

An Action Plan following the APR of the Psychology Department.

Relationships with SWGC and CONA(2.1)

Duncan Ferguson at SWGC in a recent conversation agreed that relationships were good. The transportability of courses with CONA is ongoing and there seem to be no problems associated with our relationship.

Action: None needed.

Responsibility: N/A

Expected Completion Date: N/A

Space requirements(2.2)

Allocation of space within the Science building to be altered to give more space to Psychology. Targets: a classroom on the fourth floor to be converted to research space, the seminar room on the second level to be constructed.

Action: Allocation of space in the Science Building.

Responsibility: Associate VP(Academic)

Expected Completion Date: Academic year 2003-04

Re-organization of Faculties(2.3)

Note that the Department is on record as supporting a change because the current allocation of resources is not acceptable. The Dean views the recommendation as flawed. A major part of this section of the report is concerned with the general allocation of resources to Psychology, the alteration in academic structure being seen as one way to do this. The re-allocation of resources, however, can take effect absent a major re-organization.

Action: Allocation of more resources to Psychology.

Responsibility: VP(Academic), Dean of Science

Expected Completion Date: Academic year 2003-04

Identify and prioritize equipment needs(2.4a)

Action: Immediately fund the refitting of the original computer laboratory to modern standards and re-equipping the other lab to make the whole system software compatible - approx. \$130K.

Action: Provision of special funds to do this

Responsibility: VP(Academic), Dean of Science

Expected Completion Date: Academic year 2004-05

Non-academic staff member to deal with graduate student and research matters(2.4b)

The Department has rejected the principle of having students processed by a non-academic in

important matters. However, some of the functions suggested in the body of this section of the report would be assumed by a non-academic staff member itemized later in this document.

Action: None needed.

Responsibility: N/A

Expected Completion Date: N/A

Start faculty renewal(2.5), identify priorities(2.6)

Action: Already initiated and nearly at the level recommended by the APR panel. The Department has already identified the priorities and recommended them to the Dean. Priority setting should be over-determining in hiring. The academic market may be such that good people in the general scope of the department ought to be hired whatever the specified priority.

Action: Priority specification and hiring permission.

Responsibility: VP(Academic), Dean, Department.

Expected Completion Date: Ongoing.

Develop a culture in which accomplishment is recognized(2.8), promotion on a timely basis(2.9)

A continued effort to publicize the accomplishments of the members of the Department will be a continuing function of the Head. The promotion of teachers is blocked by the terms of the Collective Agreement. However, this should be explored through discussions with the Dean.

Action: Watching brief.

Responsibility: Head, Dean.

Expected Completion Date: Ongoing.

Promote outreach(2.10)

It may be worth noting that there is a sense in which these activities are an extra load on an already stretched faculty. So far we have not had a recruiting problem although one may emerge.

Action: None

Responsibility: N/A

Expected Completion Date: N/A

Retain UG laboratory emphasis(3.1.a)

This forms an integral part of the ongoing activity to revise the curriculum. The Department will actively consider the reduction in the number of required laboratory courses for both the Majors and Honours students.

Action: Consideration of recommendation.

Responsibility: Departmental UGSC

Expected Completion Date: Academic year 2003-04 until the completed revision of the curriculum.

Greater use of LIs, IAs and Graduate Students for laboratory teaching(3.1.b)

A recommendation supported by the Department. The fluctuation in the enrolment and specialization of graduate students makes that part of the recommendation more difficult to implement. Wherever possible the Head will utilize graduate students for appropriate teaching.

Action: Hire teaching support staff; use graduate students for teaching.

Responsibility: Dean to provide hiring resources; Head to use graduates appropriately.

Expected Completion Date: Continuing.

Investigate appropriate rewards for large class teaching(3.2.a)

Action: The body of the report preceding this recommendation refers to lack of reward in terms of promotion and tenure. No individual who has specialized in large class teaching - in recent years mainly first year - has been denied tenure. There is no need for action in this matter. Except for one contractual appointee all large-class teachers are at the rank of Associate or Professor.

None of the first year teachers are Professors. Absent an alteration in the Collective Agreement, which requires an adequate research record, even for excellent teachers, it is hard to see how promotion to Professor could be achieved. Part of the feeling of lack of appreciation may be due to lack of support staff. This could be met by hiring an academic support staff person who would also act as the manager of the first year and help centre.

Action: Hire an academic support staff member

Responsibility: Head.

Expected Completion Date: January 2004

Devise a plan for future Introductory Teaching(3.2.b)

We have held a day-long retreat to discuss all aspects of Introductory Teaching. The Head has encouraged 'guest' appearances in the TV course but this has not been actively welcomed by the first year instructors nor volunteered for by many other faculty. It is clear that more will have to be done in this regard within the Department. We have included and intend to continue with the practice of including the phrase "... preference will be given to applicants with an interest and experience in teaching Introductory Psychology." in our advertisements for faculty. All incoming hires will be required to teach introductory psychology in a classroom situation preparative to being provided with TV presentation training.

Action: Emphasis on introductory teaching in hiring, teaching assignment of new faculty and training.

Responsibility: Department, Head.

Expected Completion Date: Ongoing.

Re-institute non-restrictive course offerings(3.3)

General support for this recommendation. The UGSC of the Department will take this into account when revising the curriculum in order to facilitate the provision of such courses. Particular teaching assignments will be made as resources permit.

Action: *Accept.*

Responsibility: *Department.*

Expected Completion Date: *Ongoing.*

The USC meet with instructors of laboratory courses in order to achieve certain skill sets(3.4.a)

According to the Panel these recommendations emanate from the Honours students. The UGSC has already consulted with the honours students and this set of recommendations were not brought forward. The development of particular skill sets during the progress of the undergraduate student, through a revised curriculum, is an active topic of consideration for its deliberations.

Action: *Include in the revised curriculum.*

Responsibility: *Department.*

Expected Completion Date: *Ongoing.*

That the UGSC have student membership(3.4.b)

Accepted and instituted.

That good teachers be hired(3.5.b)

This reflects the general view of the Department.

Action: *Make this part of every hiring.*

Responsibility: *Department, Dean.*

Expected Completion Date: *Ongoing.*

The curriculum revision proceed apace(3.6)

The UGSC is bringing new second year courses to the Department. This may take longer than apace suggests. Part of this is that we are a very open group in terms of discussions and votes and part because none of what is currently being done was criticized. What was indicated was a possible lack of balance. The last fundamental review of the curriculum took three academic years.

Action: *Revise the undergraduate curriculum*

Responsibility: *Department, UGSC*

Expected Completion Date: *Ongoing*

Appropriate Space, funding for equipment and additional staff(3.7.1a)

The Department accepts the recommendation but, given the present resources implementing it will be difficult. The need for research space, especially for those with no on-campus laboratories is pressing.

Action: Allocation of space in the Science Building.

Responsibility: Associate VP(Academic)

Expected Completion Date: Academic year 2003-04

The Department consider setting up a subject pool(3.7.1.b)

The major rationale for this recommendation was to husband resources.

Action: Establish an ad-hoc committee.

Responsibility: Head

Expected Completion Date: Report by April 2004

Four faculty to be hired immediately and one per year thereafter(3.7.2)

We have not achieved the rate of hiring indicated in the recommendation but four hires have been permitted.

Action: Provide positions.

Responsibility: VP(Academic)

Expected Completion Date: Ongoing.

Create a University-wide interdisciplinary program in Neuroscience(4.1.2)

This recommendation was made in the context of graduate teaching. The Head to discuss with the specialists within the Department how they wish to proceed.

Action: Departmental discussion

Responsibility: Head

Expected Completion Date: Recommendations by April 2004

ASP reports be evaluated externally(4.1.3)

The group of faculty who instruct in the ASP program have rejected this, although it is recognized that external evaluation brings with it an external validity. There does not seem to be a need for such validation. The APR Panel provide little justification for this recommendation.

Action: None needed.

Responsibility: N/A

Expected Completion Date: N/A

Perception Graduate Students to affiliate with either Developmental or Behavioural Neuroscience groups(4.1.5)

This is a recommendation without a problem. The only specialist in Perception, who is not also a Developmental specialist, will not be taking any graduate students.

Action: None needed.

Responsibility: N/A

Expected Completion Date: N/A

Merge the Developmental and Cognitive areas. Expand expertise in cognition by hiring faculty with expertise in social, developmental or neuroscience(4.1.6)

The major reason for this recommendation was to create a critical mass in both faculty and graduate students. Since there are other priorities for hiring faculty the action on this should await alterations to the graduate program. Any alterations will be part of the mandate of the 2003/04 Graduate Studies Committee of the Department.

Action: To be considered by GSC of the department.

Responsibility: Committee and Head

Expected Completion Date: April 2004

Establish an interdisciplinary Psy.D. program including one new hire in Clinical(4.1.7)

A new hire in Clinical is being re-advertised. The Department supports the creation of the Psy.D. program. Currently, any such program is in the hands of a committee of the School of Graduate Studies, with a co-chair who is the Deputy Head of the Department, which is devising a proposal. No further action for the present.

Action: None needed.

Responsibility: N/A

Expected Completion Date: N/A

Secure more funds for graduate student support(4.2.a)

Recruiting high quality students.

Funds for graduate support are extremely tight. Provision of more funds to the SGS would help in general. There is a requirement for a policy discussion about the fellowship support for non-thesis graduate students.

Action: Provision of more funds and determination of policy.

Responsibility: VP(Academic), Dean of Graduate Studies.

Expected Completion Date: N/A

Hiring research-oriented junior faculty who can obtain and retain grant funding.

The only type we have hired, and will continue to hire.

Action: None needed.

Responsibility: N/A

Expected Completion Date: N/A

Encouraging current faculty to provide support from research grants.

The adoption of a policy by the Department that grant funded faculty members provide a certain proportion of their base funding to support their graduate students. Head to place this on the agenda of the departmental GSC in 2003/04.

Action: Discussion by departmental GSC.

Responsibility: Head

Expected Completion Date: April 2004(in progress)

Soliciting the Dean for more teaching assistantships (based on undergraduate enrolments)

The perceived inequity in TA support among departments suggests that the rules for the provision of TAs to departments should be standardized.

Action: Dean to consider standardization

Responsibility: Dean of Science

Expected Completion Date: Academic year 2003-04

Organize partnerships to fund students while enrolled in non-thesis applied programs(4.2.b)

The support for students in non-thesis applied programmes is a matter of contention within the University. The Head and GSC to explore this possibility.

Action: Consider partnership support.

Responsibility: Head, GSC of department

Expected Completion Date: April 2004

Provide graduate students with some genuine teaching experience(4.3)

Head to encourage faculty to use their graduate T.A.s as guest lecturers. If providing genuine teaching experience takes away from the current T.A. duties, then the question has to be answered as to who is to perform those tasks. Failing further resources the busy work about which graduate students complain will have to be performed by faculty. This does not seem a sensible outcome.

Action: None needed.

Responsibility: N/A

Expected Completion Date: N/A

Institute a regular departmental seminar series(4.4)

Accepted

Action: Establish a colloquium committee.

Responsibility: Head

Expected Completion Date: Academic year 2003-04

Encourage superior MUN students to enter the Ph.D. programme(4.6)

Action: To be brought to the attention of honour's students, supervisors and coordinator.

Responsibility: Head

Expected Completion Date: Ongoing.

Develop a comprehensive outreach/marketing plan (4.6.1, four parts)

-Attendance at Canadian meetings

Individuals do attend some Canadian meetings but in the expenditure of their research funds and the travel support of the Dean the choices are generally made on the dimensions of impact and relevance. This might change if special support were given to attending Canadian meetings.

Action: None

Responsibility: N/A

Expected Completion Date: N/A

-Faculty members participation on national grant panels

Participation in these activities is by invitation. Currently four members of the Department are involved in NSERC granting/fellowship panels.

Action: None

Responsibility: N/A

Expected Completion Date: N/A.

-Redevelopment and maintenance of web site and poster communication

With respect to the web site this has already been initiated and will be part of the job description of the new staff hire. A poster will be developed.

Action: Continue with web site upgrade, generate poster for distribution.

Responsibility: Head

Expected Completion Date: Web - ongoing; poster Fall 2004.

-Institution of annual speakers programme.

The money to support such a programme, the recommendation is for four per annum, is beyond the means of the Department. Funds will have to be allocated to the Dean of Science to support such a programme; funds that he can then allocate to the Department for this purpose.

Action: Provision of funds.

Responsibility: VP(A), Dean of Science, Head.

Expected Starting Date: Academic year 2004-05

Search for and hire at least four research oriented faculty members(4.6.2)

We have hired one; the Department has interviewed and recommended the hiring of another; advertisements for two others have been run.

Action: Continue

Responsibility: Head, Dean of Science, VP(A)

Expected Completion Date: Summer 2004.

Recruit a faculty member in Biopsychology(5.3.2a)

The reference to Biopsychology is probably inaccurate since the justification in the body of the report is in terms of providing special topics courses in the Department - Biopsychology being the former title for the CAFE interdisciplinary programme.

Action: Advertisement placed.

Responsibility: Head, Dean of Science, VP(A)

Expected Completion Date: Summer 2004

Improve the quality of laboratory space necessary for organizing projects, analyzing data and material storage for field-based research workers.

Our two major field researchers, both NSERC funded, do not have sufficient room for their research. One has a narrow, windowless room for all her campus holdings, the other has a double-sized office. Neither of them has wet-lab facilities to support their research.

Action: Allocation of more space and the refitting of current space.

Responsibility: Dean of Science(funds), VP(A) and Dean of Science(space allocation), Head(implementation).

Expected Completion Date: Fall 2004.

Hire new junior faculty members and provide them with adequate start-up funds(5.4)

Part of the justification for this is provided in the text of the report which follows the recommendation and is included as 'Elements to provide success in hiring junior faculty'. Any advertisements which have been placed have been placed nationally and also distributed to relevant listservers for various societies and professional groups. The teaching relief is now part of the Collective Agreement and had been instituted as an initiative of the Head before the report was written. Start-up funds are at the disposal of the Dean. Our most recent hire was well supported.

Action: No special action required.

Responsibility: N/A

Expected Completion Date: N/A

Facilitate research activity of current faculty members(5.5)

In the text that follows this recommendation two specific and one general points are made. The specific ones are to hire research support staff and provide bridging funds for active researchers. Both would be desirable but are not within the scope of present funding as a general policy. The general recommendation of thinking interdisciplinary and interdepartmentally will be the outcome of individual researcher decisions.

Action: None

Responsibility: N/A

Expected Completion Date: N/A

Re-instate a Departmental colloquia series(5.6)

Agreed

Action: Strike committee

Responsibility: Head

Expected Completion Date: 2003-04 academic year.