Queen's University

Final Assessment Report: Executive Summary

Programs Reviewed: BAH, BScH, MSc, PhD in Psychology

In accordance with Queen's University Quality Assurance Processes (QUQAP), this Final Assessment Report provides a synthesis of the external evaluation, internal responses and assessment of the above programs. This report identifies the significant strengths of the program, and opportunities for program improvement. It sets out and prioritizes the recommendations that have been selected for implementation.

An implementation plan is attached that identifies

- who will be responsible for acting on and monitoring progress on the recommendations,
- any resource or governance implications resulting from the recommendations, and
- timelines for implementation of the recommendations.

Summary of Review

1) The department's self-study was reviewed by the Dean, Faculty of Arts and Science, Vice-Provost and Dean, School of Graduate Studies and the Vice-Provost (Teaching and Learning). It was approved on 23 November 2016.
2) The review team visit took place on 23-24 January 2017. The review team members were
    i. Dr. Jeffrey Derevensky, McGill University
    ii. Dr. Jane Ledingham, University of Ottawa
    iii. Dr. Samantha King, Queen's University
3) The visit included a tour of facilities and meetings with
    i. Students (undergraduate and graduate)
    ii. Faculty
    iii. Staff
    iv. Postdoctoral Fellows
    v. Librarian
    vi. Clinical Supervisors
    vii. Cognate Heads of Departments
    viii. Acting Dean, Faculty of Arts and Science
    ix. Vice-Provost and Dean and Associate Dean, School of Graduate Studies
    x. Vice-Provost (Teaching and Learning)

4) The review team reported on 10 March 2017. Responses to the review team report were provided by the Head of the Department of Psychology, the Dean of the Faculty of Arts and Science and the Vice-Provost and Dean, School of Graduate Studies.
5) The Senate Cyclical Program Review Committee considered all the documentation at its meeting on 11 September 2017, and reported to the Provost on the programs' strengths, opportunities for enhancement, and recommendations for improvement.
6) The following recommendation from the Review Team Report was not endorsed by the SCPRC because it was based on inaccurate information: "*Under the new budget model, research space adds to the cost of programs and is not offset in any way. In consideration of this, reviewers recommend that the Department not penalize research activity by inflating the costs associated with research space" (Recommendation 4).*

The following strengths were noted:

- Commitment to evidenced-based continued improvement
- Highly collaborative unit
- High quality faculty and students
- Exemplary care paid to Academic Integrity
- Engagement with the university's strategic priorities
- Integration of student data and collection of student feedback
- Numerous undergraduate research opportunities

The following opportunities for enhancement were noted:

- The new animal research facility has the potential to create pedagogically innovative spaces
- Exploring new ways to leverage success of the psychology clinic
- Revisiting upper-year courses with the same critical lens that was applied to first and second-year psychology courses
- Discussion with other units regarding collaborating on a graduate course on qualitative research
- Growth of international graduate funding including international tuition awards through internal and external funding

The academic programs in the Department of Psychology have been approved to continue.

Date of next review: 2024-2025.

Prepared by Vice-Provost (Teaching and Learning) September 18, 2017

Implementation Plan

Recommendations		Proposed Follow-up	Responsibility for Leading Follow-up	Responsibility for providing Resources	Timeline for Addressing Recommendation
1.	Reviewers recommend that the Department reopen discussions with the BBCS group regarding the new animal care facility to address the significant alienation experienced by this group, the potential loss of external agency funding in the department, and the extreme dissatisfaction of graduate students in the area.	Continue working with Vice-Principal (Research) and School of Graduate Studies. Immediate implementation of safety protocols in Humphrey Hall facility.	Department Head in conjunction with Associate Dean, Arts and Science and Associate Dean, School of Graduate Studies	Human resources to be provided by Department	Continued engagement until move to new biomedical research facility in June 2020. Immediate implementation of safety protocols in Humphrey Hall.
2.	Reviewers recommend faculty be supported through the provision of guarantees for new positions both in the near future and in the long term.	Continue to lobby Dean for positions. Continue to apply for QNS positions	Department Head	Human resources to be provided by Department	Ongoing

Recommendations		Proposed Follow-up	Responsibility for Leading Follow-up	Responsibility for providing Resources	Timeline for Addressing Recommendation
3.	Reviewers recommend that the Department access funds for the renovation of classrooms to enable them to use technologically sophisticated teaching aids.	Continue to work with PPS and Campus Planning	Department Head	Human resources to be provided by Department	Ongoing
4.	Reviewers recommend that class sizes in labs and upper-year seminars do not climb so high that the student experience is adversely affected	Continue to focus on course design including instructional strategies to provide a rich student learning experience. Continue to evaluate optimal class size from an evidence-based perspective.	Department Head	Human resources to be provided by Department	Ongoing
5.	Reviewers recommend that the Department integrate adjunct and cross-appointed staff into planning discussions.	Continue to invite adjuncts and cross-appointments to departmental meetings. Add cross-appointees to mailing list. Actively recruit adjunct members to sit on Department Committee	Department Head	Human resources provided by Department	Ongoing

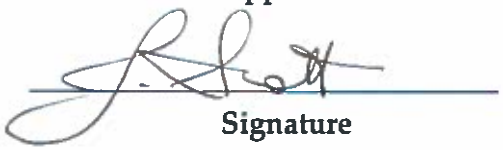
Recommendations		Proposed Follow-up	Responsibility for Leading Follow-up	Responsibility for providing Resources	Timeline for Addressing Recommendation
6.	Reviewers recommend that the Department identify additional funds to support international students.	Explore feasibility of creating three departmentally funded International Tuition Awards (ITAs). Explore external funding opportunities with Advancement.	Department Head in conjunction with Associate Dean, Arts and Science	Human resources provided by Department	Ongoing
7.	Reviewers suggest that the Department continue to review graduate course learning objectives.	Continue annual review of DLEs and Learning Outcomes as required by School of Graduate Studies	Department Head and Graduate Chair	Human resources provided by Department	Ongoing
8.	Reviewers recommend adding a graduate course on qualitative research and exploring ways in which graduate courses for the BBCS group can be added.	Explore availability of graduate courses on qualitative research offered outside the unit before initiating discussion about the feasibility of a new in-house course on qualitative research	Department Head, in conjunction with Associate Dean, Arts and Science and Associate Dean, School of Graduate Studies	Human resources provided by Department	Decision to be made in Winter term 2018.
9.	Reviewers recommend that the Psychology Clinic be highlighted in terms of the	Continue to liaise with community service providers. Ensure that community services and	Department Head	Human resources provided by Department	Ongoing

	Recommendations	Proposed Follow-up	Responsibility for Leading Follow-up	Responsibility for providing Resources	Timeline for Addressing Recommendation
	University's contribution to the community.	relevant stakeholders are aware of the work of the Psychology Clinic			
10.	Reviewers recommend that the Department re-examine procedures by which the subject pool can support research in different areas of the department.	Continue review of the PSYC 100 Subject Pool and to the second-year level courses	Department Head	Human resources provided by Department	Implement changes by December 2017

The Dean, Faculty of Arts and Science and the Vice-Provost and Dean School of Graduate Studies shall be responsible for monitoring the implementation plan. The details of progress made will be presented in writing to the Provost and Vice-Provost (Teaching and Learning) and filed in the Office of the Provost and Vice-Principal (Academic). Monitoring reports will be posted on the university web site.

Final Assessment Report & Implementation Plan **October 2, 2017**
Approval Date

Vice-Provost (Teaching and Learning)



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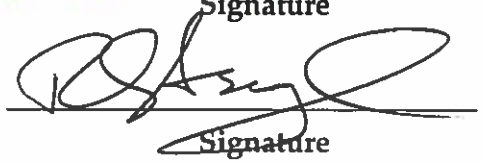
Vice-Provost and Dean School of Graduate Studies	**Signature**
Dean, Faculty of Arts and Science	 **Signature**
Final status of the Academic Programs in the Department of Psychology	**Approved to Continue**
Date of next program review	**2024/25 Academic Year**