

California State University, Hayward

DESIGNATION CODE: 00-01 CAPR 3
DATE SUBMITTED: February 15, 2001

TO: The Academic Senate

FROM: The Committee on Academic Planning and Resources

SUBJECT: Five-Year Program Review of the Department of Psychology

ACTION
REQUESTED: Approval of the Five-Year Program Review of the Department of Psychology and continuation with modification specified by CAPR

BACKGROUND INFORMATION:

Residing in the School of Science, the Department of Psychology offers a B. A. degree, a B. S. degree, a Minor in Psychology, and a Psychology Option in the Liberal Studies Program. Students in the B. S. degree program choose between the Industrial Psychology Option and the Human Factors Psychology Option. Approximately 67% of the 436 Psychology majors are enrolled in the B. A. program, while 33% of majors are in the B. S. program. The majority of majors in the B. S. program are enrolled in the Industrial Psychology Option.

On November 16, 2000, the Department Chair Dr. Alan Monat, and the past Chair Dr. Eleanor Levine, met with CAPR to discuss their Five-Year Review and Strategic Plan. The Psychology Department had submitted the following documents to CAPR as part of the 1995-2000 Review:

- The Department's February 2000 Self-Study
- The Department's 1995 Self-Study
- The 1995 External Reviewer's Report
- The 2000 External Reviewer's Report
- The Department's Response to the External Reviewer's Report & Its Plan for the Future

FIVE-YEAR PROGRAM REVIEW (1995-2000)

The Department of Psychology's curriculum offers students a foundation in scientific methodology, and exposes them to core content areas in the discipline. To do so, it maintains five research/teaching/computer labs to support its emphasis on laboratory components of coursework. The B. A. program is available for day and evening students at the Hayward Campus. The Industrial Psychology Option of the B. S. program is available for day students at the Hayward Campus and for evening students at the Contra Costa Campus. The Human Factors Psychology Option of the B. S. program is available for day students at the Hayward Campus. In 2000, there were 436 psychology majors, and the Department reported that the number of majors had decreased by 120 over the last five years. This general decline in Psychology majors has included a decline in male Psychology majors, and has resulted in the need for

fewer lab sections. Over the past two years, the Department has serviced non-majors by participating in six lower-division GE clusters.

The number of tenured/tenure-track faculty, the number of part-time faculty, and the number of courses taught by part-time faculty have held stable over the past five years. At the time of the February 2000 Self-Study, there were 14 tenured/tenure-track faculty members. At that same time, two regular faculty members had plans to retire by Fall 2000 and others were nearing retirement age. Part-time lecturers typically teach approximately 40% of the Department's course offerings.

The Department has an active Psi Chi chapter, a Psychology Club, and publishes a newsletter, *Psytations*, three times a year. It maintains a Department web site www.telecom.csuhayward.edu/~psych/ where a career handout is available and manages a departmental file of graduate schools, fellowships/scholarships, and employment opportunities. The Department plans to establish a Student Skills Center in the near future. Past surveys of graduates have shown that they expect to work in fields broadly related to the delivery of mental health services. The Department has developed an Alumni Survey, and expects to mail it during Summer 2001. An Outcomes Assessment Plan is in process. Community relationships are sustained through an internship program, a database of community agencies, liaisons with NASA in Mountain View and the V.A. Hospital in Martinez, and participation in the annual Science Festival.

OUTSIDE REVIEWER'S COMMENTS AND THE DEPARTMENTAL RESPONSE

Dr. Robert G. Cooper, Jr., Professor and Chair of the Department of Psychology at San Jose State University completed an onsite evaluation of the Department of Psychology on February 28, 2000. His report addressed the Department's curriculum, student issues, faculty resources, facilities, outcomes assessment, and planning for new programs. Professor Cooper concluded his report with specific recommendations.

Dr. Cooper applauded the Department of Psychology for its ongoing emphasis on scientific inquiry, methodological issues, and laboratory components to coursework. He stated that the Department should continue to strengthen its scientific/research focus. Using Perlman & McCann's 1988 and 1998 oral presentations at national conventions of the American Psychological Association as a standard, Professor Cooper concluded that the Department's curricular changes as well as its declining enrollments are similar to nation-wide trends for Psychology departments.

Dr. Cooper also encouraged the Department to focus on the areas of organizational behavior, health psychology, and cross-cultural perspectives in psychology when hiring new tenure-track faculty members. In particular, he stated that new tenure-track positions would enable the Department to increase the diversity of its faculty and the multicultural content of its course offerings. Because nearly 50% of the Department's regular faculty will have retired or will be about to do so by the year 2005, the Department's vision for the future seems especially important. Professor Cooper recommended that the Department develop a Certificate Program in Industrial/Organizational Psychology (rather than a Master's Program), offer more undergraduate courses in Health Psychology (rather than developing undergraduate or graduate degree programs), and reexamine the calculus requirement in the Human Factors Option which seems to negatively impact student enrollments. In addition, Dr.

Cooper believed that the Department should establish a Student Skills Center and also finalize its outcomes assessment measures in the three areas of scientific thinking, core content and skills of psychology, and career preparation.

The Department stated that it concurred with all of the External Reviewer's suggestions.

FIVE-YEAR STRATEGIC PLAN (2000-2005)

The Department of Psychology is currently conducting a search for a new tenure-track faculty member in Social/Organizational Psychology to begin in September 2001. This new faculty member will enable the Department to pursue the reviewer's recommendation to expand its Industrial/Organizational Program. The Department is currently considering offering a Certificate Program in Industrial/Organizational Psychology, rather than a Master's Degree. Other curriculum changes include developing new courses in Human Factors Engineering, Childhood Psychopathology, and Health Psychology. Based on the reviewer's recommendations, the Department will abandon its efforts to develop a degree program in the field of Health Psychology. It is also considering forming alliances with other departments to enhance course development in three areas: the Department of Nursing and Health Sciences (Health Psychology courses), the Department of Biology (a wet Physiological Psychology course), and the Department of Sociology and Social Services (multicultural and cross cultural perspectives).

The Department also plans to reevaluate the instructional goals of its computer lab, to add an Instructional Technology Assistant to the lab, to update computers and software in one lab, and to secure a location for a Student Skills Center. Student advisement practices are being reevaluated and the Student Handbook is being revised. Student outcomes assessments are in progress and the Department plans to mail its first alumni survey during Summer 2001. Department Chair Monat is also serving as the Director of an Institute of Mental Illness & Wellness Education. One of the functions of this Institute is to link Junior College Certificate Programs with appropriate course offerings at CSUH.

CAPR RECOMMENDATION

CAPR recommends approval of the Five-Year Program Review of the Department of Psychology and continuation of the program with modifications recommended by the outside reviewer and agreed to by the Department. CAPR requests that the Department report back to CAPR during Winter Quarter 2002 regarding:

- The external reviewer's recommendation that they reevaluate the calculus requirement in the Human Factors Option
- Their progress in forming alliances with other departments to enhance curricular development (Nursing & Human Sciences, Biology, Sociology & Social Services)
- The Department's plan for areas of specialization that will guide future requests for new tenure-track positions
- The Department's response to their survey of alumni that is scheduled for Summer 2001
- An update of the Department's Outcomes Assessment Plan

The Department of Psychology is scheduled to conduct its next Five-Year Review in 2004-5.