



FORT HAYS STATE
UNIVERSITY

Department of Psychology Strategic Plan 2024 - 2027





Strategic Plan 2024-2027

**Approved by the FHSU Department of Psychology fall 2023.*

Mission

To serve the state of Kansas and the greater global community by:

1. Providing high quality innovative education and high impact professional training in Psychology to undergraduate and graduate students.
2. Engaging in scholarly and creative activities that will contribute to the science and profession of psychology.
3. Providing service to Fort Hays State University, local and global communities, and the discipline of psychology.
4. Preparing students to be active as empathic, ethical, knowledgeable citizens.
5. Encouraging the application of psychological principles to better understand the self, facilitate life-long learning, and to make a difference in communities as well-informed professionals.

Vision

We strive to be responsive to the diverse needs of our students, society, and our discipline through flexible programming and educational experiences that enhance critical and inclusive thinking, apply scientific and professional understanding to the complexities of the human condition, and empower individuals to serve local, national, and global communities.

1 Academic Excellence

Students will meet established departmental learning outcomes and be informed and engaged in the discipline through high impact educational experiences. The Department will be committed to continuous instructional improvement through systematic evaluation, professional development, scholarship, and personal reflection.

Outcomes:

1. Meet expected performance standards as defined by the undergraduate and graduate assessment processes and refine analyses to better elucidate student performance.

2. Gather additional data regarding students' perceptions of how well each class meets student learning outcomes.
3. Create additional departmental questions to supplement university course evaluations, with the goal of gathering supplemental information to maintain the values and mission of the department.
4. Develop a data collection plan to track students and their progress/skills post-graduation.
5. Utilize a standard departmental rubric and process for peer-review and chair-review of on-campus and virtual courses.
6. Review department teaching standards and create a constructive process for communicating and assessing these standards among core and adjunct faculty.
7. Plan events and social media posts to celebrate the accomplishments of our current students, faculty, staff, and alumni.

2 Student Success

The Department will be committed to student success by preparing students to (a) understand elements of human behavior, (b) be engaged community partners, (3) continue life-long growth as well-informed professionals, and (4) be compassionate, empathetic, critical thinkers who are informed about diverse perspectives.

Outcomes:

1. Improve access to student experiences of virtual undergraduates and graduates through creative engagement activities (e.g., research; experiential learning; apprenticeships/internships).
2. Increase promotion of certificates, apprenticeships, curriculum emphases, and graduate pathways.
3. Develop a faculty mentoring model that includes an online repository of student success resources.
4. Encourage student involvement and community service through GASP, Psychology Club, and NAMI.
5. Review course policies relevant to academic integrity and departmental standards including new technology.

3 Strategic Growth

The Department will pursue adaptive, flexible, and sustainable growth to address a variety of student, department, and societal needs.

Outcomes:

1. Create a larger variety of coursework options with emphases and course rotations for our students.
2. Develop programs that increase employment opportunities for our bachelor's level students and meet the underserved needs of citizens of Kansas and beyond.
3. Adjust our current courses and create new courses to align with the KBOR general education program.
4. Explore creative options to hire and retain talented faculty and staff whose expertise contributes to the diversity of thought and meaningful educational experiences.

4 Quality Resources & Infrastructure

The Department will identify and provide departmental resources to support our educational, scholarly, and service initiatives.

Outcomes:

1. Maintain a transparent method for departmental travel fund allocation and a process for requesting and awarding funds for any type of professional development resource (e.g., memberships; computers; software; teaching tools).
2. Explore options for renovating spaces in Martin Allen and using our current spaces more efficiently.
3. Actively maintain the quality of the test kit library by making necessary purchases and updates to the inventory.
4. Openly discuss workload and implement ways to support endeavors that enhance quality programming.

5 Community & Global Engagement

The Department will identify relationships with community and global stakeholders to facilitate joint growth and opportunities by (a) listening to and understanding the needs of the stakeholders, (b) conscientiously fostering sustainable relationships, and (c) practicing a culturally sensitive, growth mindset as means to evolve with the needs of stakeholders.

Outcomes:

1. Report our community engagement endeavors and explore how our department can support the application process for Carnegie classification.
2. Provide applied training to undergraduate and graduate students to enrich professional practice.

3. Develop community partners to bridge the gap between graduate and undergraduate education and professional practice.
4. Advocate at the state and national level for virtual psychology graduate training while continuing to advocate for the quality and acceptance of virtual programs as well as licensure at the masters and EdS levels.
5. Develop and implement a clear direction for the Psychological Testing Clinic to provide resources and expertise for local citizens and professionals regarding current mental health needs.