

School of Professional Psychology (SOPP)

Strategic Plan 2019 – 2022

Vision Statement

Building on our culture of innovation and a commitment to diversity, we strive to be the program of choice for health service psychology students, scholars and practitioners looking to engage in reparative justice.

Mission Statement

The School of Professional Psychology inspires students to achieve excellence and to be innovative in the practice of health service psychology. We value social equity within the context of power, privilege and oppression. We focus on personal and professional identity development among students, faculty, staff, client and other stakeholders

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:

- ***Integrity***
- ***Social Justice***
- ***Excellence***
- ***Cultural Humility***

Goal 1. PROGRAM QUALITY: Use the best available psychological science and data to inform or program development, policies, products, and service delivery.

Objectives:

1. To consistently use proximal and distal outcome data to evaluate student competencies and program effectiveness.

<u>Strategy</u>	<u>Champion</u>	<u>Metric</u>	<u>Timeline</u>
Use outcome data from our revised Comprehensive Competency Exam (CCE) to evaluate students' competency development and the SOPP curriculum.	CCE component chairs	Program recommendations based on at least three iterations of each component of the CCE	August 2022, review at Annual Retreat
Clarification of the HRN area.	Emphasis area group	Approved recommendation	April 2019
Review/revise policies in preparation for re-accreditation self-study and site visit.	Associate Dean, Faculty	On-time self-study, Approval for site visit, Successful re-accreditation	May 2019, Aug 2019, Fall 2019

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.	Faculty, Staff	New domestic and global partnerships developed	June 2020
Offer innovative and evidenced-based trainings and consultations consistent with the mission, vision, and values of SOPP.	Faculty, Staff	At least one SOPP sponsored training annually during the strategic planning period	Spring 2019 and annually
Continue to infuse cultural competence throughout class work and clinical training.	Associate Dean, Faculty	Measurable diversity objectives on all syllabi and acceptable performance on diversity portions of formative and summative evaluations	Starting August 2019
Consultation among faculty about infusion consistent with SOPP vision, mission and values in course development.	Associate Dean, Faculty	Documented and dedicated time at annual and winter mini-retreat for discussion and revisions as needed	Starting August 2019

1. To recruit, develop, 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>
Document our efforts in an evidence-based plan to recruit and retain diverse faculty and staff.	Faculty Development Committee, Diversity & Inclusion Committee	Draft document for Faculty approval	June 2020
Increase the number of nominations of faculty and staff for local, university, regional and national awards, and leadership opportunities.	All, Dean's Office	Increase in the number of nominations documented for annual retreat	Annually

2. Recruit and retain students whose skills and capabilities align with the mission and values of the program.

<u>Strategy</u>	<u>Champion</u>	<u>Metric</u>	<u>Timeline</u>
Document our efforts in an evidence-based plan for recruitment of diverse students.	Dean, Director of Admissions, Selection Committee	Targeted annual recruiting plan	Fall 2019, review at Annual Retreat
Review and evaluate the selection process.	Selection Committee	Review and Recommendations document	June 2022
Create system to utilize proximal and distal data to support student mentoring and retention planning.	Office of Academic Affairs	Use of data driven advising	Starting Spring 2019

Goal 2. COMMUNITY TRANSFORMATION Strengthen 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>
Develop and implement a strategic community outreach plan.	Dean's Committee	Approved plan	Summer 2019

Promote psychology's value-added contributions to community health, health care and well-being.	Office of Academic Affairs, Directors	Examples from Faculty, Staff & Student CV data	August 2019, Annual Retreat
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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>
Enhance appreciation for equity and inclusion in collaborations with key community and legislative decision makers.	Dean, Directors	Documented outreach activities	Starting Spring 2019

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. Work with Provost to effect merger into the new college.

<u>Strategy</u>	<u>Champion</u>	<u>Metric</u>	<u>Timeline</u>
Develop a replacement plan for retiring SOPP Dean.	Dean, Faculty with Provost	Approved plan	May 2019
Work with other faculty and unit leaders targeted for new College on potential curricular and scholarship collaborations.	Faculty	Identified new programs	Winter 2020

2. To expand our internal and external funding.

<u>Strategy</u>	<u>Champion</u>	<u>Metric</u>	<u>Timeline</u>
Identify and support student applications for funding opportunities.	Dean, Office of Academic Affairs	# new funding applications	Spring 2019
Achieve at least 70% participation in the CSIC.	CSIC Chair	% participation	Spring 2019, annually
Identify and remove barriers to support faculty, students, and staff in submitting proposals for external and internal training/service and research funding.	Dean, Faculty Development Committee	At least three submissions/year	Winter 2020

3. To maintain safe, healthy, comfortable, accessible state-of-the-art facilities.

<u>Strategy</u>	<u>Champion</u>	<u>Metric</u>	<u>Timeline</u>
Have a facilities and ADA audit for the Ellis Institute and all WSU SOPP space.	Director, Dean, Business Manager	Written reports with monthly review until identified needs resolved	Winter 2019
Assemble an ad hoc committee to identify non-covered issues to comply with universal design.	Dr Williams, Dr James	Written report to Dean and Provost	Fall 2020
Ensure that the Ellis Institute's technology is commensurate with that on main campus.	Dean, Director, Provost	Upgraded Ellis Institute's technology	January 2020