



**SOUTH DAKOTA BOARD OF REGENTS  
ACADEMIC AFFAIRS FORMS**

**Institutional Program Review  
Report to the Board of Regents**

Use this form to submit a program review report to the system Chief Academic Officer. Complete this form for all units/programs undergoing an accreditation review, nationally recognized review process, or institutional program review. The report is due 30 days following receipt of the external and internal review reports.

<b>UNIVERSITY:</b>	SDSU
<b>DEPARTMENT OR SCHOOL:</b>	
<b>PROGRAM REVIEWED:</b>	
<b>DATE OF REVIEW:</b>	3/22/2017
<b>TYPE OF REVIEW:</b>	Institutional Program Review

**University Approval**

*To the Board of Regents and the Executive Director: I certify that I have read this report, that I believe it to be accurate, and that it has been evaluated and approved as provided by university policy.*

\_\_\_\_\_  
President of the University

Click here to enter a date.  
6-23-17

\_\_\_\_\_  
Date

**1. Identify the program reviewers and any external accrediting body:**

Brian Schrader, Ph.D., Professor, Department of Psychology, Emporia State University, Emporia, KS, External Reviewer

Kimberly Ward, Ph.D., Associate Professor, Department of Psychology, Middle Tennessee State University, Murfreesboro, TN, External Reviewer

Scott Pedersen, Ph.D., Professor, Department of Biology and Microbiology, South Dakota State University, Brookings, SD, Internal Reviewer

**2. Items A & B should address the following issues: mission centrality, program quality, cost, program productivity, plans for the future, and assessment of progress.**

**2(A). Describe the strengths and weaknesses identified by the reviewers**

**Strengths** – A professional, diverse, and competent core of faculty with a strong recently hired nucleus to grow on. A great curriculum that is now offering both a new on-line Psychology degree as well as new master's in I/O Psychology that is poised to lead the state; both of which will help grow enrollment. The Psychology student body seems to be very supportive of the faculty and the program in general with a strong sense they are getting good research/lab opportunities. The faculty are also providing a great deal of mentoring undergraduates in research, academic and professional advising, and in teaching. The administrative assistant is also a blessing; positive, efficient, and well-liked.

**Limitations** – The program is vulnerable to several destabilizing factors: a physical move to a less than optimal new building with several limitations, the simultaneous loss of the Department Head and College Dean, being understaffed (no one beyond the one administrative assistant), a new Department Head, some tension/lack of cohesion within the department faculty, and the new I/O Psychology program director not receiving tenure.

**2(B). Briefly summarize the review recommendations**

- Hire a dynamic new department head and an I/O program director with strong leadership qualities, visions for the future, and the will to improve the visibility of the department on campus
- Find a new permanent home (post- Hansen Hall) for the department, replete with plans for research facilities, as soon as possible and involve psychology faculty in the development the plan
- Implement a colloquium series, brown bag lunches, faculty activities, etc. that that would improve professional development opportunities, interaction with students, and more opportunities for the faculty to develop a more cohesive academic program
- Give the administrative assistant (Kaushik) a promotion and bring in additional office staff in keeping with the size of the department
- Have the department review the current tenure and promotion materials and procedures for clarity and consistency with the application of those guidelines; this will communicate clear expectations to new hires as well as current faculty, and will facilitate a clearer perception of equity among the faculty
- Overhaul the aesthetics and content of the department website to better advertise opportunities for undergraduate and graduate programs alike; designate a faculty member to maintain/oversee departmental website content with this role counting as service
- The university and college need to increase financial support of and improve the visibility of the program. Additional half-time assistantships need to be generated to help ensure the success of the new I/O Psychology master's program
- Have the department prepare a proposal for another master's degree program (and/or a new minor, possibly cross-disciplinary) to add to the new I/O Psychology program and implement when ready. Ideally a program/minor that

links to faculty and SDSU strengths while addressing state needs. Behavioral Health is one such area that may also promote cross-disciplinary collaboration and capitalize on existing community involvement (e.g., Sanford Health).

- Create Coordinator positions for the PSY 101 sections, student advising, and the new on-line Psychology degree to insure standardization of content, delivery, and rigor. Include in this process the development of written documentation centralizing advising roles and activities for faculty. Consider release time from teaching or other faculty requirements for those serving in these capacities.
- Upgrade the computer resources (both hardware and software) for department that is accessible to both students and faculty for research and teaching classes.

**2(C). Indicate the present and continuous actions to be taken by the college or department to address the issues raised by the review. What outcomes are anticipated as a result of these actions?**

To the extent possible, members of the Department of Psychology would like to make all the improvements and enhancements that the program reviewers have recommended in their IPR report.

- Dr. Rebecca Martin will lead the department as interim department head while the College of Arts and Sciences continues its reorganization efforts. In August 2017, the Department will begin the hiring process for a new I/O program coordinator. We expect that both Dr. Martin and the new I/O program coordinator will exhibit strong leadership qualities, visions for the future, and the will to improve the visibility of the department on campus.
- Hopefully administration decision-makers will find a new permanent home (post-Hansen Hall) for the department, replete with plans for research facilities, as soon as possible and involve psychology faculty in the development the plan.
- The Department will start a committee in Fall 2017 to discuss the implementation of a colloquium series, brown bag lunches, faculty activities, etc. that would improve professional development opportunities, interaction with students, and more opportunities for the faculty to develop a more cohesive academic program. The goal would then be to start such activities/series either in Spring 2018 or Fall 2018.
- In conjunction with the College of Arts and Sciences, the Department has requested that Poonam Kaushik be reclassified from Secretary to Senior Secretary.
- Within the next two years, the Department will form a committee to review the current tenure and promotion materials and procedures for clarity and consistency with the application of those guidelines; this will communicate clear expectations to new hires as well as current faculty, and will facilitate a clearer perception of equity among the faculty.
- The Department will continue its efforts to overhaul the aesthetics and content of the department website to better advertise opportunities for undergraduate and

graduate programs. Dr. Tyler Miller will serve to maintain/oversee the departmental website.

- The department head and an I/O program coordinator will aggressively lobby the university and college to increase financial support of and improve the visibility of the program. In particular, additional half-time assistantships need to be generated to help ensure the success of the new I/O Psychology master's program.
- The Department has already begun thinking about developing another master's degree program and/or a new minor, possibly cross-disciplinary to add to the new I/O Psychology program.
- Given adequate staffing/funding, the Department will consider creating coordinator positions for the PSYC 101 sections, student advising, and the new on-line Psychology degree to insure standardization of content, delivery, and rigor.
- Given adequate funding the Department will continue to upgrade the computer resources (both hardware and software) for department that is accessible to both students and faculty for research and teaching classes.