

NMSU LEADS 2025

Department of Psychology
(Arts & Sciences)

Overview

Goal 1: Enhance Student Success & Social Mobility

Goal 2: Elevate Research & Creative Activity

Goal 3: Amplify Extension & Outreach

Goal 4: Build a robust department

Note:

In Fall 2019 the Department of Psychology went through an Academic Departmental Program review (ADPR – 6-year(5?7?) cycle), which included:

- a) A report submitted by the department responding to institutionally provided prompts
- b) A visit by an external review team (who had received the departmental report in advance)
- c) A final report from the external review team based on their visit and the department's report. This final report included recommendations for changes to the department.

The department faculty received this document after beginning the process of generating a departmental response to NMSU LEADS 2025. It will take time to generate a full response to the report, a complex process, and one that will continue through the Spring 2020 semester. Although it would be nice to incorporate these responses into the Department's response to NMSU LEADS 2025, the timeframes were too close. The NMSU LEADS 2025 plan will likely be modified/appended as the department reaches conclusions about how best to respond (action plans) to the ADPR report.

Goal 1: Enhance Student Success & Mobility

Objective 1: Diversify, optimize, and increase enrollment

Action 1: Change course numbers for undergraduate foundation courses (i.e., Social, Cognitive, Developmental, Biopsych, core courses in the major according to APA) to 200-level to facilitate student transfers from DACC and EPCC

Action 2: Develop/revise articulation agreements with DACC and EPCC to facilitate transitions from them into PSY major

Action 3: Recruit graduate students of color and international students

Goal 1: Enhance Student Success & Mobility

Objective 2: Student Retention and degrees

Action 1: Changing course numbers for undergraduate foundation courses (i.e., Social, Cognitive, Developmental, Biopsych) to 200-level will also result in 300-level courses enrolling predominantly juniors and seniors. Those courses will then be better targets for identifying students interested in gaining research experience, preparing for post-baccalaureate training, etc.

Action 2: Develop a more cohesive cohort of advanced psych majors who are interested in post-baccalaureate training

Action 3: Integrate a standard set of assignments regarding career planning in PSY311 (Advanced Research Seminar)

Goal 1: Enhance Student Success & Mobility

Objective 3: Student Engagement

Action 1: Curricular changes (mentioned in Objectives 1 & 2) will enhance major engagement.

Action 2: Encourage membership with Psi Chi chapter as normative for all eligible majors.

Action 3: Semesterly events aimed at making students (undergrad and grad, as well as faculty) of career paths available to PSY graduates.

Goal 1: Enhance Student Success & Mobility

Objective 4: Research and Experiential Learning

Action 1: Use newly homogeneous 300-level courses as a venue to recruit more undergraduates to participate in existing research experiences (i.e., PSY400, Discovery Scholars, etc.).

Action 2: Facilitate graduate students completing off-site internships as part of their degree preparation, especially for those interested in pursuing industry jobs

Action 3: Continue providing graduate students opportunities to teach undergraduate courses, especially for those pursuing faculty jobs

Action 4: Once active, encourage interested graduate students to earn a graduate certificate in education and design in learning technology offered by NMSU's EDLT program to enhance their marketability upon graduation

Goal 1: Enhance Student Success & Mobility

Objective 5: Elevate Graduate Education

Action 1: Request a college-track faculty line to free current tenured and tenure-track faculty to offer a greater variety of graduate coursework

Action 2: Identify research-related skill sets (e.g. eye-tracking) in which training can be offered to graduate students in order that they be more research- and collaboration-ready upon graduation, regardless of core interest area

Goal 1: Enhance Student Success & Mobility

Indicators (KP/Leading):

Curricular adjustments (CAFs, catalog changes) submitted ◆◆ Contacts established with EPCC and DACC ◆◆ Numbers (%) of minority and international students ◆◆ Numbers of graduating seniors with well-articulated post-graduation plans ◆◆ Psi Chi membership and attendance numbers (% of majors) ◆◆ Career-related speakers/events ◆◆ Track numbers (%) of students taking PSY 400 (research experience) and PSY 402 (field experience) ◆◆ Track #s (%s) of grad students teaching/doing internships, and gaining EDLT certificate ◆◆ Requests for new faculty positions ◆◆ Skill-based graduate classes/seminars offered

Goal 2: Elevate Research & Creativity

Objective 1: Facilitate the convergence of research and creative activity to address local and global challenges, integrated with undergraduate and graduate student education

Action 1: Increase collaborations within the department and with other NMSU units

Action 2: Seek more external funding to support grad students

Action 3: Seek more external funding to purchase shared equipment

Action 4: Increase student involvement in publications/presentations

Goal 2: Elevate Research & Creativity

Objective 2: Intentionally grow humanities, social sciences and creative arts to achieve comprehensive excellence in research and creative activity

Action 1: Provide incentives for graduate student retention (e.g., greater SURF fund proportion)

Action 2: Increase visibility of faculty via updated websites/public profiles (e.g., Google Scholar, Researchgate)

Action 3: Build a supportive campus by publishing more research

Action 4: Build a supportive campus by presenting more research at conferences

Goal 2: Elevate Research & Creativity

Objective 3: Amplify impact of research findings by addressing local needs that align with global challenges

Action 1: Apply for more cross-departmental grant opportunities.

Action 2: Increase collaboration with government and non-academic agencies

Goal 2: Elevate Research & Creativity

Objective 4: Amplify impact of research on society and the economy and promote international collaboration by accelerating technology and knowledge transfer

Action 1: Provide funding for faculty to attend international conferences

Action 2: Lobby the VPR for incentives to collaborate internationally

Action 3: Increase number of international addresses

Goal 2: Elevate Research & Creativity

Indicators (KP/Leading):

1: Number of publications by faculty (Published articles, Conference presentations/posters, etc) esp. with more than 1 PSY faculty member, with faculty in other NMSU units, and in particular with graduate and undergraduate student co-authors.

2: Total amount of departmental grant money, number of grant submissions and ongoing research collaborations with government (e.g., Army, Department of Homeland Security) and non-governmental agencies (e.g., General Motors, NASA)

3: Number of pieces of equipment purchased to be used by more than 1 lab

Goal 3: Amplify Extension & Outreach

Objective 1: Be a leader in place-based innovation and in economic and community development

Action 1: Provide opportunities for students to become engaged for a semester at several agencies in Las Cruces working in various clinical and community support activities. They will receive course credit for this contribution (PSY 402) to community improvement and development. This is particularly place-based because of the large need in our community for this kind of assistance to the Las Cruces population.

Goal 3: Amplify Extension & Outreach

Objective 2: Develop and implement innovative and culturally responsive PK-20 outreach, professional development, and continuing education programs that support social mobility

Action 1: Enhance our education of undergraduates to prepare them to obtain and work in good jobs by making make available to students a series of documents on preparing for graduate school, the sorts of jobs available to students with a Bachelor's, Master's, and Ph.D. in Psychology. This will be posted on the Psychology Department Website and the Psi Chi website. (Cont'd)

Goal 3: Amplify Extension & Outreach

Objective 2: Develop and implement innovative and culturally responsive PK-20 outreach, professional development, and continuing education programs that support social mobility

Action 2: The department will develop and offer a 1-credit course on careers and preparation for careers in the field of psychology. This will incorporate the documents mentioned in the previous point.

Action 3: Present about psychological careers and research at career fairs. We will present at career fairs, on campus and nearby, including at elementary through High School locations. Through these, we will inform students about career choices. Careers in psychology will be the focus of our presentations. Documents (see above points) will be available.

Goal 3: Amplify Extension & Outreach

Objective 3: Improve PK-20 Science, Technology, Engineering and Math (STEM) education

Action 1: We will engage in science outreach to teenagers and adults at the Las Cruces Museum of Nature and Science

Goal 3: Amplify Extension & Outreach

Objective 4: **Strengthen and elevate public-private engagement**

Action 1: Continuation of Mike Hout's (with Phil Post NMSU-KIND) collaboration with Electronic Caregiver supporting VR research.

Goal 3: Amplify Extension & Outreach

Indicators (KP/Lead):

Posting of career resources/links on department/Psi Chi websites

◆◆ Numbers of students taking PSY 402 (Field Experience)

◆◆ Presentations at off-campus venue schools, museums, etc. ◆◆

Public oriented Psychology colloquium ◆◆ Establishment of 1 cr

professional development course ◆◆ Number of

engagements/collaborations between faculty and business entities

Goal 4: Build a Robust Department

Objective 1: Foster and maintain a sense of departmental community among all constituents

Action 1: Host at least once per semester a discipline-related social event aimed at gathering and interaction by faculty, graduate students, undergraduate students, staff and community members.

Goal 4: Build a Robust Department

Objective 2: Establish and maintain a system to recognize excellence across the various spheres of departmental activity

Action 1: Initiate a scheme to publicly recognize notable achievements by department members (e.g. first author publications by students)

Goal 4: Build a Robust Department

Objective 3: Establish and maintain engaged network of departmental alumni

Action 1: Establish an annual e-newsletter for distribution to Alumni

Goal 4: Build a Robust Department

Indicators (KP/Lead):

Indicator 1: Attendance by undergraduates, graduates, faculty (and others?) at departmental events.

Indicator 2: Annual giving by alumni and faculty to the department