

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:

- Educate students to be knowledgeable life-long learners who are intellectually curious, technically proficient, adhere to the highest ethical standards and are prosperous 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 nationally and internationally;
- Recruit and maintain faculty and students whose passion for research and joy in teaching create an atmosphere of academic excellence;
- Be recognized for scholarship and disseminate and provide evidence-based practice to the wider community; and
- Be a model for 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.

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

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

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.

Life-Long Learning - We believe every individual has the capacity to learn and grow. We are committed to making our school an excellent place to learn, work and pursue scholarship.

Critical Inquiry- We believe in the value of scholarship and are committed to contributing to our respective bodies of knowledge and to using this knowledge in all our endeavors.

Goals, Critical Success Factors, Objectives, and Strategies

Goal One. Excellence, Professionalism and Collaboration: Demonstrate excellence and professionalism by abiding by ethical standards and working collaboratively and respectfully in our interactions with students, colleagues, professionals and the community.

Critical Success Factors:

- achieve and maintain appropriate national program accreditations
- improve student to faculty ratio to 20-to-1 for undergraduate; 10-1 for graduate and 8-to-1 in clinical settings

Objectives:

Objective 1.1: Demonstrate synergy in use of resources in collaborative activities.

Strategies:

- Encourage faculty and student collaboration in research teams within programs, across SAHEP program areas and with faculty from other OSU programs and other universities.
- Increase coursework delivered through alternative methods and time periods to provide increased service to other program areas and to students with time/distance constraints.
- Identify and develop interdisciplinary activities with other departments and colleges.

Objective 1.2: Obtain and maintain program accreditation for all programs that are recognized by the Council on Higher Education Accreditation.

Strategies:

- Maintain programs and procedures in accordance with accrediting agencies criteria and continuing self-studies.
- Complete yearly evaluations required by accrediting agencies.
- Recruit, hire and retain diverse faculty members.

Objective 1.3: Demonstrate excellence through continuous improvement in all areas of programs.

Strategies:

- Establish goals for each academic program within SAHEP.
- Seek to exceed College and University standards and expectations through the delivery of programs and services.

- Develop and implement mechanism(s) to align student enrollment management, programmatic needs, and optimal student-faculty ratio.

Objective 1.4: Develop and implement mechanism(s) to align enrollment management and growth, programmatic needs, and faculty resources.

Strategies:

- Identify immediate and future projected needs and prioritize faculty position requests to meet projected needs and goals.
- Recruit and retain high quality faculty.
- Align faculty teaching loads with strategies to encourage scholarship.

Goal Two. Intellectual Freedom and Academic Excellence: Provide, in an intellectually free educational environment, relevant, high-quality educational experiences for students in an open, receptive learning environment.

Critical Success Factors:

- apply Continuous Quality Improvement (CQI) to all programs annually
- acquire and maintain appropriate teaching, clinical, and research laboratory space for all programs

Objectives:

Objective 2.1: Assess all courses and programs annually.

Strategies:

- Develop online assessment for online and distance learning courses.
- Develop further a “faculty mentoring” program to assist new faculty in constructing and delivering curricular materials.
- Conduct course review including syllabi, textbooks, and related curricular materials every three years.
- Continue improvement in all programs/courses by maintaining database of course revisions.
- Develop requisite standards in all courses to ensure continuity and quality in course offerings.
- Establish expected competencies for the program and each course within the program.
- 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:

- Conduct exit interviews with all graduates.
- Include questions on the alumni survey of employment.
- Maintain a webpage of graduates and their employment history with contact information so present students can check current conditions.
- Maintain contact with recent graduates, to the extent possible, to be knowledgeable about employment status.

Objective 2.3: Demonstrate and model numerous teaching/interacting techniques.

Strategies:

- Provide some coursework online.
- Provide discussion classes at all levels to promote critical inquiry.
- Provide experiential and service learning opportunities.
- Model a variety of teaching styles.
- Continue to require pre-service teachers to teach lessons to peers and in public schools, when possible, that reflect a variety of teaching techniques, reflection, and re-teaching.

Goal Three. Service: Actively participate in university, professional and community service.

Critical Success Factors:

- achieve 100% program representation by appropriate faculty members in leadership roles in national, regional and state professional organizations
- achieve 100% program representation in university and community service

Objectives:

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

Strategies:

- Serve on residency year committees for faculty members associated with the Professional Education Unit.
- Develop a process to inform students of committees and organizations available for representation.
- Realign workload of faculty who are assigned to position as coordinator or director of various programs within the school, college or university to encourage research productivity and/or national professional leadership and recognize as having a significant role in the A&D process.
- Provide a process that allows faculty who provide services to other departments to receive “credit” for this service and to keep the communication lines open between the departments, improve the overall relationship with other department, improve students’ interaction with the faculty, especially in the clinical setting, and provide a needed service for the other departments.
- Encourage students and faculty to serve on University committees.

Objective 3.2: Actively participate in community service.

Strategies:

- Work with schools, community organizations, charities, economic development etc., one event or interaction per faculty member per year, on average.
- Offer the opportunity for students to participate in community internships and work with volunteer groups.
- Revise, renew and improve the continuing education unit 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.

- Encourage Student Associations to be involved in community projects.
- Provide consulting services for agencies.

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:

- secure internal and external funding to increase incentives to recruit and retain minority faculty members
- secure support and funding for recruitment to increase diversity among students consistent with SAHEP diversity statement

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.
- Increase the number of courses offered in alternative modes of deliveries and improve their quality to create a national/global market for selected programs and courses.
- Increase the diversity within SAHEP such that student demographics are representative of the university's student demographics.
- Increase course/program offerings in Tulsa.
- Participate in university recruiting activities.
- Obtain institutional support for outreach to recruit targeted populations.
- Offer courses in sequence and with the frequency to permit student matriculation to degree on time and with appropriate flexibility in scheduling.
- Work to encourage all SAHEP programs to infuse diversity issues into curricula.
- Provide a supportive climate for diverse students and faculty by infusion of diversity issues in the curriculum.
- Recruit students from traditionally high minority areas.
- Identify scholarships and other funding opportunities for students and encourage them to apply.

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

Strategies:

- Acquire core faculty to meet accreditation guidelines and/or teaching needs, understanding the various needs of serving both undergraduate and graduate students in a diverse program.
- Increase space available for teaching and research.
- Provide separate space for each faculty lab or research group.
- Provide appropriate laboratories for all programs' teaching needs.
- Provide salaries and start-up packages that are competitive with peer institutions or by comparable employment opportunities.
- Commit fully to realigning faculty load to foster research environment and national prominence of OSU faculty scholars and attract new faculty.
- Use professional networking to locate qualified applicants for advertised positions.
- Provide mentoring relationships for new faculty with tenured faculty.
- Provide workload credit for research and teaching activities.

Goal Five. Healthy Life/Quality of Living: Promote and model a healthy educational environment, effectively utilizing strengths and maintaining balance.

Critical Success Factors:

- provide and develop resources on the Stillwater and Tulsa campuses to foster healthy lifestyles and the quality of living including coursework, grantsmanship and clinical services
- promote health and wellness opportunities to students and faculty, such as collaboration with wellness centers

Objectives:

Objective 5.1: Support the provision of a modern, comfortable, safe and accommodating learning environment serving the needs of a diverse population.

Strategies:

- Provide adequate and supportive training of faculty/TAs.
- Provide students with in-depth knowledge of components of healthy lifestyles.
- Encourage students to participate in physical activity on a regular basis.
- Provide student-faculty interaction in informal group settings.

Objective 5.2: Provide opportunities for increased mental and physical health.

Strategies:

- Develop a strategy to educate the OSU community on the value of leisure activity courses for health, recreation and quality of life.
- Offer increased training through coursework, the Colvin Center and Wellness Centers in health and exercise.
- Develop and promote activities that encourage student and faculty involvement, such as fun-runs, bicycling, walking, etc.
- Develop and implement programs that promote increased university and community involvement in physical activity, such as pedometer walking programs, etc.
- Expand Total Wellness curricular offerings and offer in alternative time frames.
- Encourage faculty to maintain or improve health-related components of their lives.
- Encourage balanced life for students and model this behavior.

Objective 5.3: Provide opportunities for faculty in instructional effectiveness to promote psychologically secure environments.

Strategies:

- Provide in service training.
- Provide professional development.
- Provide Instructional Effectiveness training.

Goal Six. Research Excellence: Generate and disseminate knowledge through research and develop a research environment that provides research opportunities representative of a research intensive institution.

Critical Success Factors:

- realign faculty teaching and service load or other resources to facilitate success in scholarship and grant writing
- achieve an average of 1.5 peer-reviewed publications published for each tenure track faculty person each year
- achieve a three-year average of 1 submitted external research proposal for each tenure track faculty
- provide funding for graduate research assistantship stipends
- maintain and improve the human performance laboratory
- acquire Athletic Training laboratory
- acquire laboratory with human cadaver for anatomy and other courses
- acquire adequate space for research for all tenure-track faculty

Objectives:

Objective 6.1: Provide training in the generation and dissemination of research and 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.
- Develop a writing clinic for journal articles and grant proposals.
- 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.
- Encourage every faculty member to provide a profile to research services regarding research interest.
- 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 6.2: Acquire adequate laboratory space and equipment to conduct excellent research and be competitive in acquiring external funding.

Strategies:

- Seek external and internal funding to maintain human performance and exercise immunology research in Human Performance Laboratory.
- Cooperate with others on and off campus to acquire human cadaver laboratory for exercise science research and training.
- Seek external and internal resources for Athletic Training Laboratory for research as well as instruction.
- Seek internal and external funding for research space for the counseling and psychology program faculty research and other SAHEP faculty whose research requires such space.

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

Critical Success Factors:

- provide state-of-the art computer hardware, software, and peripherals, for faculty, staff, graduate assistants and students with a minimum of a three-year rotation on upgrades
- provide and develop professional resources and support on the Stillwater and Tulsa campuses that support and encourage the submission of competitive, external grant proposals
- acquire, expand, and maintain teaching and research laboratories and clinics

Objectives:

Objective 7.1: 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.
- Increase the number of courses offered in alternative delivery modes, sites, and/or time frames to expedite regional, national and global marketing.
- Improve communication with high school and college advisors, as well as, the OSU Office of High School and Community Relations.
- Market appropriate classes to majors outside of SAHEP.

Objective 7.2: Develop a marketing plan to increase visibility of SAHEP and its programs.

Strategies:

- Identify top markets for graduate and undergraduate programs and advertise in those markets.
- 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.
- Develop a logo and brand identity.

Objective 7.3: Promote relationships with alumni association.

Strategies:

- Utilize the ex-student association to identify departmental alumni.

- Provide news of interest to alumni.
- Encourage alumni to be involved in department events.
- Invite alumni to speak to student organizations.

Objective 7.4: Maintain and improve physical facilities for teaching and research.

Strategies:

- Secure and maintain non-traditional teaching space in addition to classroom space (i.e., gymnasiums).
- Implement policies for purchasing, restoring, and maintaining equipment necessary to support the 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 equipment as needed.