

School of Applied Health and Educational Psychology

This is the School of Applied Health and Educational Psychology Area Plan. Additionally, a PDF version of the plan is available. A link to the Adobe Acrobat Reader has been provided in case you are not able to open the PDF documents.

[School of Applied Health and Educational Psychology Plan \(PDF Version\)](#)

OKLAHOMA STATE UNIVERSITY – STILLWATER SCHOOL OF APPLIED HEALTH AND EDUCATIONAL PSYCHOLOGY

Mission

The School of Applied Health and Educational Psychology (SAHEP) fosters the development, integration and application of knowledge, theory, skills and experiences to promote social, physical, psychological, educational, and environmental health.

Vision

The School of Applied Health and Educational Psychology will become a nationally recognized leader in health and human performance, in leisure studies, and in counseling, educational, and school psychology, and will make significant contributions to the health, education, and psychological well-being of Oklahoma's citizens.

To accomplish this, the School of Applied Health and Educational Psychology will:

- Educate students to be knowledgeable life-long learners who are intellectually curious, technically proficient, adhere to the highest ethical standards and are successful and healthy;
- Empower students to embrace diversity and commonalities;

- Continually assess and improve our academic programs so that, upon graduation, our students will be competitive regionally, nationally and internationally;
- Recruit and maintain faculty and students whose research and teaching create an atmosphere of academic excellence;
- Actively engage in scholarship and disseminate and provide evidence-based practice to the wider community; and
- Encourage and support collaboration and cooperation across varying disciplines within and outside of our school.

Core Values

Excellence - We seek excellence in all our endeavors, and we are committed to continuous improvement.

Integrity - We are committed to the principles of truth and honesty, and we will be equitable, ethical, and professional.

Intellectual Freedom – We believe in ethical and scholarly questioning in an environment that respects the rights of all to freely pursue knowledge.

Service - We believe that serving others is a noble and worthy endeavor.

Diversity - We respect others and value diversity of opinion, freedom of expression, and other ethnic and cultural backgrounds.

Stewardship of Resources – We are dedicated to the efficient and effective use of resources. We accept the responsibility of the public's trust and are accountable for our actions.

Goals, Critical Success Factors, Objectives, and Strategies

Goal One. Academic Excellence: Demonstrate excellence in our academic programs, in our teaching, in the generation and dissemination of knowledge through research, and in the cultivation of an environment that supports and promotes collaborative research and scholarship.

Critical Success Factors:

- One new national accreditation and maintain current national accreditations for our academic programs.
- Student to faculty ratios that meet the standards established by the professional organizations that accredit SAHEP programs.
- Successful Regents' Program Reviews.
- Graduates reporting in alumni surveys that their SAHEP academic programs prepared them well for their careers – 75%.
- Average number of peer-reviewed faculty publications per year – 15.
- Average number of external grant proposals per year - 5.

Objectives:

Objective 1.1: Obtain and maintain program accreditation for all programs that are recognized by the Council on Higher Education Accreditation.

Strategies:

- Complete the self-study and site visit for accreditation of our master's programs in counseling by the Council for the Accreditation of Counseling and Related Education Programs (CACREP).
- Achieve CACREP accreditation.
- Continue to meet the standards for accreditation of all SAHEP programs currently accredited by the following national accrediting agencies: APA and NASP accreditations for the School Psychology Ph.D. program and NASP accreditation for the Ed.S. program; APA accreditation for the Counseling Psychology Ph.D. program; NRPA/AALR accreditation for the Leisure Studies B.S. programs; and, CAAHEP accreditation for the Athletic Training B.S. program.
- Complete yearly evaluations and reports required by accrediting agencies.
- Engage in self-study activities and arrange site visits in the timelines required for all SAHEP programs that are accredited.

Objective 1.2: Demonstrate excellence through continuous improvement of our academic programs

Strategies:

- Establish goals and objectives for each academic program within SAHEP.

- Design effective strategies for accomplishing program-specific goals and objectives.
- Develop assessment plans for each academic program.
- Conduct annual assessments of the extent to which all program-specific goals and objectives have been met.
- Demonstrate actions taken and changes made as a result of assessment results.
- Develop online assessment for online and distance learning courses.

Objective 1.3: Provide training and collaborative research opportunities for the generation and dissemination of knowledge.

Strategies:

- Foster acquisition of external funds by providing annual training for faculty and students in reading and responding to RFPs and to the creation of proposals for public and private funding.
- Provide research team opportunities for faculty and students.
- Provide financial support for the faculty to attend professional development conferences and to present research papers.
- Improve technological support to encourage research and scholarly activities.
- Identify and disseminate information regarding web-based resources for locating extramural funding.
- Increase opportunities for faculty involvement in workshops or other training for securing extramural funding.
- Increase the number of faculty who participate in other scholarly activities (e.g. reviewer for research journals, leadership positions in professional organizations).
- Encourage faculty to collaborate on research and other scholarly projects with faculty from other universities.

Objective 1.4: Acquire and maintain adequate laboratory, teaching, and practicum/internship facilities to conduct research and provide practical experiences for our students.

Strategies:

- Seek internal and external funding to maintain and properly equip the Human Performance Laboratory, Athletic Training Laboratory, Counseling Psychology Clinic, and School Psychological Services.
- Seek internal and external funding for research facilities and equipment for faculty and students.

- Seek internal and external funding for practicum, internship, and service learning placements for our students.

Goal Two. Student Success and Development: Recruit, retain, and graduate students in a supportive environment that fosters intellectual freedom and academic excellence.

Critical Success Factors:

- Attractive promotional materials developed for all SAHEP programs.
- Offer of admission letters that make the strongest case possible for prospective graduate students to select OSU to pursue their graduate degrees.
- Acceptance rate of prospective graduate students to whom we have offered admission – 70%.
- Increase the number of students engaging in research by 10%.
- % graduates that obtain jobs related to their academic program – 60%
- % students satisfied with their educational experience in SAHEP programs – 80%

Objectives:

Objective 2.1: Attract highly qualified undergraduate and graduate students.

Strategies:

- Develop a recruitment and enrollment management plan for our undergraduate and graduate programs.
- Develop attractive promotional materials and websites for all SAHEP programs.
- Continue to modify the undergraduate curriculum to ensure that the majority of students can complete the degree in four years.
- Examine student satisfaction scores as measured by program area assessment exit interviews of undergraduates and assessment office follow-ups.
- Update exit interview questions.
- Conduct exit interviews for all graduates.

Objective 2.2: Determine student employability in the short and long term.

Strategies:

- Include questions about employment on alumni surveys.
- Maintain contact with recent graduates to be knowledgeable about employment status.

Objective 2.3: Demonstrate and model excellence in teaching, research, and service for students in all SAHEP programs.

Strategies:

- Identify undergraduate courses as writing intensive, oral presentation intensive, critical thinking intensive, or service learning intensive, and engage students in learning to cultivate their talents in these areas.
- Identify and develop Honors classes in the School.
- Involve students on faculty-lead research teams that lead to presentations at professional meetings and publications in professional journals.

Goal Three. Engagement and Outreach: SAHEP will lead in professional outreach activities, and in university, community, and national service.

Critical Success Factors:

- % increase in contracts with external practicum/field placements for students – 5%.
- % increase in course/workshop offerings through Outreach – 5%.
- % increase in faculty professional service activities – 5%

Objectives:

Objective 3.1: Actively participate in university service on school, college, and university levels.

Strategies:

- Encourage faculty and staff to participate and serve in leadership roles on school, college, and university committees..
- Provide encouragement and support for faculty members associated with the Professional Education Unit to serve on residency year committees.
- Realign workload of faculty who are assigned as coordinators or directors of academic programs or service centers, recognize the

importance of their leadership in the A&D process, and reward them for their service.

Objective 3.2: Actively participate in community, state, regional, and national service.

Strategies:

- Provide direct services or consultation for schools, community organizations, charities, corporations, government agencies, etc.
- Offer the opportunity for students to participate in community internships and work with volunteer groups.
- Develop and review continuing education agreements with agencies and professional societies.
- Provide in-service training for professionals.
- Offer seminars/workshops for the community.
- Sponsor or co-sponsor continuing education workshops on topics within the disciplines represented in SAHEP.

Goal Four. Diversity: Recruit, retain, and support quality faculty, students, and staff who represent a diverse set of capabilities, backgrounds, and interests, and engage diverse constituencies through education, advocacy and outreach.

Critical Success Factors:

- % increase in number of diverse students in SAHEP programs – 3%.
- % increase in number of diverse faculty and staff – 3%.
- Include statement in all SAHEP program promotional materials that underscores the value of diversity in our professions.

Objectives:

Objective 4.1: Develop an effective program for recruitment and retention of a diverse student population.

Strategies:

- Develop advertising brochures and maintain updated websites (specific to program area) for both Stillwater and Tulsa programs.
- Participate in university recruiting activities.
- Obtain institutional support to recruit students from targeted populations.

- Encourage all SAHEP programs to infuse diversity issues into their curricula.
- Provide a supportive climate for diverse students and faculty.
- Recruit students from traditionally high minority geographic areas and educational institutions.
- Identify scholarships and other funding opportunities for diverse students and encourage them to apply.
- Secure funding for recruitment to increase diversity among students consistent with SAHEP diversity statement.

Objective 4.2: Develop an effective program for recruitment and retention of a diverse faculty and staff.

Strategies:

- Attain the core faculty needed to meet accreditation guidelines for diversity.
- Provide salaries and start-up packages that are competitive with peer institutions.
- Commit to realigning faculty load to foster research environment and national prominence of OSU faculty scholars, and thereby attract an increasingly diverse and research-oriented faculty.
- Use professional networking to locate qualified applicants for advertised positions.

Goal Five. Human Resources: Recruit, retain, and develop an outstanding faculty and staff for work in a collegial environment where diverse contributions are appreciated and recognized.

Critical Success Factors:

- Total number of faculty in SAHEP (including visiting and adjunct) – 54.
- Total number of tenure-line faculty in SAHEP – 36.
- % faculty who participate in professional development opportunities – 50%.
- % faculty participating in Wellness programming – 50%.

Objectives:

Objective 5.1: Recruit and retain diverse and high quality faculty, staff, and student workers.

Strategies:

- Identify sources for recruitment of diverse faculty and staff.
- Provide a welcoming environment for new faculty.
- Provide mentoring opportunities for all new and untenured faculty.
- Provide resources to support faculty teaching, research, and service activities.
- Expand recognition of faculty and staff accomplishments.
- Select federal work-study students as student workers.

Objective 5.2: Cultivate a positive culture of mutual support, caring, and collegiality.

Strategies:

- Promote a climate of mutual support and appreciation for the diverse contributions each program area, faculty, staff, and student worker.
- Provide opportunities for collaborative teaching, research, and service activities among individual faculty and between program areas.
- Practice good citizenship in our relationships with faculty, staff, students, and external constituencies.

Goal Six. Stewardship of Resources: Influence mechanisms for the acquisition of adequate resources to support teaching, research, and service/outreach activities, and efficiently and effectively use and leverage these resources.

Critical Success Factors:

- % increase in private donor contributions to support SAHEP programs - 10%.
- Number of Stillwater-based faculty each semester (fall and spring) who also teach in Tulsa – 7.
- OSU-Tulsa faculty full-time equivalency from 3 to 5.

Objectives:

Objective 6.1: Develop and implement mechanism(s) to align enrollment management and growth, programmatic needs, and faculty resources.

Strategies:

- Use program reviews to determine growth, maintenance or deletion of programs.
- Recruit and retain high quality faculty in maintenance and growth areas.
- Work toward a 2/2 teaching load for tenure track faculty who actively engage in research.
- Manage student enrollment in programs to accomplish a reasonable student to faculty ratio.
- Establish reasonable expectations for faculty advising loads and for directing dissertations and theses.

Objective 6.2: Effectively use resources to fill classes with numbers of students necessary to maintain quality and cost effectiveness.

Strategies:

- Increase course/program offerings in Tulsa consistent with OSU-Tulsa's needs and available resources.
- Market appropriate classes to majors outside of SAHEP.

Objective 6.3: Maintain and improve resources and physical facilities for teaching, research, and service.

Strategies:

- Secure and maintain non-traditional teaching space in addition to classroom space (i.e., gymnasiums, athletic training lab, cadaver lab, human performance lab, counseling and school psychology clinics).
- Implement policies for purchasing, restoring, and maintaining equipment necessary to support SAHEP programs.
- Maintain and improve laboratory and clinic facilities for classes, training, and research for all programs within SAHEP.
- Update computer systems in labs and clinics and for faculty on a regular basis.
- Replace classroom, laboratory and clinic technology as needed.
- Encourage the development of professional resources and support on the Stillwater and Tulsa campuses for faculty research and submission of competitive, external grant proposals.

Goal Seven: Image and Recognition: Cultivate a collective sense of pride in the accomplishments of our faculty and our students, promote a positive image and enhance the visibility of SAHEP as a

premier center for teaching, research and service related to the study of the mind, body, and human behavior.

Critical Success Factors:

- **A SAHEP Achievements Database**
- **A plan developed for marketing SAHEP programs**
- **% faculty holding offices in professional organizations – 15%**
- **Number of national/regional presentations made by faculty each year – 30**
- **Number of academic programs accredited by national accrediting bodies – 6.**

Objective 7.1: Develop a marketing plan to increase visibility of SAHEP and its programs.

Strategies:

- Develop promotional materials including but not limited to brochures, flyers, and promotional mini-CDs.
- Develop and maintain program websites.
- Identify potential new partnerships and constituencies.
- Update program websites on a regular basis.

Objective 7.2: Promote relationships with alumni through the OSU Alumni Association and the varied professional organizations in which are alumni are members.

Strategies:

- Utilize the ex-student association to identify SAHEP alumni.
- Provide news of interest to alumni via periodic correspondence or newsletter.
- Encourage alumni to be involved in program and school events.
- Invite alumni who are successful and active contributors to their program-related disciplines to speak to students in classes or at scheduled colloquia.

OSU-System OSU-Stillwater OSU-OKC OSU-Tulsa OSU-Okmulgee OSU-CHS