

EXECUTIVE SUMMARY
Academic Program Review
Psychology

1. How did the external review committee rate the quality of the program- excellent, very good, good, adequate, or poor? How does the program compare with benchmark top-tier programs nationally? Please provide a brief rationale for the external review committee's rating.

- Reviewers spoke often about the high teaching standards, dedication and caring of the faculty, strong community-based focus of research
- Reviewers also spoke of need to change areas of the curriculum as well as governance within the department
- They stated that the department is the most popular (largest) in the University
- Suggests that they would rate the program as good

2. What are the most important general issues that emerged from the external review process?

- a. *Intellectual direction* - department needs to define itself, given the institutional climate at USF
 - Neuroscience
 - Build on existing strength- lifespan development, aging/gerontology, family systems, child and family policy
- b. *Curriculum/Courses*
 - not enough small-seminar type classes
 - faculty not able to teach in their area
- c. *Renovations/space*
 - no clear plan for the use of the new space
- d. *Advising*
 - Advising is too much of a load on the faculty
- e. *Departmental governance, voice*
 - Faculty needs to work to enhance communication regarding class assignments, governance, and related issues
- f. *research grants*
 - with new emphasis on attaining external grants, not enough support with resources and incentive structure from University
- g. *budget*
 - budget too small to sustain the department

3. What specific recommendations for improving the program's quality has the external review committee made to the Dean? (Please number each recommendation and ensure that the scope of each recommendation is clear when multiple curricula are covered in the report).

a. *Intellectual direction-*

- Neuroscience- better to consider this as a minor rather than a defining core area of the major due to lack of sufficient space, funds, and collaborative opportunities at USF
- Build on existing strength- lifespan development, aging/gerontology, family systems, child and family policy.

b. *Curriculum/courses*

1. have adjuncts teach General Psychology (possibly larger sections); would allow for:
 - more seminar-type classes
 - more experimental classes- more research opportunities for students
 - faculty have more opportunities to teach in their areas
 - more opportunities for faculty to integrate their teaching and research
2. hire more faculty

c. *Renovations/space*

- recommended department should be working with space planners, accessing websites, and visiting state-of-the-art psychology facilities

d. *Advising*

Special resources need to be given to department for advising

- adjuncts could advise lower division; full time faculty advise upper division
- faculty from under-represented majors could help out with advising

e. *Departmental governance, voice*

- more honest discussions concerning equity of course assignment
- develop departmental bylaws

f. *Research grants*

- better incentives provided (e.g.- trickle down where Provost shares indirect cost with College, Department, and originating faculty member)

g. *Budget*

- Department is the largest in the University
- budget too small to sustain the department

4. In the opinion of the external review committee is the program following the University's strategic initiatives in that it is:

- a. Recruiting and retaining a diverse faculty of outstanding teachers and scholars.
 - Reviewers referred to the high teaching evaluations as well as high degree of satisfaction expressed by the students for their professors
 - Reviewers stated that faculty are "... enthusiastic about their research and their teaching.... (have a) relatively high teaching expectation."
 - Reviewers stated that, "... students love the faculty... strongly appreciate the dedication and devotion that the faculty show."
 - Reviewers referred to the strong community-based research of the department
- b. Enrolling, supporting and graduating a diverse student body that demonstrates high academic achievement, strong leadership capabilities, a concern for others, and a sense of responsibility for the weak and vulnerable.
 - Reviewers stated the department has a "... strong commitment to diversity.... diversity issues are embedded throughout the curriculum.... for which the department should be praised."
- c. Providing the environment necessary to promote student learning in the program.
 - Academic environment (space and certain areas of curriculum) needs to change

5. In what way is the program contributing to the goal of making the University of San Francisco a premier Jesuit Catholic urban university with a global perspective that educates leaders who will fashion a more humane and just world?

Reviewers praised the strong emphasis on diversity throughout the curriculum as well as the strong community-based focus of the research within the department

6. What is the timetable for the response to the external review committee's recommendations for program improvement? What can the AVP's office do to appropriately respond to the review?

The department needs a larger budget and greater resources in order to better support its students and develop into a top Psychology department

7. What general comments or issues, if any, are crucial to understanding the reviewers' report?

- a. Given the shortage of resources (space, faculty, financial), the department consists of very dedicated and qualified teachers/researchers who are greatly appreciated by the students.
- b. The community-based focus of the department's research strongly embodies many of the values contained in the mission statement.