



Date: November 7, 2012

From: James Houpis, Provost and Vice President, Academic Affairs
Susan Opp, AVP, Academic Programs and Graduate Studies

To: Michael Leung, Dean, COS
Marvin Lamb, Chair, Department of Psychology
Chris Chamberlin, Chair, CAPR

Subject: MOU Meeting – Department of Psychology

On October 31, 2012, Michael Leung (Dean, College of Science), Marvin Lamb (Chair, Department of Psychology), Susan Opp (AVP, Academic Programs), and James Houpis (Provost and VP, Academic Affairs) met to discuss the 5-Year Program Review for the Department of Psychology and to develop an MOU as required by CAPR.

The Department of Psychology Chair expressed the need for additional faculty in Psychology to support over 600 undergraduate Psychology majors. In addition, it was agreed that the SFR for Psychology was on the high side, especially considering the emphasis on experimental and laboratory instruction at the upper-division level in the major. The addition of a badly needed TT faculty member to the Department is anticipated with a recruitment currently underway.

The Department of Psychology uses a very successful multi-pronged approach to assessment of student learning and student satisfaction with the degree program which includes pre-post tests, alumni surveys, senior surveys, and faculty self assessments. The Department Chair noted, for example, that based on the pre-post tests, the faculty determined that students were not meeting expectations in use of APA reference format or in the conduct of literature searches. Thus, following discussion at a faculty meeting, faculty agreed to put additional focus on these subjects in the courses where students were expected to be developing competence. The faculty self assessments were described as the newest component to the assessment program and one of the most satisfying because these assessments facilitated conversations between faculty and the Chair and allowed faculty to implement rapid improvements to improve student learning in the courses they taught. However, the Department lacks a curriculum map that indicates where in the curriculum students are introduced to (I), develop (D), and master (M) the program learning outcomes. In addition, the program learning outcomes (i.e., student learning outcomes for the degrees) need to be slightly modified to incorporate action verbs such as *demonstrate*, *apply*, *analyze* and/or *compare*. Thus, when modified, the learning outcomes will follow the format of: *Students who complete this program will be able to*

Curricular issues discussed included the desire by the Department to have course pre-requisites be automatically checked and enforced for upper-division labs in the major to ensure that

students are appropriately prepared to succeed in the rigorous lab courses. The use of PeopleSoft to enforce pre-requisites is under discussion in Academic Senate committees as well. In addition, the Department is considering revisions to the Psychology BA degree to potentially add clinical coursework, although these revisions await the hiring and participation of new TT faculty.

The results of the MOU meeting are as follows. The Department is expected to report on the resolution of these items in the Department's Annual Report to CAPR in Spring 2013:

1. The Department will develop an ongoing plan to continue to assess student learning outcomes and student/alumni satisfaction particularly as they hire new TT faculty and contemplate revisions to the degrees.
2. The Department will develop a curriculum map as indicated above.
3. The Department will revise their student learning outcomes for the program to be in the proper format using action verbs as described above, and these revised learning outcomes will be developed in time to be incorporated into the 2013-14 University catalog.

If the Department needs assistance with any of these items, they are encouraged to contact the AVP for Academic Programs who can refer them to faculty or staff with the appropriate expertise.

As one of the largest majors at CSUEB and a leader in successful student learning assessment efforts, the Department of Psychology is commended for the excellent work of its faculty in support of student learning and success. CAPR is also thanked for the informative report.

cc: Chris Chamberlin
Mitch Watnik
Sophie Rollins