

**Department of Psychology  
Bachelor of Arts & Master of Arts Programs  
Program Performance Review 2023-2024  
Response to Dean Summary and Rec**

The psychology department faculty appreciate the recognition of the massive growth in students in our BA program and the challenges this poses. In addition, we are also happy that the Dean's office recognizes the work that has been done to address the conflict within the department. We continue to work to address social justice issues as well as diversity, equity, and inclusions in substantive ways, with the goal of creating strong undergraduate and graduate psychology programs for our students. In addition to our new mission statement, we are currently working on a five-year strategic plan that will help guide the changes in our department.

**They participated in the "Spring Transfers in Transition" grant secured by the college in Spring 2021, where they experimented with special programming for Spring transfers. Revising some of those activities could be worth their while, particularly embedding cohort activities into PSYC 300.**

We agree that the activities for transfer students developed in the "Spring Transfers in Transition" program would be helpful to implement for all transfer students. Incorporating those activities into PSYC 300 is one option that we will explore. We are also exploring creating majors-only sections of PSYC 101, to help students create cohorts, but are unable to do this until we are fully staffed to handle the permitting process. In the meantime, the department will continue to work with advising to create programs to help keep students on track.

**Attention should be focused on whether there are barriers preventing students from graduating when they aspire to graduate.**

The MA has worked to create an orientation that is beneficial for incoming graduate students and helps to build a cohort among those starting together. We are working on having more organized social events for the graduate students. In addition, we will use the Graduate Studies survey results to guide us in determining what kinds of additional support the department can provide to help our students finish within their preferred timeline.

**I would like to see a Multicultural or diversity track conceptualized and out within the next year.**

Work is currently underway to create the Multicultural/Diversity track for the major. We plan to showcase our three tracks on our website as well as share them in social media. We also plan to hold workshops for students through advising to let them know about the tracks, how to use them, and why they might be useful.

**Continue to monitor the feasibility and necessity of this internship requirement and ensure that the tweaks are solving the issues identified.**

Currently, the department feels it is important to keep this requirement. However, we acknowledge that it is difficult to coordinate within such a large major. We are working on several ways to streamline the process, including creating online instructional videos for students and using a general internship contact email so that more than one person can work on answering email.

**I encourage the department to create a first-year experience for their first-year and transfer Psychology students that will introduce students to the field, demystify the hidden curriculum, identify potential career and post-graduation paths, and build community.**

The department thinks this is a great idea and we already have faculty starting the work to develop these courses. We would like to develop two courses, one for first-year students and one for transfer students. This would allow us to remove this type curriculum from our PSYC 101 and PSYC 300 courses so that they can focus on major-specific content. It will also help students form cohorts as they begin at CSUF. The department would like to request funding for course releases to develop these new classes. Although it will be a great deal of work to create the courses and change the BA program, we feel that the benefit to students will be great.

**Set expectations for 400-level courses.**

We will continue to have the curriculum committee evaluate our 400-level courses. We also passed more detailed and rigorous standards for 400-level courses that count for graduate-level credit.

**Continue discussion about assessment norms and how to create classroom environments that don't incentivize academic dishonesty.**

The issue of academic dishonesty is a challenge throughout higher education. The department is currently working on standards for online teaching that should help with this issue for online courses. In addition, this is something we evaluate very closely in our peer classroom visits. We will also provide access to training to help faculty create assessments that discourage cheating.

**Assure that all new search requests and PDs are aligned with the new university strategic plan and new department mission, as well as meet the curricular need of the diversity requirement and other curricular needs as supported by data.**

For our upcoming searches we will assure that our position descriptions are consistent with both the university strategic plan and the new strategic plan being developed currently by our department. We will also be guided by our new department mission. We will take into account the data on the overall course needs of the department when deciding on search positions. In the immediate future, the diversity requirement represents a large shift in the numbers of sections we will need to offer of specific classes and our hiring will be guided by that, as well as other potential curricular needs of the department.

**Work with Associate Dean Graham on this project of service workload equity.**

The department looks forward to working with Associate Dean Graham on creating a more equitable workload division across department members. We will do an assessment of the service commitments of all full-time faculty members and see where changes in service assignments are needed.

The recent addition of a second Vice Chair has been a significant benefit for the department in giving us the time resources needed to be able to make significant progress on the changes recommended in both the Dean's report and the external reviewers' report. As the biggest major on the CSUF campus we often only have time to address immediate needs. Increasing our leadership team has made it possible to strategize and plan ahead in ways that have not been possible before.

The department is grateful for the recommendations provided by both the external reviewers and the Dean's office. We look forward to working with the college on strengthening our BA and MA programs and improving the student experience.