science.
3. Place undergraduate students on relevant and prestigious career paths.
4. Develop and promote a leading graduate program, grounded in rigorous, state-of-the-art theoretical and methodological training.
5. Increase visibility of the Department.
6. Enhance public understanding of psychological science.

Strategies and Measurable Outcomes

Strategies for Goal 1: Engage in scholarly activity that has a significant impact on the discipline, FAU, and society.

Strategy 1. Recruit, retain, and develop top scientific minds.

- a. Recruit and retain tenure-track faculty who build on existing Department strengths and have fundable research programs.
- b. Promote faculty research programs in areas targeted for development and growth, by faculty consensus, through investment of Department/College/University resources.
- c. Implement formal mentoring programs for faculty and consider mentoring as an important service.
- d. Foster an exciting intellectual environment by sponsoring prominent outside speakers.
- e. Provide multiple opportunities for dialog, engagement, and collaborations.

Measurable Outcome: Increase number of tenure-track faculty by 8 by 2024.

Measurable Outcome: 100% of pre-tenured faculty will be mentored by 2024.

Measurable Outcome: The Department will have at least one invited prominent outside speaker per year by 2024.

Measurable Outcome: The Department will offer regular colloquium series.

Measurable Outcome: The Department will hold a nanosymposium on a “hot topic” of common interest at least once a year.

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Strategy 2. Increase frequency and impact of publications.

- a. Encourage publications in high-impact journals.
- b. Prioritize resource allocation and tie workload to number and quality of publications.
- c. Consider the impact of work in annual evaluations and in promotions and tenure decisions.

Measurable Outcome: Department will remain in the top quartile in terms of citation indices relative to research Departments of Psychology in the State of Florida and FAU peer institutions.

Measurable Outcome: Increase citation rates by 10% among tenured faculty by 2024.

Measurable Outcome: Faculty demonstrate an increase in high-impact publications over the previous 5 years.

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Strategy 3. Increase extramural research funding.

- a. Prioritize hiring faculty with existing or potential research funding.
- b. Promote research programs with high potential for research funding through investment of Department/College/University resources, such as obtaining university resources to support pilot studies and faculty grant-writing success.
- c. Encourage faculty to apply for extramural grants (e.g., provide funds for travel to grant-writing workshops, reduced teaching load for grant preparation).

Measurable Outcome: Increase the number of external grant applications over a five-year period by 25%.

Measurable Outcome: Increase the number of external grant applications that become funded over a five-year period by 25%.

Strategies for Goal 2: Promote scientific understanding of mind, brain, and behavior through a rigorous program of undergraduate education in core areas of psychological science.

Strategy 1. Deliver high-quality undergraduate education that is innovative and relevant.

- a. Develop or redesign courses in the core curriculum that focus on the development of oral communication, written communication, and analytic skills.
- b. Encourage students to complete the Honors-in-the-Major program and enrich the Honors-in-the-Major program by encouraging Honors students to take Honors Compact courses.
- c. Develop online, hybrid, and televised courses, based on Department needs and faculty training and interest.
- d. Promote pedagogical innovations and strong teachers who are responsive to students.
- e. Increase Teaching-Assistant support for courses with significant writing and analytic components.

Measurable Outcome: By 2024, 85% of tenured/tenure-track faculty, instructors, and professional staff consistently receive scores of < 2.5 (out of 5) on Question #6 of SPOT scores.

Measurable Outcome: By 2024, 75% of tenured/tenure-track faculty actively mentor undergraduate researchers and facilitate Honors research and Directed Independent Research/Study.

Measurable Outcome: By 2024, increase by 10% the number of courses that include a significant focus on oral/written communication and analytic skills as determined by the Undergraduate Committee.

Measurable Outcome: Increase by 25% the number of faculty who supervise students doing Honors Compact by 2024.

Measurable Outcome: Increase number of students who complete Honors in the Major by 25%.

Measurable Outcome: By 2024, increase the four-year graduation rate for full-time, first-year in college undergraduates who major in Psychology or Neuroscience and Behavior by 20%.

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Strategy 2: Increase undergraduate participation in research and scholarly activity.

- a. Add a prominent link on Department webpage for opportunities for undergraduate research in faculty labs.

- b. Develop undergraduate poster session to be held at the end of each academic year.
- c. Encourage students to attend national and international meetings that have undergraduate symposia.
- d. Encourage students to submit papers to the *FAU Undergraduate Research Journal*. Advising faculty will receive credit for these publications toward their annual “teaching” evaluation.

Measurable Outcome: Increase by 10% the number of students who complete DIRs by 2024.

Measurable Outcome: Develop a flier that is sent to every Psychology student prior to preregistration each semester that informs students of the importance of research and research opportunities.

Measurable Outcome: Increase by 25% the number of students who publish papers in *FAU Undergraduate Research Journal* and/or who are authors on conference presentations.

Strategies for Goal 3. Place undergraduate students on relevant and prestigious career paths.

Strategy 1: Provide students with analytical and quantitative skills that facilitate success in a wide variety of career paths.

- a. Build upon existing curriculum to develop courses and structures/opportunities/activities that prepare students interested in graduate school and career paths outside of academia.
- b. Provide an undergraduate class in Applied Statistics geared for working in industry, business, and/or basic or applied research settings in the behavioral sciences.
- c. Develop advisement capability for courses and minors at FAU for people interested in working in industry and business.

Measurable Outcome: By 2024, 25% of undergraduates complete at least one high-impact learning experience above minimum requirement, including multiple Directed Independent Research/Study, Honors Thesis, internship, or study abroad opportunities offered by the Psychology Department.

Measurable Outcome: Offer an undergraduate course in Applied Statistics at least once per academic year.

Measurable Outcome: Department develops a list of recommended quantitative courses and minors in other departments and shares it with advising staff.

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Strategy 2: Identify and encourage internship opportunities for undergraduates that match their professional aspirations.

Measurable Outcome: Enroll at least 10 students each year in Psychology internship opportunities by 2024.

Measurable Outcome: Have workshop for students by the Career Center that informs them of internship opportunities at FAU.

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Strategy 3: Encourage students to become involved in certificate programs relevant to their job aspirations.

Measurable Outcome: Increase by 10% number of undergraduates who are engaged in relevant certificate programs.

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Strategy 4. Develop innovative methods to enhance the advising of large numbers of undergraduate students at the College and Department level.

- a. Provide College advising staff with resources to enhance/facilitate advising of Psychology and Neuroscience & Behavior majors.
- b. Create and/or engage in existing mechanisms to ensure that all undergraduates receive information about possible career paths for Psychology majors.
- c. Promote Department opportunities to offer advice about career and post-secondary educational opportunities to undergraduates through the Psychology Club and Psi Chi.

Measurable Outcome: Have at least 3 activities by the Department and psychology-related organizations (e.g. Psi Chi and Psychology Club) that provide information about career paths per year.

Measurable Outcome: Create a 1 credit “Careers in Psychology” course that provides information about potential career paths and curriculum choices that are best suited for these paths.

Measurable Outcome: Create a Department website linked to career advising information.

Strategies for Goal 4: Develop and promote a leading graduate program, grounded in rigorous, state-of-the-art theoretical and methodological training.

Strategy 1. Provide graduate students with skills to enable them to produce high-quality and impactful research.

- a. When allocating resources to graduate students (e.g., travel funds), consider student's history of research productivity.
- b. Encourage students to apply for research grants and fellowships (e.g., NSF, NIH, Fulbright) and provide resources to facilitate successful applications.
- c. Clearly articulate professional and training expectations and opportunities for our graduate students.
- d. Expand training in statistics and area-relevant methodology.

Measurable Outcome: By 2024, all doctoral students will have at least one peer-reviewed article submitted or accepted for publication prior to graduation.

Measurable Outcome: At least 50% of doctoral students will apply for research support and fellowships in a 3-year span by 2024.

Measurable Outcome: Create a graduate-student handbook that clearly articulates professional and training expectations for our students.

Measurable Outcomes: Create for graduate students a list of laboratory techniques and quantitative skills available at FAU in Psychology and related departments.

Measurable Outcome: Develop regularly offered advanced graduate courses in statistics and area-relevant methodology.

Measurable Outcome: Provide resources for graduate students to attend special programs, such as Stat Camp, that are offered external to FAU.

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Strategy 2. Attract more high-quality graduate students.

- a. Increase the number of, and amount of, graduate-student stipends to levels consistent with Psychology Departments in our comparison group.
- b. Identify and reduce barriers to recruitment and retention of quality graduate students.
- c. Enhance Department-level and area-specific recruiting efforts.

Measurable Outcome: Increase the number of PhD applications by 25% by 2024.

Measurable Outcome: Streamline and modernize the application process.

Measurable Outcome: At least 25% of doctoral students complete the program within five years by 2024.

Measurable Outcome: Enhance Department website.

Measurable Outcome: By 2024, at least 75% of accepted doctoral students have prior research experience.

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Strategy 3. Place graduate students in prestigious positions.

- a. Create professional development opportunities designed to enhance productivity (e.g., grantsmanship, writing) and to prepare students for the job market (e.g., vita preparation).
- b. Create, or take advantage of currently available, professional development opportunities for students to learn pedagogical and presentation skills to make teaching and communication efficient and effective.
- c. Develop opportunities for students to network with potential colleagues in academic and industrial contexts.

Measurable Outcome: Within three years, all PhD students create an Individual Development Plan (IDP) with mentor.

Measurable Outcome: Within 5 years, 40% of PhD students are placed in academic postdoctoral or faculty positions following graduation; of those doctoral students not placed in academic positions, 90% are placed in private or public sector jobs or internships in their area within 1 year of graduation.

Measurable Outcome: At least 90% of students receiving masters degrees are either accepted into a doctoral program or gainfully employed within one year.

Strategies for Goal 5: Increase visibility of the Department.

Strategy 1: Increase visibility of the Department through participation in international, national, and local organizations.

- a: Recognize faculty who serve on Editorial Boards of professional journals.
- b.: Recognize faculty who serve in editorial positions of professional journals.
- c. Recognize faculty who serve as officers in professional organizations.
- d. Recognize faculty who engage in community outreach through school, government, or charitable organizations.

Measurable Outcome: At least 75% of the faculty will be involved in one of the four areas (e.g., editorial board membership, officers in professional organizations) listed above by 2024.

Measurable Outcome: Increase by 25% the number of different journals/organizations that faculty are involved in by 2024.

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Strategy 2: Establish social media to promote research in Psychology Department.

Measurable Outcome: The Department sets up social media accounts (e.g., Facebook, Snapchat, Twitter).

Strategies for Goal 6: Enhance public understanding of psychological science.

Strategy 1: Encourage faculty to participate in the Life-Long-Learning-Society speaker series or similar series.

Measurable Outcome: At least 1 class/presentation will be offered to the Life-Long-Learning Society or other local group every two years by 2024.

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Strategy 2: Increase media exposure of psychological research.

Measurable Outcome: Faculty will send newsworthy publications to College/University Media Office.

VALUES

Department of Psychology Values

- Excellence - in teaching, research, and public service
- Accountability - taking responsibility for actions and being outcome-based
- Integrity - telling the truth and delivering on our commitments
- Innovation - striving for creative solutions and continuous improvement
- Student success - wholly committing ourselves to our students' futures
- Shared governance - making decisions through collaborative processes
- Civility - respect for others' opinions and ideas
- Engagement - collaborating with community to benefit all stakeholders
- Inclusion - respect for and inclusion of faculty, staff, and students from diverse backgrounds