

**Memorandum of Understanding
2010 Program Review
Psychology Department
College of Arts and Sciences
May 2010**

Members of the Psychology faculty, the Social Science Division, the Dean of the College of Arts and Sciences, the Vice Chancellor for Academic Affairs and the Assistant Vice Chancellor for Academic Affairs met on May 6, 2010 to review and discuss issues arising from the Psychology Department's program review. The report by the Psychology Department (on file), the report by the external reviewer (on file), the Dean's response to the external reviewer's report (on file), and a table of responses prepared by the Chair of Psychology (on file) were the basis for the discussion. The group agreed upon the summary points and action plan that follow:

Summary Points:

1. The Psychology Department is one of the strongest on campus in terms of student demand and faculty productivity.
2. These very strengths have resulted in challenges for the department such as difficulty in providing enough seats to satisfy students demand and the university's inability to provide adequate support for research.
3. In particular, Psychology's 300-level courses fill extremely early in the registration process, often before the sophomores are able to register. This is a roadblock for students pursuing a Psychology major.
4. The outside reviewer's and the department's concerns about lack of clarity in the tenure and promotion process are recognized as valid. The College is currently working on a document to address these concerns.
5. The outside reviewer's concerns about lack of attention to student research were not shared by the Department or the Dean, since most faculty do provide ample opportunities for students to pursue research.
6. Issues related to distance learning, which were raised in the outside reviewer's report, are being addressed at the university level by a Distance Learning Taskforce headed by the Social Science Division Chair. The committee will make use of the expertise of Psychology faculty who have been involved in a departmental distance learning initiative for many years.
7. As pointed out by the external reviewer and also as well recognized by the department, the M.A. Program needs a Program Coordinator to adequately administer the program.

Action Plan:

1. Psychology will work on a proposal for research facilities, which will be sent to the Dean in the form of a white paper.
2. Psychology will work on a proposal for a counseling facility, which will be sent to the Dean in the form of a white paper.
3. The Dean will have the plans available for quick use whenever space resources become available. This strategy was successful for the Life Sciences, which received funding for Wentworth renovation.
4. Psychology prioritizes the hiring of an APT to serve as Counseling Psychology's Program Coordinator.

5. The Dean will pursue hiring a half-time Program Coordinator who will become full-time after the M.A. program establishes a clinic.
6. For Fall 2010 scheduling, Psychology will add sections in high demand areas that can be staffed on short notice; resources will be provided by the College.
7. The Division Chair and Department Chair will work on a more detailed and long range assessment of enrollment needs and the resources that would be necessary to solve identified problems.
8. The Dean reiterated his support for several kinds of creative scheduling for faculty.
 - A 100-seat 3 credit class will count as six credits in a faculty member's load.
 - Projection data could be used to determine the number of seats that the Psychology Department would be required to provide; the Department could determine how those seats would be provided, including offering a mix of large and small classes or creating a rotating course release.
 - A rotating course release could be used to off-set the very heavy advising and mentoring (graduate and undergraduate research) load in the department.
9. The Psychology department will explore creating a peer advising program, in which a faculty member could receive release time for becoming the department's primary resource for General Education advising and for supervising peer advisors.
10. The Dean will explore bringing in a consultant to help develop a peer advising program.



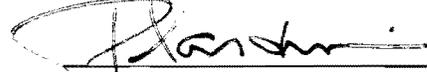
Randy Hirokawa, Dean CAS



Susan Brown, Chair, Psychology



Chris Frueh, Division Chair, Social Sciences



Phil Castille, Vice Chancellor for Academic Affairs



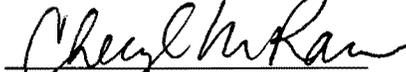
Sunyoung Kim



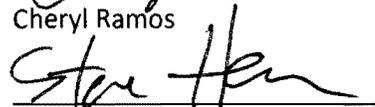
Adam Pack



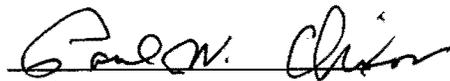
Dawna Coutant



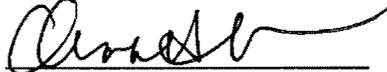
Cheryl Ramos



Steve Herman



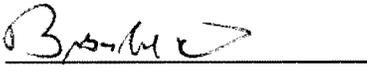
Paul Dixon



Charmaine Higa-McMillan



Errol Yudko



Bryan Kim