Department of Psychology and Criminal Justice

Office or Department of Academic Affairs

Administrative Unit Assessment Report Information

Year Reporting: FY21 (July 2020 – June 2021)

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Department Mission and Goals

The mission and goals of the department should be consistent over a 5 year period, although some institutional changes may necessitate and prompt a change in mission or goals for specific departments. In this section, you will report the mission statement for your department as well as the long term goals (5 year range) for the department.

6. What is the mission statement for this department/area? Your mission should explain why the department/area exists and who it serves.	The Department of Psychology and Criminal Justice is an intellectually diverse and collaborative community whose mission is to provide quality instruction to students in the fields of psychology, criminal justice, and sociology. All programs are designed to inspire and produce scientifically literate thinkers, professionals, practitioners, and scholars.

7. What are the goals for this department? These should be the "big things" the department/area intends to accomplish within 5 years.	1. Develop new partnerships with local business/organizations that can provide Psychology internship and experiential opportunities for Psychology students and particularly students completing our new Applied Behavior Analysis minor (e.g., external partners that can provide supervised hours to students seeking BCaBA certification). 2. Develop/Create the Department's first master's degree program by 2025. 3. To consistently grow enrollment by at least 5% per year in the department- after "recovery" from major program changes that began in Fall 2019. 4. Continue/re-establish holding regular departmental/school colloquium (started with 2 in Spring 2018)-a venue for faculty to present on

	scholarship proposals and results, with a focus on scholarship of teaching and learning.
	5. Complete inventory of signature experiences/notes in upper-level courses in department (consistent with School of Educ. and Behavioral Sciences goal).
	6. Continue focus on resource efficiency (i.e., number/percentage of empty seats in course sections). Adapt offerings as needed to maintain resource efficiency and balance need for programs to be available in full on multiple campuses.
	7. Implement new quality assurance/enhancement initiatives to deepen student learning and maintain rigor.

Objectives

Each year, every department should identify objectives the department hopes to accomplish in the next year. These should align with departmental goals and the MGA strategic plan. In the next section you will be reporting on the objectives you set and whether or not you achieved them in FY21. Later in the document you will report on objectives you hope to accomplish in the coming fiscal year, FY22.

Objective 1

8. Objective 1: What was this department's first objective for this fiscal year? Objectives should be specific, measurable, and achievable within one year.	The department aimed to at least maintain enrollment by credit hour production and number of majors in Fall 2020 vs. Fall 2019. The structural program changes put in place at the recommendation of Dr. Anderson were predicted to be a negative for enrollment for 2020-2021, so we merely sought to maintain the number of majors in the department.
9. Objective 1: Detail how your department measured this objective? (Survey, budget number, number of participants, jobs completed, measurable time and/or effort)	Based on institutional data, the number of Psychology and Criminal Justice majors was compared in Fall 2019 and Fall 2020. We combined the numbers of A.S. and B.S. majors in Criminal Justice for ease of comparison. We compared number of majors collectively for the department in Fall 2019 vs. Fall 2020 and looked at the two majors separately. I calculated the enrollment headcount growth rate of Fall 2020 compared to Fall 2019.
10. Objective 1: What was your target outcome for this objective? (1.e. 80% participation, 5% enrollment growth, 7% change in engagement)	No Decline in Enrollment in Fall 2020 (i.e., 0% growth). As a result of the structural changes put in place that greatly increased our number of graduates in the prior year, we anticipated that Fall 2020 might be a difficult year for enrollment in our department. So, our annual goal was merely to maintain prior enrollment by headcount.
11. Objective 1: At what level did the department/area achieve on this objective? (This should be a number, i.e. 82%, 6%, 345 attendees, 75% engagement)	100% - For the department as a whole (i.e., PSYC majors + CJ majors), there were 35 more majors in Fall 2020 (N=787) compared to Fall 2019 (N=752), which is equivalent to 4.7% annual growth in enrollment by headcount. There were 491 PSYC majors in Fall 2020, compared to 448 in Fall 2019. Thus, there was an annual increase of 9.6% (43 PSYC majors) in Fall 2020. There was a small enrollment decline of 8 students (about a 2.6% decline) among CJ majors. Overall, we exceeded the department goal for annual enrollment headcount growth of 0% because there was overall enrollment growth of 4.7%,

	despite a small decline among CJ majors. Current data for the future semester of Fall 2021 (slightly before the semester starts) indicates there are 494 PSYC majors enrolled in Fall 2021 (a slight increase compared to the Fall 2020 total), but a substantial decline of 61 students (a 20.6% decline) by headcount of CJ majors.
12. Objective 1: Did your department meet this objective?	The department exceeded this objective.
13. Objective 1: What did your department learn from working toward this objective? What changes will you make based on this effort next year?	We were a bit surprised by the enrollment increase in Fall 2020 given the very large increase in our numbers of graduates in the prior year. We expected it to take more time to replenish our number of majors before returning to enrollment growth. It is very hard to predict enrollment changes from year to year.

Objective 2

14. Objective 2: What was this department's second objective for this fiscal year? Objectives should be specific, measurable, and achievable within one year.	The Department aimed to create new course proposals and a new program proposal for an undergraduate minor in Applied Behavior Analysis (ABA) and submit them for review in Academic Affairs. We also aimed to obtain approval from the Association for Behavioral Analysis International (ABAI) for the ABA minor to be a Verified Course Sequence (VCS) at the BCaBA level.
15. Objective 2: Detail how your department measured this objective? (Survey, budget number, number of participants, jobs completed, measurable time and/or effort)	We measured it based on completion of the 6 new ABA course proposals submitted to Academic Affairs and the completion/submission of the ABAI application for the new ABA minor to become a Verified Course Sequence (VCS).
16. Objective 2: What was your target outcome for this objective? (1.e. 80% participation, 5% enrollment growth, 7% change in engagement)	100% completion/creation of ABA minor to start in Fall 2021 and approval of the ABA minor as a Verified Course Sequence (VCS) by the Association of Behavior Analysis International as a Verified Course Sequence.
17. Objective 2: At what level did the department/area achieve on this objective? (This should be a number, i.e. 82%, 6%, 345 attendees, 75% engagement)	100% - We completed 6 new course proposals and a new minor proposal, which were submitted and approved through Academic Affairs. We completed/submitted the Verified Course Sequence (VCS) application process and obtained approval for the program at the BCaBA level: https://www.abainternational.org/vcs/directory/course-sequence-information.aspx?csid=4534f9a7-9202-eb11-8171-000c29a8e632&pid=00000000-0000-0000-0000-000000000000&cl=&moi and https://www.abainternational.org/vcs/directory/search.aspx We also obtained approval for 2 VCS co-coordinators for the new program- Dr. Paul Gladden and Dr. Elizabeth Walker.
18. Objective 2: Did your department meet this objective?	The department exceeded this objective.
19. Objective 2: What did your department learn from working toward this objective? What changes will you make based on this effort next year?	We learned that developing new programs and getting them approved by external organizations is a lot work, is improved by collaboration, and requires careful thinking to be designed well. Given that the first course for the minor (in Fall 2021) currently has 30 students registered, the new program already appears to be on its way to be successful and has been approved as a Verified Course Sequence. We plan to strengthen existing partnerships and to develop new ones to help students pursuing this new ABA minor to gain experience in the field. We also plan to submit the renewal for the program as a VCS much earlier than this year (e.g., in the early Spring semester).

Objective 3

20. Objective 3: What was this department's third objective for this fiscal year? Objectives should be specific, measurable, and achievable within one year.	The department aimed to Complete inventory of signature experiences/notes in upper-level courses in department (consistent with School of Educ. and Behavioral Sciences goal) -target 75% of upper-level courses.
21. Objective 3: Detail how your department measured this objective? (Survey, budget number, number of participants, jobs completed, measurable time and/or effort)	Percentage of upper-level courses in the department that had a defined/listed "signature experience" or note documented.
22. Objective 3: What was your target outcome for this objective? (1.e. 80% participation, 5% enrollment growth, 7% change in engagement)	75% of upper-level courses in the department having a listed "signature experience" or note.
23. Objective 3: At what level did the department/area achieve on this objective? (This should be a number, i.e. 82%, 6%, 345 attendees, 75% engagement)	0%- Although I created a draft of a google form survey for the School for faculty to submit the "signature experience" for each upper-level course, the survey has not been conducted at this time. No courses (hence 0%) have a listed "signature experience" listed for the department.
24. Objective 3: Did your department meet this objective?	The department did not meet this objective.
25. Objective 3: What did your department learn from working toward this objective? What changes will you make based on this effort next year?	This work was not completed this year-there were simply too many other demands on the time and energy of faculty. This process likely needs to be started in the early Fall to be completed by the end of the academic year. This work will continue into the upcoming academic year.

Objective 4

26. Objective 4: What was this department's fourth objective for this fiscal year? Objectives should be specific, measurable, and achievable within one year.	The department aimed to implement G2C-related changes for PSYC 1101. Each instructor of PSYC 1101 will make one major "redesign" change and report/document the DWF rate in the course (i.e., G2C continuous improvement) over a number of semesters. Possibly have some faculty report on their redesign and results at PSCJ brown bag/colloquium.
27. Objective 4: Detail how your department measured this objective? (Survey, budget number, number of participants, jobs completed, measurable time and/or effort)	Completion of Survey by PSYC 1101 instructors. Survey asks for the change implemented in course and grade results for the course section (i.e., number of each letter grade)
28. Objective 4: What was your target outcome for this objective? (1.e. 80% participation, 5% enrollment growth, 7% change in engagement)	100% completion of survey at end of Fall 2020 and Spring 2021 semesters.
29. Objective 4: At what level did the department/area achieve on this objective? (This should be a number, i.e. 82%, 6%, 345 attendees, 75% engagement)	100%- PSYC 1101 instructors completed the survey describing the change implemented in their course.
30. Objective 4: Did your department meet this objective?	The department met this objective.
31. Objective 4: What did your department learn from working toward this objective? What changes will you make based on this effort next year?	It will be very difficult to categorize many of the specific changes made by individual faculty into a manageable number for the purposes of analysis to see which changes were most effective because most faculty chose to make very different changes from one another. I will request institutional data early this academic year for past semesters to compare DFW rates for the same instructor (i.e., before and after the changes made). I also learned how helpful it can be to have all instructors report on something they're doing in the course to be able to compare approaches subjectively and give feedback (e.g., whether the change made sense for the goal of deepening student learning and increasing student success rate).

Future Plans

32. Please identify and detail three to four measurable objectives for the next fiscal year. In listing the objectives, please use the format shown in these examples.1) The Department of X will improve services levels by 5% as measured by our satisfaction survey. 2) The department of X will provide training in ABC for at least 73 MGA faculty and staff.	1. 5% Enrollment growth by headcount in PSYC major (unlikely to be realized for CJ, given current enrollment trend for Fall 2021). 2. Develop new partnerships with local business/organizations that can provide Psychology internship and experiential opportunities for Psychology students and particularly students completing our new Applied Behavior Analysis minor (e.g., external partners that can provide supervised hours to students seeking BCaBA certification). This will measured number of new external partners/organizations providing our students with ABA work experience (paid part-time work experience or unpaid internships). 3. Completion of signature experience inventory (consistent with SEBS goal). 4. Develop new part-time faculty evaluation form and new memo of understanding to communicate expectations of part-time faculty (consistent with one another).

Open Box for Assessment Comments

33. Based on this assessment, please share your thoughts on the current status and future direction of this department or area. Use this space to summarize overall use of assessment results for continuous improvement and open text box for assessment comments:	The future of the Department of Psychology and Criminal Justice looks strong in most respects. We saw annual enrollment growth by headcount of 4.7% (35 students) overall in Fall 2020, particularly in the PSYC major. Our flexible programs would seem to be attractive to transfer students who understandably don't want to lose many credits they have toward their degrees because they transferred. So, we expect enrollment/growth to remain strong in years ahead. However, there are external political/societal trends that might be having a negative impact on enrollment in the Criminal Justice program overall. I am very excited that we have created Verified Course Sequence in Applied Behavior Analysis. We expect this new minor program will grow in enrollment/popularity (and already currently has 30 students enrolled in its first course for Fall 2021). We also successfully created two new graduate-level CRJU courses and helped develop a new Homeland Security track (containing those new CRJU courses) within the MSIT program. In the coming year, we plan to complete an inventory of "signature experiences" or notes for our upper-level courses, continue departmental discussions/presentation of scholarly work (with a focus on SoTL research), strengthen existing partnerships (e.g., for student internship opportunities) and build new partnerships providing opportunities for students to get work experience, and explore other ways to enhance the quality of our courses and student learning in them. Over the next few years, we look forward to proposing our first master's degree program.
37. If the COVID-19 pandemic impacted this assessment cycle, please provide specific details below.	COVID-19 did not substantially impact this assessment cycle. We were able to successfully complete 3 of our 4 objectives/goals for the year and will complete the 4th in the following year.

MGA's Strategic Plan

34. Based on your goals and objectives listed above please indicate their connection with MGA's Strategic Plan (https://www.mga.edu/about/docs/Strategic_Plan_Overall_DB.pdf) by checking all associated and relevant Imperatives / Strategies from the list below. (Check all the apply)	Grow Enrollment with Purpose 1. Expand and enrich the face to face student experience, Grow Enrollment with Purpose 2. Expand and enrich online instruction into new markets, Own Student Success 4. Expand student engagement and experiential learning, Build Shared Culture 6. Sustain financial health through resourceful fiscal management, Build Shared Culture 7. Cultivate engagement with its local communities
35. Please indicate which of the following actions you have taken as a result of the 2020/2021 Assessment Cycle (Note: These actions are documented in reports, memos, emails, meeting minutes, or other directives within the reporting area) (Check all the apply)	Disseminating/Discussing Assessment Results/Feedback to Appropriate Members of the Campus Community

Other

36. Please indicate (if appropriate) any local, state, or national initiatives (academic or otherwise) that are influential in the operations, or goals, and objectives of your unit. (Complete College Georgia, USG High Impact Practice Initiative, LEAP, USG Momentum Year, Low-Cost No-Cost Books, etc)	G2C- Gateways to Completion- lowering DWF rates/deepening student learning, USG High Impact Practice Initiative
38. Mindset Update (Academic Deans ONLY) Please provide an update on the implementation of your school based mindset plan/strategy. Include any adjustments to metrics for the AY20/21 as well as outcomes associated with your appraisal of your schools activities.	