

Administrative and Educational Support Report*

Department of Psychology & Anthropology

**Annual Action Plan
Annual Assessment Report**

June 2005 – May 2006

***Student Learning Outcomes for this department are available at
<http://ie.panam.edu/CoSBSLearningOutcomes.htm>**



Annual Action Plan: June 1, 2005–May 31, 2006

Unit: Psychology & Anthropology

UTPA Mission: The University of Texas-Pan American (UTPA) serves the higher education needs of a rapidly growing, international, multicultural population in the South Texas Region. The University preserves, transmits and creates knowledge to serve the cultural, civic, and economic advancement of the region and the state. The University provides students advanced instruction in academic programs offered through innovative delivery systems that lead to professional certification, and baccalaureate, master’s and doctoral degrees. Through teaching, research, creative activity and public service, UTPA prepares students for lifelong learning and leadership roles in the state, nation and world community.

Division: Academic Affairs **Unit Head:** Dr. Wendy James-Aldridge

Unit Mission: The Department of Psychology and Anthropology is committed to excellence in instruction, student performance, research, scholarly accomplishment, and professional services. At the graduate level, the department provides opportunities for students with baccalaureate degrees to pursue Master’s degree level studies in clinical or experimental psychology, and has proposed and submitted a proposal for a Ph.D. in clinical psychology. The department is committed to providing effective instructional opportunities for all students at the University, regardless of area of concentration. It also seeks to nurture and support the scholarly and creative activities of its faculty, to maintain currency of knowledge in the field and extend the boundaries of human knowledge and understanding.

Unit Goal: Provide a variety of quality academic programs grounded in the liberal arts that cultivate active learning, critical thinking, and interdisciplinary perspectives.

Link to UTPA Goal(s): 2. Enhance graduate education and research

Unit Objective (Action Priority: #1 is highest)	Link to UTPA Objective	Expected Outcome for Unit Objective (AA-Measurable Objective)	Strategy(ies) to Achieve Expected Outcomes	Assessment Criteria, Evaluation Methods for Expected Outcome	New Resources Needed in FY06
Proposal for a Ph.D. program in clinical psychology. (1)	6	Written proposal for a Ph.D. program in clinical psychology will be completed.	<ul style="list-style-type: none"> Create working groups of faculty to assist with proposal. Chair will draft the final document and 	Written proposal for program in clinical psychology ready to submit for review by April 2006.	None

Unit Objective (Action Priority: #1 is highest)	Link to UTPA Objective	Expected Outcome for Unit Objective (AA-Measurable Objective)	Strategy(ies) to Achieve Expected Outcomes	Assessment Criteria, Evaluation Methods for Expected Outcome	New Resources Needed in FY06
			seek department feedback.		

Unit Goal: Recruit and retain highly qualified faculty by providing an environment that promotes and rewards excellence in teaching, research, service, and student success.

Link to UTPA Goal(s):
 1. Ensure undergraduate student access and success
 2. Enhance graduate education and research

Unit Objective (Action Priority: #1 is highest)	Link to UTPA Objective	Expected Outcome for Unit Objective (AA-Measurable Objective)	Strategy(ies) to Achieve Expected Outcomes	Assessment Criteria, Evaluation Methods for Expected Outcome	New Resources Needed in FY06
Develop a mentoring program for junior faculty. (2)	3, 5, 6	A departmental policy will be developed to structure our mentoring procedures.	<ul style="list-style-type: none"> Appoint a committee to draft description of mentoring program. Mentoring program approved by vote of department faculty. 	<ul style="list-style-type: none"> Committee members named. Record of faculty vote. Mentoring policy document distributed to faculty. 	None

Unit Goal: Facilitate excellence in scholarship, research, and/or creative activities for the enhancement of knowledge that can be shared with the public through presentation, publication, or performance.

Link to UTPA Goal(s):
 1. Ensure undergraduate student access and success
 2. Enhance graduate education and research

Unit Objective (Action Priority: #1 is highest)	Link to UTPA Objective	Expected Outcome for Unit Objective (AA-Measurable Objective)	Strategy(ies) to Achieve Expected Outcomes	Assessment Criteria, Evaluation Methods for Expected Outcome	New Resources Needed in FY06
Establish a mechanism	2, 5	A mechanism will be	<ul style="list-style-type: none"> Appoint a committee 	<ul style="list-style-type: none"> Committee 	None

Unit Objective (Action Priority: #1 is highest)	Link to UTPA Objective	Expected Outcome for Unit Objective (AA-Measurable Objective)	Strategy(ies) to Achieve Expected Outcomes	Assessment Criteria, Evaluation Methods for Expected Outcome	New Resources Needed in FY06
to facilitate collaborative research programs. (3)		developed to make faculty more aware of research interests within and outside of our department.	to propose such a mechanism. <ul style="list-style-type: none"> • Circulate suggestions for feedback from faculty. • Implement the process(es). 	appointed. <ul style="list-style-type: none"> • Draft of suggestions circulated to faculty. • An increase in collaborative research efforts in 2006-2007 over 2005-2006. 	

Unit Goal:	Provide a variety of quality academic programs grounded in the liberal arts that cultivate active learning, critical thinking, and interdisciplinary perspectives.
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Unit Objective (Action Priority: #1 is highest)	Link to UTPA Objective	Expected Outcome for Unit Objective (AA-Measurable Objective)	Strategy(ies) to Achieve Expected Outcomes	Assessment Criteria, Evaluation Methods for Expected Outcome	New Resources Needed in FY06
Student learning outcomes (SLO) assessment. (4)	2, 4	Each of the department's four degree programs will refine the 2005-2006 student learning assessment plan, based on the 2004-2005 student learning outcomes assessment process.	<ul style="list-style-type: none"> • Determine appropriateness of ETS test for our assessment goals. • Distribute results of locally developed test to faculty. • Subject the locally developed test to 	<ul style="list-style-type: none"> • Departmental decision on continued use (or not) of ETS test. • Improved item analysis results on locally developed test as evidenced from fall 2005 testing. 	None

Annual Action Plan, June 1, 2005–May 31, 2006

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		Where necessary, a second measure of student learning outcomes will be developed	item analysis. <ul style="list-style-type: none"> • Where necessary, make modifications to individual test items to strengthen test psychometrically. • Review a variety of potential assessment methods. 	<ul style="list-style-type: none"> • Adoption and implementation of second assessment in programs where it is needed. 	



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Unit Goal: Provide a variety of quality academic programs grounded in the liberal arts that cultivate active learning, critical thinking, and interdisciplinary perspectives.

Link to UTPA Goal(s): 2. Enhance graduate education and research

Unit Objective (Priority: #1 is highest)	Link to UTPA Objective	Expected Outcome	Assessment Criteria, Evaluation Methods	Assessment Results (Use actual data to describe annual performance)	Use of Results (What change was made?)
Proposal for a Ph.D. program in clinical psychology (1)	6	Written proposal for a Ph.D. program in clinical psychology will be completed.	Written proposal for program in clinical psychology ready to submit for review by April 2006.	A “brief proposal” to be added to CB’s Table of Programs has been submitted to UT System for feedback (partial completion of objective)	Full proposal delayed pending feedback.

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Unit Objective (Priority: #1 is highest)	Link to UTPA Objective	Expected Outcome	Assessment Criteria, Evaluation Methods	Assessment Results (Use actual data to describe annual performance)	Use of Results (What change was made?)
Develop a mentoring program for junior faculty. (2)	3, 5, 6	A departmental policy will be developed to structure our mentoring procedures.	<ul style="list-style-type: none"> Committee members named. Record of faculty vote. Mentoring policy document distributed to faculty. 	Ad hoc committee submitted report proposing a mentoring policy to Dept. Chair 5/2006 for consideration by department faculty (partial completion of objective)	Has been placed on agenda for first Fall 2006 department meeting for discussion and vote

Unit Goal:	Facilitate excellence in scholarship, research, and/or creative activities for the enhancement of knowledge that can be shared with the public through presentation, publication, or performance.
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Unit Objective (Priority: #1 is highest)	Link to UTPA Objective	Expected Outcome	Assessment Criteria, Evaluation Methods	Assessment Results (Use actual data to describe annual performance)	Use of Results (What change was made?)
Establish a mechanism to facilitate collaborative research programs. (3)	2, 5	A mechanism will be developed to make faculty more aware of research interests within and outside of our department.	<ul style="list-style-type: none"> Committee appointed. Draft of suggestions circulated to faculty. An increase in collaborative research efforts in 	A WebCT Collaborative Research site was developed for use, not only by dept. faculty, but college-wide, to host discussions of research topics, vitae, articles, etc. Introduced in March 2006 (largely	Interest in collaborative proposals is being monitored.

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			2006-2007 over 2005-2006.	completed).	

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**Link to UTPA
Goal(s):**

1. Ensure undergraduate student access and success
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Student learning outcomes (SLO) assessment. (4)	2, 4	Each of the department's four degree programs will refine the 2005-2006 student learning assessment plan, based on the 2004-2005 student learning outcomes assessment process. Where necessary, a second measure of student learning outcomes will be developed	<ul style="list-style-type: none"> • Departmental decision on continued use (or not) of ETS test. • Improved item analysis results on locally developed test as evidenced from fall 2005 testing. • Adoption and implementation of second assessment in programs where it is needed. 	<ul style="list-style-type: none"> • ETS test fails to provide information regarding particular SLOs • Modified local test items had improved statistics on item analysis from fall 2005 testing • Second assessment measure was adopted for undergraduate psychology for spring 2006 • (Objective met) 	<ul style="list-style-type: none"> • Decided not to use ETS test on continuing basis • Revised items now incorporated into local test • Evaluation of spring 2006 assessment is underway