

Psychology Strategic Plan Annual Report for 2018-2019

Mission *New Mexico Highlands University is a public comprehensive university serving our local and global communities. Our mission is to provide opportunities for undergraduate and graduate students to attain an exceptional education by fostering creativity, critical thinking and research in the liberal arts, sciences, and professions within a diverse community.*

Vision *Our vision is to be a premier comprehensive university transforming lives and communities now and for generations to come.*

Department/Program: **NMHU Psychology**

Main Contact: Linda LaGrange **Email:** LaGrange_L@nmhu.edu **Phone:** (505) 454-3578

Strategic Goals for 2020 Planning for FY18-FY21	Unit Goals	Unit Actions/Strategies	Measurable Outcome(s)	Person(s) Responsible	Indicators and Time Frame for Assessment	Date(s) for Review
1. <i>Highlands University will achieve academic excellence, academic integration and student success.</i>	<ol style="list-style-type: none"> 1. Improve and maintain lines of communication with Center Directors and Center Faculty. 2. Evaluate Contingent Faculty through formal process. 3. Change term faculty status in Farmington to tenure track position 4. Assess Psychology minor requirements to determine congruence with changed UG curriculum 	<ol style="list-style-type: none"> 1. Propose the curricular changes to Academic Affairs, the Dean, and the Provost. 2. Update minor curriculum 3. Use Zoom technology to broadcast all psychology meetings to the Center faculty. 4. On relevant occasions, include Center Directors in psychology departmental meetings. 5. Regular emails and phone calls between Chair and Center Directors to integrate psychology across locations 6. Request that term faculty in Farmington be changed to tenure track position 	<ol style="list-style-type: none"> 1. University catalog changed to reflect any changes to minor curriculum 2. Evidence of more contact between the Centers and the Main Campus in psychology showing increased email communication, more multi-campus meetings, and a survey of Center Directors and all Faculty. 3. Increased enrollment and graduation rates in both graduate and undergraduate psychology programs. 	<ol style="list-style-type: none"> 1. Daniel Chadborn 2. David Pan 3. Lara Heflin 4. Linda LaGrange 5. Nariman Arfai 6. Sarah Tracy 	<ol style="list-style-type: none"> 1. More contact with the centers as evidenced by Zoom meetings, and survey of satisfaction of increased integration between main campus and Centers administered to psychology faculty and Center Directors at Rio Rancho and Farmington. AY 2018-19. 2. Increased enrollment and graduation rates. Spring 2019, and onward. 	<ol style="list-style-type: none"> 1. Summer 2019 2. Summer 2020
Action w/Description	Completion Dates	Recommendation(s)		Challenges		Budget Consideration (Yes/No)
1.1 Monthly Zoom meetings including Center personnel. As	1.1 Ongoing	1.1 Continue		1.1 None		1.1 No

needed/requested Zoom meetings with Center staff.				
1.2 Contingent faculty have been evaluated every semester	1.2 Ongoing	1.2 Continue	1.2 None	1.2 No
1.3 Request was made in 2019-2020 budget to include a tenure track position in Farmington	1.3 The request will be made annually until granted	1.3 Make request far in advance of budget due date	1.3 Budget shortfalls	1.3 No
1.4 Began preparing psychology minor program change documents.	1.4 Fall 2019	1.4 Complete psychology minor program changes and submit to AAC in Fall 2019 semester.	1.4 Time (including AAC time) was limited by required changes to course numbering for common core courses.	1.4 No

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2. Highlands University will achieve strategic enrollment management.	<ol style="list-style-type: none"> 1. Actively, even intrusively, advise students in all phases of the program, to degree and beyond. 2. Expand course offerings, especially at the Centers. 3. Partner with the Office of Strategic Enrollment Management (SEM) and University Relations (UR) for recruitment, retention, and graduation of students. 	<ol style="list-style-type: none"> 1. Set up group advisement sessions for declared majors to counsel on what classes to take to most efficiently pass through Highlands with a psychology major. 2. Individually contact advisees close to graduation to ensure completion. 3. Partner with SEM and UR to develop promotional materials and an updated psychology website. 	<ol style="list-style-type: none"> 1. Keep record of psychology majors, and group advisement sessions. 2. Document individual advisement sessions and attempted contacts on Degree Audit in Banner 3. The creation of updated promotional materials and website. 	<ol style="list-style-type: none"> 1. Linda LaGrange 2. David Pan 3. Lara Heflin 4. Daniel Chardborn 	<ol style="list-style-type: none"> 1. Group advisement sessions set up; Spring 2019 2. Documented advising activity in D2L; Ongoing 3. Increased enrollment and graduation rates in psychology; Spring 2019 and onward. 4. Psychology recruitment materials developed with SEM and UR office; Fall, 2018. 5. Psychology website developed; Spring, 2019. 	<ol style="list-style-type: none"> 1. Summer 2019 2. Summer 2020 3. Summer 2021

Action w/Description	Completion Dates	Recommendation(s)	Challenges	Budget Consideration (Yes/No)
2.1 Students are advised by all psychology faculty members, not just the assigned advisor. This is made possible by access to Degree Audit	2.1 Ongoing	2.1 Continue and establish more group advisement sessions	2.1 Time management	2.1 No
2.2 Course offerings at the Farmington Center coupled with online courses are now sufficient to allow a student to complete a BA degree in Psychology	2.2 Fall 2018	2.2 Convert the retained term faculty position in Farmington to a tenure track position	2.2 Budget and lack of administrative support	2.2 Yes
2.3 Recruiters arrange visits of prospective student recruits with members of the psychology faculty. The coaches of some of the athletic programs also bring students to meet psychology faculty members. The psychology website has been updated	2.3 Ongoing Website updated Fall 2018	2.3 Continue to work with the Office of Recruitment and maintain a current website. Try to involve the Office of Graduate Studies in a graduate student recruitment effort	2.3 Graduate recruitment resources	2.3 Yes

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<p>3. <i>Highlands University will achieve a vibrant campus life.</i></p>	<ol style="list-style-type: none"> 1. Reactivate of Psi Chi, our student organization i 2. Support students performing research projects and presenting these projects on campus, regionally, and nationally. 3. Work with the Foundation and Girard Fellowship Donors to establish research funds for psychology, sociology, and anthropology students. 	<ol style="list-style-type: none"> 1. Once, reactivated, work with the Psi Chi student organization to establish fun and educational activities on campus, invite speakers, and encourage student participation in conferences regionally and nationally. 2. Meet annually or bi-annually with Albert Girard and the foundation to maintain and grow research grants opportunities for students in the social and behavioral sciences. 	<ol style="list-style-type: none"> 1. Attendance of faculty at Psi Chi meetings at least twice per semester. 2. Record of invited speakers and student participation at conferences each year. 3. Ongoing discussions with the Foundation and the Girards, continued contributions to and growth of the fund, and continued funding for student research through this opportunity. 	<ol style="list-style-type: none"> 1. Daniel Chadborn 2. David Pan 3. Lara Heflin 4. Linda LaGrange 	<ol style="list-style-type: none"> 1. Number or speakers invited; Spring 2019 2. Record of Psi Chi activities on campus; Summers annually 3. Record of student participation in conferences; summers annually 4. Meetings with the Girard and tracking of number of research projects and amount of money provided to student research in psychology; Spring, annually 	<ol style="list-style-type: none"> 1. Summer 2019 2. Summer 2020 3. Summer 2021
Action w/Description	Completion Dates	Recommendation(s)		Challenges	Budget Consideration (Yes/No)	
<p>3.1 Dr. Chadborn has reactivated the Psi Chi chapter, which had been deactivated during NMHU's probationary status. Psi Chi sponsored 2 speakers: Michael Apter in Fall 2018 and Anita Moline in Spring 2019.</p> <p>3.2 Five psychology graduate students attended and presented at regional psychology conferences in AY 2018-2019, 2 of whom attended and/or presented at 2 conferences.</p> <p>3.3 The Girard Fund was</p>	<p>3.1 Spring 2019</p> <p>3.2 Spring 2019</p> <p>3.3 Spring 2019</p>	<p>3.1 Continue to build interest in Psi Chi activities and membership</p> <p>3.2 Continue. More active involvement in fund raising by Psi Chi</p> <p>3.3 Higher visibility for the solicitation of grant proposals</p>	<p>3.1 Generating student interest</p> <p>3.2 Maintaining student interest</p> <p>3.3 Time management</p>	<p>3.1 No</p> <p>3.2 Yes</p> <p>3.3 No</p>		

utilized by 5 students, which enabled them to conduct their thesis research				
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4. <i>Highlands University will be a community partner.</i>	<ol style="list-style-type: none"> Actively manage our relationships to practicum sites around San Miguel County. Volunteer in the community and offer professional and practical psychological guidance to community partners. Partner with outside entities in research, teaching, and service to community. 	<ol style="list-style-type: none"> Email, phone, and set up meetings with community partners who could potentially oversee the practicum experiences of our graduate students in clinical/counseling psychology. Volunteer and partner with the community in various service, research, teaching, and advising capacities. 	<ol style="list-style-type: none"> Record of community partnerships with practicum sites. Record of volunteer time spent in the community, and number of partnerships with the community established. Record or varying types of activities in the community such as advising, teaching, leading, volunteering, etc. 	<ol style="list-style-type: none"> Daniel Chadborn David Pan Lara Heflin Linda LaGrange Nariman Arfai Sarah Tracy 	<ol style="list-style-type: none"> Record the number of active practicum sites, and a list of the practicum supervisors. Keep supervisors' reviews of graduate students. Faculty members' documentation of service activity with community in annual report of activities. 	<ol style="list-style-type: none"> Summer 2019 Summer 2020 Summer 2021
Action w/Description	Completion Dates	Recommendation(s)	Challenges	Budget Consideration (Yes/No)		
<ol style="list-style-type: none"> We established 2 new practicum sites during AY 2018-2019, and are working on establishing 2 more practicum sites over the 2019 summer. However, due to supervisor and organizational changes at practicum sites, 2 of our prior practicum sites are no longer able to take students. We continue to offer a SMART recovery group 	<ol style="list-style-type: none"> Ongoing Ongoing Ongoing 	<ol style="list-style-type: none"> Continue to expand practicum site choices Continue to volunteer and partner with the community in service, research, and other capacities. Continue and increase participation when possible 	<ol style="list-style-type: none"> Limited numbers of qualified supervisors nearby who have the time and desire to supervise students. Limited faculty time to establish new practicum sites. Limitations on existing clinical faculty members to establish clinical practices that could offer practicum opportunities for students. Limited time. Juggling the ever increasing noninstructional workload thrust upon faculty by misguided accrediting 	<ol style="list-style-type: none"> Yes No No 		

<p>to aid students and community members with recovery from addictions. A faculty member serves on the Student Behavioral Support and Intervention Team (SBIST) and offers free supportive counseling after, for example, a student death.</p> <p>4.3 Members of the psychology department have volunteered their services at Rio Mora Wildlife Refuge and the Las Vegas National Wildlife Refuge</p>			<p>agencies and, as a consequence, finding the time to actually volunteer.</p>	
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<p>5. Highlands University will achieve technological advancement and innovation.</p>	<ol style="list-style-type: none"> 1. Use Zoom, D2L and other modern distance technologies to offer distance courses or support face-to-face courses. 2. Maintain and upgrade psychology experimental and clinical laboratories with modern technological equipment, and the expertise to use them. 3. Maintain proficiency in statistical software. 	<ol style="list-style-type: none"> 1. Faculty will use modern technologies for meetings, student and community outreach, teaching, and distance education. 2. Faculty will monitor, update, use, and encourage student use of modern clinical and experimental laboratories on the main campus. 3. Faculty will maintain proficiency in quantitative analytic software such as SAS and SPSS, and will train 	<ol style="list-style-type: none"> 1. Documentation of training or use of various technologies to enhance the classroom experience. 2. Record of use and modifications to the clinical and experimental laboratories for psychological research. 3. Ongoing proficiency and use of various 	<ol style="list-style-type: none"> 1. Daniel Chadborn 2. David Pan 3. Lara Heflin 4. Linda LaGrange 5. Nariman Arfai 6. Sarah Tracy 	<ol style="list-style-type: none"> 1. Faculty will report use of various modern technologies to the Chair. 2. Chair will keep an updated description of the clinical and experimental laboratories in psychology. 3. Faculty will describe their use of technology, and their teaching of technology to students, in their annual report of activities. 	<ol style="list-style-type: none"> 1. Summer 2019 2. Summer 2020 3. Summer 2021

Action w/Description	Completion Dates	Recommendation(s)	Challenges	Budget Consideration (Yes/No)
<p>5.1 The number of courses offered via distance technology has significantly increased. All psychology faculty members make extensive use of D2L</p> <p>5.2 There were no upgrades to experimental and clinical laboratories (as well as tp software) because of budgets constraints</p> <p>5.3 The computers in the psychology computer lab are so old that we cannot run statistical software packages such as SPSS on them. This makes it difficult to teach graduate level statistical courses</p>	<p>5.1 Ongoing</p> <p>5.2 Incomplete</p> <p>5.3 Incomplete</p>	<p>4. Faculty will use teaching software and up-to-date video presentations in their teaching.</p> <p>5.1 Maintain the current balance of F2F courses and distance courses</p> <p>5.2 Cut the funding for administrator travel and divert the funds to student-relevant uses</p> <p>5.3 Insist that the administrators approve funding for the purchase of adequate computers</p>	<p>statistical packages for research and completion of theses.</p> <p>5.1 The technology isn't perfect and efforts should continue to improve its reliability</p> <p>5.2 Adjusting administrative priorities so that they are more aligned with student-centered goals</p> <p>5.3 The profound hearing loss experienced by the majority of of the University administrators</p>	<p>5.1 Yes</p> <p>5.2 Yes</p> <p>5.3 Yes</p>

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<p>6. Highlands University will achieve enhanced communication and efficiency.</p>	<p>1. Be broadly inclusive of Center faculty and directors in all discussions and decision-making processes related to psychology.</p>	<p>1. Hold regular departmental meetings with faculty at main campus and centers.</p> <p>2. Have as needed communication with</p>	<p>1. Record of departmental meetings that are inclusive of Center faculty.</p>	<p>1. Daniel Chadborn</p> <p>2. David Pan</p> <p>3. Lara Heflin</p>	<p>1. A record will be kept of the number of departmental meetings, and the agendas of these meetings which</p>	<p>1. Summer 2019</p> <p>2. Summer 2020</p> <p>3. Summer 2021</p>

	<p>2. Faculty have ongoing open communication with students, staff, and community partners to advance unit-specific goals.</p> <p>3. Actively dialogue with Central New Mexico, San Juan College, and other community colleges or feeder institutions to improve success of transfer students.</p> <p>4. Support a more active role for the Centers and integration of Centers with the main campus by proposing tenure-track lines when enrollment makes this viable.</p>	<p>Center Directors on email, via Zoom or ITV, and on phone to clarify Center-specific issues on recruitment, retention, distance education arrangements, classroom scheduling, and articulation agreements.</p> <p>3. 3. Meet with students as academic and club advisors.</p> <p>4. 4. Communicate with community partners to ensure the achievement of mutually beneficial goals.</p> <p>5. 5. Set up an active communication between psychology, the University, and community college leaders to ensure a smooth and effective transition for transfer students.</p> <p>6. 6. Submit a budget request, PA-1 and, if approved, conduct a search and screen process to hire a tenure-track faculty psychology at the Centers if viable.</p>	<p>2. Survey showing improved communication between Centers and the main campus in psychology.</p> <p>3. Documentation of collaboration between students and faculty, faculty at multiple sites, faculty and Center directors, and faculty and community partners.</p> <p>4. Record of communication with community colleges who have an articulation or potential articulation agreement with Highlands.</p> <p>5. Conversion of Center lines to tenure-track positions after enrollment is sufficient.</p>	<p>4. Linda LaGrange</p> <p>5. Nariman Arfai</p> <p>6. Sarah Tracy</p>	<p>include faculty from the main campus and the Centers.</p> <p>2. Updated Articulation Agreements with Central New Mexico and San Juan College.</p> <p>3. Increase in number of tenure-track faculty at Centers.</p>	
Action w/Description	Completion Dates	Recommendation(s)	Challenges	Budget Consideration (Yes/No)		
6.1 All center faculty as well as other	6.1 Ongoing	6.1 Continue	6.1 None	6.1 No		

<p>contingent faculty members are included in all decision-making discussions</p> <p>6.2 Student input has been solicited regarding any requested curricular changes. For example, offering Forensic Psychology in response to student request for the course</p> <p>6.3 All existing articulation agreements with community colleges are current</p> <p>6.4 For three years a tenure track position has been requested for the Famington Center. The position has yet to be approved</p>	<p>6.2 Ongoing</p> <p>6.3 Will update as needed</p> <p>6.4 Will continue to make the request</p>	<p>6.4 Continue</p> <p>6.3 Continue</p> <p>6.4 Be more aggressive in recommending the position</p>	<p>6.2 None</p> <p>6.3 None</p> <p>6.4 Choosing the most productive form of aggression</p>	<p>6.2 No</p> <p>6.3 No</p> <p>6.4 Yes</p>
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