

**STRATEGIC PLANNING AND INSTITUTIONAL EFFECTIVENESS**  
**2012-2013 Unit Action Plan – Year Three**

1Unit Name: Department of Psychology, Sociology, and Criminal Justice

**Unit Mission**

The mission of the Department of Psychology, Sociology, and Criminal Justice is to assist students in developing knowledge and understanding of social, legal, and psychological issues and to assist students in operating effectively in today's legal, social, and culturally diverse community.

**Goal 1: Academic Evidence**

This *Unit Action Plan* Specifically Supports Commitment(S) **1.1, 1.2**

PLAN for 2012-2013 This section due by May 1, 2012.				REPORT for 2012-2013 This section due by May 1, 2013.	
Objective	Evaluation Measure	Performance Standard	Action	Data/Findings	Status
1.1 Provide creative and innovative learning environments	A) SBS 4513 Focus Groups	A-B) 80% + positive statements of degree programs from exiting students.	A-B) Program students will be exposed to innovative learning environments	A) The departmental faculty have decided that this measure is not valid, no data collected. It will be revised for next reporting cycle.	A) Under review.
	B) POLS/CJ 4993 Focus Groups			B) POLS/CJ 4993 faculty of record determined that they would not use focus groups. Accordingly no data was collected. This requirement will be modified for the next planning cycle.	B) Will be revised.
	C) BSCC 4513 Service Learning Capstone assignments.	C) 90% of students will achieve a grade of 75% or higher on Service Learning Project Components.	C) Fall and Spring CC 4513 senior capstone students will be offered Service Learning Project option.	C) 100% of students achieved > 75% or higher on Service Learning Project. 9 out of 11, 82% achieved an A and 2 students, 18% achieved a B. Five out of 11, 45% of students created a substantial sustainable project which will continue to provide benefit for the agency.	C) Objective was achieved.
			D) SLA Annual Speaker	D) Unfunded.	D) Wither on the vine.

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Objective	Evaluation Measure	Performance Standard	Action	Data/Findings	Status
1.2 Strengthen curricular and co-curricular programs to enrich the overall student learning experience	A) Increased enrollment in degree programs	A) 5% increase in student enrollment in CC, CJS, JA, and BSSS-Psych and Soc Degrees	A) Develop promotional campaigns for discipline-related degrees. Revise brochures for BSSS, BS-CC, and BS-JA degrees.	A) The BSCC grew by 4%, the BSJA grew by 15%, and the BSSS grew by 8%. Remarkably this occurred as university enrollment declined.	A) Two of the three degrees exceeded the standard, one barely missed (4%).
	B) Increase faculty/student mentor relationships	B) 90 percent of Capstone students in CC and the BSSS will report that they received substantial assistance from their assigned mentors	B) Document faculty mentorships with Community Counseling Student Association, Psi Chi, and Criminal Justice Society	B) All students (either from instructor or mentor) received MORE than substantial assistance. (I edited and returned four different drafts of the project in stages throughout the semester and met with each of the students individually several times, as well as detailed info on all aspects of project.) B) The faculty from History and Political Science and Psychology, Sociology, and Criminal Justice met on 5/14/2013 to discuss senior capstone course. Due to the increase in student majors, assignment of mentors had been eliminated. Faculty discussed the need for mentors and agreed that students would obtain a mentor and have the faculty member sign a mentor agreement form. Each faculty member will decide the number of students they believe they can effectively mentor and students will be responsible for setting up mentor meetings.	B) Objective achieved.

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	C) Assure student honesty in written assignments  D) Provide access to valid and reliable secondary data in order to enrich social science research	C) 70 percent of our faculty will use Turnitin.com for submission of student assignments  D) Secondary data sets will be used by 40 percent of the students in SBS .4513 Senior Capstone	C) Purchase of license for Turnitin.com  D) Request ICPSR Membership	C) Very few faculty (1 of 8) use the software consistently. This objective will be dropped as it is inappropriate and does not directly measure student learning.  D) None used by Capstone students.	C) Objective dropped.  D)The performance standard was not achieved. This is an unrealistic measure and will not be used for the next reporting period.
<b>Goal 2: Strengthen Enrollment Management</b> This <i>Unit Action Plan</i> Specifically Supports Commitment(S) <b>2.3</b>					
2.3 Involve all constituencies of the university in student recruitment and retention efforts	A) Document PSCJ faculty involvement in faculty development plans	A) 90 percent of PSCJ faculty participates over a two year period.	A) Increase faculty participation PSCJ faculty members will participate in Destination RSU and related recruitment drives	A) Reliable sources attest to the fact that ninety percent of PSCJ faculty attended at least one recruitment/advising event over a two year period. Goal may be unrealistic, will be revised in plan.	A) Objective achieved.

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	B) Institute a Meet the Major gatherings for each of our majors	B) 50 percent of our majors and 90 percent of our faculty attend such an event	B) Organize such events	B) In order to increase enrollment and completion in the AAEE program the following steps were taken: -Participation in campus outreach events -Emails were sent to all students enrolled to encourage personal advising with program coordinator -Information about how to complete the program and advance to Cameron University was sent to classes with a high enrollment of AAEE students (Child Psychology and Math Structures I and II)	B) Objective achieved.
<p><b>Goal 3: Increase Diversity</b>            This <i>Unit Action Plan</i> Specifically Supports Commitment(S) <b>3.1, 3.2, 3.2, 3.4</b></p>					
3.1 Provide curricular and co-curricular experiences that increase student understanding of and appreciation for other cultures	A) Mandate exposure of students to multicultural curriculum issues  B) BSCC 4513 Service	A) PSCJ programs will include core requirements that increase student understanding of and appreciation for other cultures  B) 90% of students will	A) Include tolerance metrics in discipline core courses  B) Develop additional courses	A) This measure/standard is poorly written and will be revised.  B) 100% of students achieved > 75% or higher on Service	A) Under review.  B) Objective

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	Learning Capstone project.	achieve a grade of 75% or higher on Service Learning Reflection Journal.	and activities that expose students to multiculturalism and diversity issues  B) Fall and Spring CC 4513 senior capstone students will be offered Service Learning Project option.	Learning Project. 9 out of 11, 82% achieved an A and 2 students, 18% achieved a B. Five out of 11, 45% of students created a substantial sustainable project which will continue to provide benefit for the agency. All 11 students completed a reflection journal and addressed questions 3, 11, 13, and 16. Students addressed cultural competency questions including: (Q3) What have you learned about the community? (Q11) How do you perceive the community you are serving? (Q13) How do you feel about the community members? (Q16) How can you help the community members you serve? 100% of students communicated cultural sensitivity and communicated understanding of cultural differences and desire to bring about positive change.	achieved.
3.2 Recruit, retain, advance and recognize a diverse faculty, staff and administration	A) Data provided by Accountability and Academics  B) Recognize outstanding advisors through a Master Advisor designation  C) Increased number of field trips associated with the majors within the department	A) The unit faculty and staff will reflect the demographic diversity of NE OK  B) 30 percent of our faculty will seek such a designation  C) A minimum of 7 such student field trips will be organized by our faculty	A) Establish internship site relations with diversity programs at Indian Hospital, Cherokee Nation, Boys and Girls Club, and other non-profit organizations that service NE OK  B) Develop criteria, reward system (perhaps tie to promotion), and measures of performance  C) Allow travel money to be used for such trips; encourage inclusion of such trips on the Faculty Development Plans	B) Never implemented. Not sure how this originated. The action would require funding, and that's not going to happen.  C) Never implemented. Not sure how this originated. The action would require funding, and that's not going to happen.	B) Under review.  C) Under review.

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3.3 Promote an environment of tolerance and acceptance of diverse peoples and opinions	A) Graduate focus group	A) 80 percent of graduates will report that they participated workshops that emphasized tolerance of diversity	A) Present opportunities to participate in diversity education workshops, recruit speakers to address diversity issues.	A) The departmental faculty have decided that this measure is not valid, no data collected. It will be revised for next reporting cycle.	A) Under review.
	B) Documents and records	B) At least one documented effort in each of these three courses	B) Document faculty efforts in CC 3013, NAMS 3263, and SOC 3213 to address diversity issues	B) SOC 3213 has several exercises completed in class, numerous readings and videos assigned, reflection papers, essay exams, discussion in class and online.  Students completed two multicultural journals, which addressed their worldview, the worldview of others, and provided examples of counseling skills and interventions needed to work effectively with cultural groups. Students completed nine reflective cultural activities from the text which addressed race, ethnicity, social class, gender, religion, and sexual orientation. 67% of students achieved an A on their journal assignments, 27% achieved a B, and 6% achieved a C. Students demonstrated an understanding of their worldview, the worldview of others, but found it more challenging to apply their knowledge to effectively work with cultural groups on complex social problems.	B) Objective achieved.
3.4 Increase enrollment of minority populations	Data provided by institutional research	Majors in CC, CJS, JA, and the BSSS will reflect the demographic diversity of NE OK	Work on promotional strategies targeting traditional minority regions of NE OK		

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<p><b>Goal 6: Promote Community Engagement</b>            This Unit Action Plan Specifically Supports Commitment(S) <b>6.2</b></p>					
6.2 Establish curricular and co-curricular opportunities for students to cultivate civic skills and strengthen social responsibility	A) Senior focus group	A) 50% of all majors will report that they have performed some service learning in at least one of their major classes.	A) Form service learning working group to explore implementation of service learning components to the curricula	A) The departmental faculty have decided that this measure is not valid, no data collected. It will be revised for next reporting cycle.	A) Under review.
	B) Incorporate community engagement across the curriculum where appropriate.	B) 10% of PSCJ courses will include a service learning component	B) Embed at least two service learning courses into all PSCJ majors  B)Ongoing partnership with GRDA, Rogers County Sheriff's Department and Claremore Police	B) Sports Psychology (SP'12), Clinical Psychology (FA'12), Senior Capstone (FA'12, SP'13).	B) Objective achieved.
		C) For the first year, conduct a pilot with a few selected courses/faculty.	C) A few courses will pilot integrating community engagement into the curriculum	C) Community Engagement was piloted in Sports Psychology (FA'12). Student feedback was generally unresponsive, citing the amount of extra time outside of classes needed to complete the requirements.	C) These results do not support embedding Community Engagemen

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**Budget Request Supplement for Academic Year 2011-2012**  
 Year Two – Strategic Planning Cycle

This section due by April 1, 2012.							This section due by May 1, 2013
University Objective	Action for 2011-2012	Requested Resources				Estimated Cost	Was the Budget Request Approved?
		Human	Financial	Physical/Capital	Other (e.g., Technology)		(Enter Amount Approved)
1.1 Provide creative and innovative learning environments	Request \$7,500 SLA speaker's budget to bring innovative scholars	\$7,500				\$7,500	
1.2 Strengthen curricular and co-curricular programs to enrich the overall student learning experience	Request "Turnitin.com" software to aid faculty in identifying plagiarism				\$7,788	\$7,788	
1.2 Strengthen curricular and co-curricular programs to enrich the overall student learning experience	Request ICPSR Membership				\$2,000	\$2,000	