

School of Professional Psychology (SOPP)

Strategic Plan 2015 - 2018

Vision Statement

Building on our culture of innovation and a commitment to diversity, we will be the program of choice for professional psychology students, scholars and practitioners looking to create and shape the future.

Mission Statement

The School of Professional Psychology inspires students to achieve excellence and to be innovative in the practice of psychology. We value diversity within a challenging and respectful environment. We focus on personal and professional development among faculty, staff, students, clients, and community members.

Values Statement

Our core values unite us as an organization. They are the shared beliefs and essential principles that guide our behavior, our interactions with each other and our decision-making.

The School of Professional Psychology values:

- ***People***
- ***Service***
- ***Integrity***
- ***Diversity***
- ***Innovation***
- ***Scholarship***
- ***Community***
- ***Collaboration***
- ***Social Justice***

Goal 1. PROGRAM QUALITY: *To be the program of choice for students pursuing a career in professional psychology and for professionals looking to advance the field of psychology.*

Objectives:

1. To provide doctoral students with the knowledge, skills and attitudes needed for the practice of professional psychology.

<u>Strategy</u>	<u>Champion</u>	<u>Metric</u>	<u>Timeline</u>
Gather and utilize data analytics to determine program effectiveness and responsiveness to emerging social needs.	Associate Dean	Program outcome database template completed	Aug 2016 Updated annually for retreat
Disseminate 5-year programmatic road map.	Associate Dean and Office of Academic Affairs	Road Map updated for each entering class	Starting Aug 2016
Complete Policies & Procedures for each emphasis area including the generalist area.	Curriculum Committee	Complete information on website	Jun 2016

2. To train culturally competent psychologists and other professionals.

<u>Strategy</u>	<u>Champion</u>	<u>Metric</u>	<u>Timeline</u>
Expand the context of the SOPP diversity mission	Dean, Faculty	New domestic and global partnerships developed	May 2018
Continue to infuse cultural competence throughout class work and clinical training.	Curriculum Committee & Clinical Training Committee	Measured diversity objectives on syllabi & acceptable performance on diversity portions of formative and summative evaluations	Ongoing

3. To recruit, develop, lead and retain the right faculty and staff to achieve the mission of the School of Professional Psychology.

<u>Strategy</u>	<u>Champion</u>	<u>Metric</u>	<u>Timeline</u>
Increase discretionary support for faculty and staff development	Dean's Committee & Faculty Development Committee (FDC)	Process to allocate discretionary support in place	May 2018
Update the faculty workload template to balance faculty expertise and general program needs.	FDC	Template updated	Jun 2016
Increase the number of nominations of faculty and staff for university, regional, and national awards.	All	# nominations submitted	Baseline FY 15 and FY16; Increase Jun 2017

4. Recruit and retain students whose skills and capabilities align with the program.

<u>Strategy</u>	<u>Champion</u>	<u>Metric</u>	<u>Timeline</u>
Expand Ohio and national student recruiting	Director of Admissions, Dean	Targeted annual recruiting plan	2015 - 2018
Incorporate a writing screen into the student selection process	Student Selection Committee	Writing metric implemented	Spring 2017
Utilize predictive analytics to support student mentoring and retention planning.	Faculty	Use of data driven advising	Starting Fall 2016

Goal 2. COMMUNITY TRANSFORMATION: *To promote collaborative partnerships to support and transform our communities.*

Objectives:

1. To be responsive to evolving local, regional, national and global community needs.

<u>Strategy</u>	<u>Champion</u>	<u>Metric</u>	<u>Timeline</u>
Hold regular community summits to discover how SOPP can better serve its communities and showcase best practice collaborations.	Dean's Committee	Summits held	Starting FY 2017
Incorporate community transformation as an area of scholarship across emphasis areas.	Faculty & students	Relevant dissertations, publications, presentations, grants, other dissemination activities completed	Starting FY 2017

2. To advocate for individual, community and culture in ways that promote access and equity.

<u>Strategy</u>	<u>Champion</u>	<u>Metric</u>	<u>Timeline</u>
Increase participation of faculty, staff, and students in community service.	All	Annual increase in documented activity	Aug 2016
Develop collaborations with key community and legislative decision makers.	Dean & Director of External Relations	# outreach activities	Starting Jan 2016

Goal 3. LONG-TERM VIABILITY: *To work with the university to provide sufficient, stable and quality resources to deliver our mission and to provide for long-term viability and growth.*

Objectives:

1. To develop a strategic marketing and communication program to build awareness of and support for our programs, students and faculty.

<u>Strategy</u>	<u>Champion</u>	<u>Metric</u>	<u>Timeline</u>
Hire a staff professional to direct fundraising and external affairs for SOPP.	Dean	Position filled	Feb 2016
Develop and implement a strategic outreach program.	Director of External Relations	Program Blueprint and implementation	Starting Aug 2016

2. To expand our internal and external funding.

<u>Strategy</u>	<u>Champion</u>	<u>Metric</u>	<u>Timeline</u>
Expand student financial aid	Director of ER, Dean	# new scholarships	Jan 2017
Develop new and sustainable revenue generating programs	Faculty	# new programs	2015 - 2018
Achieve at least 70% participation in the CSIC	Faculty and staff	% participation	Spring 2016
Increase # of proposals submitted for external and internal research and service funding.	Faculty and Professional staff	At least three proposals/year	2015 - 2018

3. To maintain state-of-the-art facilities.

<u>Strategy</u>	<u>Champion</u>	<u>Metric</u>	<u>Timeline</u>
Seek funding to renovate the Ellis basement	Dean, Director of ER	At least 2 proposals/year until funded	Starting Fall 2015
Identify technology and facility improvement targets	Dean's committee	Annual improvement list	Starting Fall 2015

December 2015