

Program Performance Review: Culmination Meeting Memo Psychology, MS

The 2021-2022 Program Performance Review (PPR) process for the Psychology, MS program in the College of Humanities and Social Sciences (HSS) concluded with a culmination meeting on May 10, 2023.

The following people attended the meeting: Amir Dabirian (Provost), Elaine Frey (AVP for Graduate Studies, AVPGS), Sheryl Fontaine (Dean, HSS), Jessica Stern (Associate Dean, HSS), Jessie Peissig (Department Chair), Christine Scher (Professor and incoming Program Coordinator), and Su Swarat (Senior AVP for Institutional Effectiveness and Planning, SAVPIEP).

The Provost congratulated the program for successfully completing the PPR process, and thanked the faculty for utilizing the process as a meaningful reflection opportunity. The following specific accomplishments were highlighted during the PPR process:

- The program is a valuable CSUF graduate program that draws many applicants. The number of applications is on the rise for the program.
- The focus on the scientist-practitioner model is unique from other graduate programs in the area and an asset to the campus.
- The program prepares students for both clinical professions and doctoral programs, providing multiple options for students post-graduation.
- The program prepares students to become excellent clinicians, as demonstrated through students' application of skills and practices and stakeholders' experience with students from the program.
- The program recognizes the importance of serving clients from diverse communities and pursuing anti-racist frameworks to serve those communities. The program also recognizes this is an area of improvement.
- The program's student learning outcomes and assessment align with clinician goals and needed skills.
- The first-year "mentor groups" are an excellent strategy to support student success.

Major recommendations and issues raised through the PPR process were discussed as follows:

1. Program demand and capacity:

- The AVPGS pointed out that the demand for the program is very strong, and the yield (from application to enrollment) is very high. These are positive signs suggesting the potential for program growth.
- The incoming Program Coordinator stated that pedagogy and current resources permit accepting no more than 18 students each academic year.
 - The Dean recommended the program to update the process through which students are matched with thesis mentors in order to distribute the workload more evenly and equitably.
 - The Chair suggested admitting students who are matched with faculty research expertise, so that the thesis supervision not only ensures student success but also enhances faculty research.

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- The AVPGS recommended the program to consider a self-support version to meet increasing demand and workload. The Dean recommended a follow-up discussion pending the EIP funding model update. The Provost concurred.
2. Curriculum:
- The PPR process (the self-study, external reviewers, and the Dean's recommendations) raised the need to revise curriculum and program requirements to ensure relevancy and equitable practices, such as creating an M.S.-specific alternative to PSYC 510, dropping the GRE from the program admission requirements, ensuring syllabi reflect the 2022 scope of practice laws for the LMFT, and dropping the LPCC.
 - The incoming Program Coordinator confirmed that the removal of GRE has been done.
 - The incoming Program Coordinator reported that the faculty decided to keep the LPCC requirements, because they may allow greater flexibility for the students after graduation. The Chair added that since many comparable programs in nearby institutions have removed the LPCC requirements, keeping them may offer a competitive advantage to the CSUF program.
 - The SAVPIEP inquired about the possible overlap with the Counseling program. The incoming Program Coordinator stated that the scientist-practitioner model helps set the MS in Clinical Psychology program apart. The Chair and the Dean also added that the programs are differentiated through admission interviews and advising experiences.
 - The Program Coordinator expressed interest in tracking graduates' PhD placement, which could be used as an outreach tool to customize the program to meet student needs. The SAVPIEP recommended the program to submit a data request to her office, which can supply this information.
3. Communication regarding the program:
- The external reviewers recommended the program to clarify its scope and purpose, as well as its relationship with the other programs in the department.
 - The incoming Program Coordinator stated that this is an ongoing priority for the program. A presentation department was made at the December 2022 faculty meeting and information has been distributed to advisors to help clarify the differences between this program and other programs in the department. Advisors are also aware that the incoming Coordinator can be an important resource for questions regarding the program.
 - The Chair also reported that the website is being updated to provide an accurate description of the program.
4. Faculty needs:
- The need for more full-time faculty is raised through the PPR process. The external reviewers recommended funding to increase full-time faculty and ensure faculty are diverse and representative of the campus population. Specifically, they recommended funding for a tenure-track clinical faculty with expertise in family therapy, particularly serving a Latinx clientele.
 - The incoming Program Coordinator stated that the working environment is sometimes challenging, but expressed optimism that this environment could be improved over time.

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Regular meetings are now in place to promote collaborative and transparent decision-making.

- The Dean acknowledged the faculty hiring needs and expressed willingness to work with the department to better structure the budget to support targeted hiring.

5. A culture of DEI:

- The external reviewers recommended the faculty work with the Department DEI committee to ensure cultural relevance throughout the program's many practices and processes, and to continue to create an inclusive environment free of microaggressions and any other types of discrimination, harassment, and retaliation, in particular towards students.
- The incoming Program Coordinator reported that, beginning Fall 2023, the program will proceed with a curriculum evaluation of the cultural content in each course using a standardized rubric.
- The Chair stated that the department embraced the recommendations from the external reviewers, and is working with the program to re-arrange the sequence of courses (e.g., moving cross-cultural courses earlier in the curriculum, moving required courses from summer to fall) to be more inclusive.
- The Dean commended the department on the progress made in terms of DEI, and reported that a consultant is working with the faculty to address specific issues.

The Dean commended the program for its commitment to student success. The Provost concluded the meeting by thanking the college and department leadership, as well as the faculty and staff, for their dedication and hard work.