ACTION PLAN FROM PROGRAM REVIEW AND PLANNING
San José State University
College of Social Science
Department of Psychology
August 26, 2016

1. Continue conversations with the AVP of Research Pam Stacks and the Dean of Social Science Walt Jacobs on the university F&A draft policy.
2. Once a university policy has been finalized on distribution of F&A returns to the university, develop and implement a strategy to continue to support departmental RSCA through these one-time funds and other means—ultimately creating a diverse and sustainable system to advance RSCA and grant activity in the department.
3. Develop a departmental policy and strategic plan that addresses one-time budget funding needs that are separate from base funding needs.
4. Work with Office of Institutional Effectiveness and Analytics (IEA) to determine graduation and retention rates for the individual graduate degree programs and improve as needed to be in alignment with college norms by the next program planning cycle.
5. Work with the College of Social Science Dean and Deputy Provost to look at space for research, clinical space, and clinical training space that addresses FERPA compliance.
   o Develop a dialogue with VP of Student Affairs Reggie Blaylock and Counseling Services for use of their space for clinical needs.
6. Work with the College of Social Science Assessment Facilitator to revise PLOs for the MA Psychology with a Concentration in Experimental and Research Psychology and the MS Psychology with a Concentration in Industrial/Organizational Psychology. PLOs should be updated and posted on the department web site by May 31, 2017.
7. Next program review due fall 2021.

By signing below, we agree to the action plan outlined above.

Lynda Heiden, Ph.D.
Lynda Heiden, Chair Psychology

Walter R. Jacobs
Walt Jacobs, Dean, College of Social Science

Andy Feinstein
Andrew H. Feinstein, Ph.D., Provost and VP Academic Affairs

Attached: Psychology Response Letter; Program Plan Addendum
Attached is the signed Program Plan for the Department of Psychology. As noted in the attached Addendum, significant reductions in F&A funding to the Department have been instituted since the time of this review. This reduction most impacts two of the challenges identified in the review: upgrading and expansion of facilities and recruitment of new faculty. As noted by the reviewer, Psychology has used F&A funds to pay for substantive upgrades to research and office space to support the work of our faculty and students. F&A funds have also been utilized to improve recruitment of top-notch faculty by supporting start-up funds, travel, summer research support, grant-writing, and course releases until tenure. The significant decrease in F&A return to the Department has caused us to eliminate all support for summer research activity, grant-writing stipends and travel support have been cut by 50%, and while there are sufficient funds to meet current start-up fund obligations, department funds for future hires will not be available under the current F&A funding model. Likewise, support for course release beyond the current 2-year provision by the contract will not be available at the department level (although perhaps provided by the University).

The substantive changes in F&A return to our department, as well as others who are grant-productive, will limit our ability to do business as usual and prohibit growth through the hiring of new research-productive faculty. Our space continues to be in need of renovation and we are not aware of any college or university resources available to do so. Our most recent hires waited for 2-3 years before obtaining even the most minimal research space, and significant needs in several areas of specialization go unmet. It is hoped that the shift in F&A generated through Psychology Department grants can be distributed to support the continued success of our faculty and students.