1. Status of Action Items from Prior Review
The department’s previous Action Plan (see Appendix A), approved in October, 2005, was limited in its scope and recommendations. The only mentioned components that were to be addressed by the department included: a) hire new faculty to replace current and future vacancies, b) hire additional part time instructors (PTIs) in order to reduce teaching loads of program coordinators and research active faculty, c) increase funding of doctoral students, and d) increase funding to support the teaching of undergraduate students.

By the conclusion of FY15, 11 faculty members will have been hired in the CPS Department since 2011, which will bring our total number to 22, the highest level since the previous Academic Program Review process was completed. PTIs have also been hired consistently in the last 10 years to reduce the teaching loads of program coordinators and research active faculty. Since 2005, research active faculty members have maintained a 2/2 teaching load. Funding of doctoral students, while not at the level we prefer, has increased from a minimum of $5,000 per year to a minimum of $12,000 per year. The department has allocated additional funding of instructors for our three online classes, which now results in 1,500 students taking these courses during any one semester.

2. Major Findings in Current Review
A prioritized list of the major findings resulting from the department’s Self-study, External Reviewers’ Evaluation, Dean’s Office Evaluation, and the report from the University Senate’s Academic Program Review Committee is provided below:

1) While the department has made important improvements in increasing research productivity through obtaining external funding, additional efforts from faculty members, outside of the School Psychology Program, are needed.
2) Increased funding for graduate students is needed in order to recruit national and international students to GSU. Sources of this increased funding include expanding our external funding and online course fees.
3) Entry into our graduate degree programs (CPS offers no undergraduate degrees) is extremely competitive. The department accepts less than 30% of applicants across all programs, the lowest of any department in the COE. However, out of the department’s 7 masters and doctoral programs, we have two programs that would benefit from increasing their applicant pools. These programs include the M.S. degree in Rehabilitation Counseling and Ed.S. degree in School Counseling.
4) Consistent with GSU’s and the COE’s strategic plans, efforts to build on existing and establish new international partnerships remains a major need for the department.
5) Enhance collaboration with community agencies and schools.
6) In order to improve the connectedness between the department and its alumni, more social and educational opportunities are needed.
7) Due to the large numbers of undergraduate enrollees in our undergraduate classes, greater efforts to include these students in faculty and student research efforts are recommended.

3. Action Steps for the Coming Cycle
The following actions will be implemented in order to address the prioritized list provided above:

1) Since the Academic Program Review Exit Interview, CPS faculty members, Drs. Truscott, Gilbride, Davis and Meyers, have been awarded multiyear external funding projects totaling over $2 million. Other action steps to enhance research productivity through increased external funding include:
   (a) A staff reorganization, involving the elimination of two positions, will be completed by March, 2015, so that a new grants-related position can be filled by June, 2015. Primary responsibilities of this new position include facilitating faculty efforts to prepare competitive grant proposals and supporting post-award activities such as forecasting budget expenditures and monitoring compliance with funding agency policy.
   (b) Provide financial resources so that newly hired Assistant Professors can obtain adequate training in the areas of grant writing and project management during their first two years of arriving to GSU.
   (c) Establish a mentoring system by Fall, 2015 that will allow a recently hired Assistant Professor to be matched with grant-experienced faculty member(s) in CPS during their first semester.
   (d) By the end of FY17, CPS will nearly double its annual external funding amounts from current levels of approximately $1.01 million to $2 million.
   (e) Currently, only six of our current 19 faculty have secured external funding in the past 5 years. By the end of FY17, this number will increase to over half of all faculty.

2) Increase graduate student funding
   (a) By the end of FY17, each of our three doctoral programs will fully fund 50% of students accepted each year from external funding sources, thereby allowing enrollment to increase from four admittees per year per program to 6 students per year.

3) Expand applicant pool for Rehabilitation Counseling and School Counseling Programs.
   (a) The coordinators for the Rehabilitation Counseling and School Counseling Programs will develop by November, 2015, in coordination with the newly hired COE Marketing and Recruitment Specialist, a detailed recruitment plan that will increase the number and quality of applicants.
   (b) By the end of FY17, enrollment in both programs will reach a minimum of 25 students. This cohort size would reflect a 35% expansion in enrollees for Rehabilitation Counseling Program and a 20% increase in School Counseling students.

4) Build on and establish new international collaborations
   (a) A new study abroad program that will examine the mental health profession in Israel, led by Drs. Gilbride and Davis, will be developed and implemented by the end of FY17 (contingent on safety of travel).
   (b) School Psychology faculty members will continue collaboration with colleagues from Sweden’s Linkoping University’s Department of
Behavior Sciences and Learning, resulting in the application of external funding for a minimum of $200,000 by and the doubling of peer-reviewed publications from 2 to 4 by Fall, 2017.

c) Consult and coordinate with the Director of the COE’s Office of International Program as well as the Project Coordinator of GSU’s International Partnerships and Agreements in order to establish, by Summer, 2017, a reciprocal student exchange program with a university from one of the five GSU’s targeted countries.

5) Improve collaborations with community agencies and schools
   (a) By Fall, 2015, a faculty member in CPS will be appointed as Director of Community Relations. Responsibilities will include organizing and updating contracts with practicum and internship sites, program marketing, and training of onsite supervisors.
   (b) Starting in Fall 2015, CPS faculty members will conduct a minimum of two Continuing Education workshops per year sponsored by the COE. These events will target mental health professionals and administrators at local agencies and schools.
   (c) The department will hold annual Community Advisory Board meetings that will invite local agency and school leaders to campus in order to ascertain professional trends and assess effectiveness of curricula.
   (d) Over the next five years, the department’s two community-based training grants, each totaling nearly $1 million, in School Psychology and Rehabilitation Counseling will be successfully implemented and evaluated.

6) Enhance relationships with Alumni
   (a) A staff reorganization will be completed by March, 2015 that will include a revised job description for a Senior Administrator. This position’s new duties will include responsibilities for building an alumni data base, increasing contact with alumni, inviting alumni to participate in department events, improving fund raising, and coordinating alumni activities with the Director of the COE’s Alumni Network.

7) Include undergraduates taking CPS courses in department research
   (a) The SONA-like system, implemented in 2014, for our three undergraduate online courses and CPS 2500 (totaling approximately 1,600 students per semester) provides the linking of undergraduate students to current research being done by CPS faculty and students. The percentage of faculty who utilize this system will increase from 15% to 35% by Summer, 2016.

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Department Chair, Dr. Brian Dew

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Dean, Dr. Paul Alberto

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Provost, Dr. Risa Palm

1-29-2015
Date

1-29-15
Date

12/8/15
Date