



TEXAS TECH UNIVERSITY

Department of Psychological Sciences™

TO: Brent Lindquist, Dean

FROM: Lee M. Cohen, Professor and Chair

DATE: September 8, 2014

SUBJECT: Strategic Plan, Fall 2014

The Department of Psychological Sciences is currently home to 31 full-time faculty, 1 visiting assistant professor, 5 staff (one position is currently open), approximately 110 doctoral students, and just over 900 undergraduate majors. The department offers the Doctor of Philosophy in Clinical Psychology, Counseling Psychology, and Experimental Psychology (with emphases in Applied Cognitive Psychology, Human Factors Psychology, and Social Psychology) as well as a Bachelor of Arts degree in Psychology. Three of our doctoral programs are nationally accredited, Clinical and Counseling by the American Psychological Association (APA) and Human Factors by the Human Factors and Ergonomics Society (HFES). The accredited Doctoral Programs in our department are very well regarded nationally. Specifically last spring we learned that the programs in Clinical and Counseling Psychology received 7 years re-accreditation, the max allowable by APA. Further, the Clinical program was ranked #1 nationally based on a recent study (Callahan et al., 2013). This ranking is based on two indicators of emerging professional benchmarks: 1) internship match rates (which are required to obtain the PhD) and 2) percentage of the program's examinees passing the Examination for the Professional Practice of Psychology (EPPP). Additionally, our Counseling program is ranked in the top third of all counseling psychology programs (see: <http://www.counselingpsychology.org/counseling-psychology-phd-programs>) and ahead of our peer (and aspirational peer) Texas Universities including, the University of North Texas, University of Houston, University of Texas at Austin, and Texas A & M University. Further, the Human Factors and Ergonomics Society Student Chapter received its sixth consecutive gold status award. Gold status is based on the number and quality of activities engaged in across various domains, which must rank as “excellent”. Last but not least, it is important to note that our department houses the Psychology Clinic - a training and research center that provides psychotherapy and assessment services to the University, Lubbock, and neighboring communities. The clinic is housed in and operated within the Department of Psychology and is the primary training facility for graduate students in the Clinical and Counseling Psychology Ph.D. programs. The clinic is staffed by advanced doctoral students under the supervision of Ph.D. psychologists who are faculty members in the Clinical and Counseling Psychology programs.

Current status of our department

The Department of Psychology is a strong and well-respected academic unit within the College of Arts and Sciences and at Texas Tech. This is because on virtually every index of educational excellence we excel. We are excellent teachers. Based on recent data obtained from the Institutional Research & Information Management Data Warehouse, our averages on Student Evaluations of Instructor (Question #1) and Course (Question #11) are higher than the college averages (4.53 and 4.50 compared to 4.32 and 4.16, respectively). Further, we currently have 9 members (29% of our faculty) of the Texas Tech University Teaching Academy (TA). According to the TA website, membership is based on “demonstrated dedication to excellence in teaching and for furthering the development of the scholarship of teaching and learning” with less than approximately 15% of the faculty at TTU selected for inclusion.

We are very successful in our research endeavors. For instance, our faculty routinely publish more than 100 refereed journal articles and several books per year. Based on recent data, we averaged just over 4 publications per faculty member ($M = 4.37$).

We have also made good progress with regard to external grants (see figures below for more information).

Figure 1.
Psychology: Number of sponsored project proposals

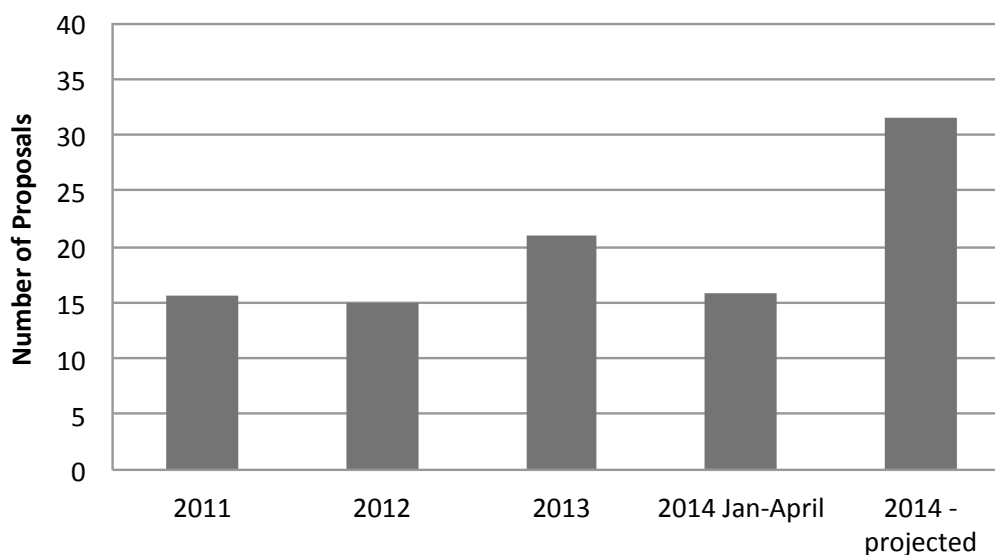


Figure 2.
Psychology: Total of first year requests

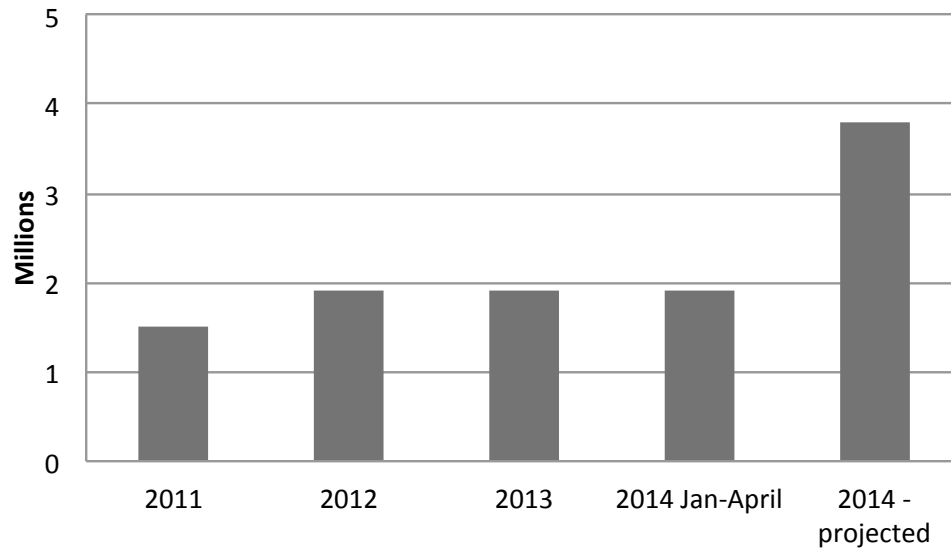
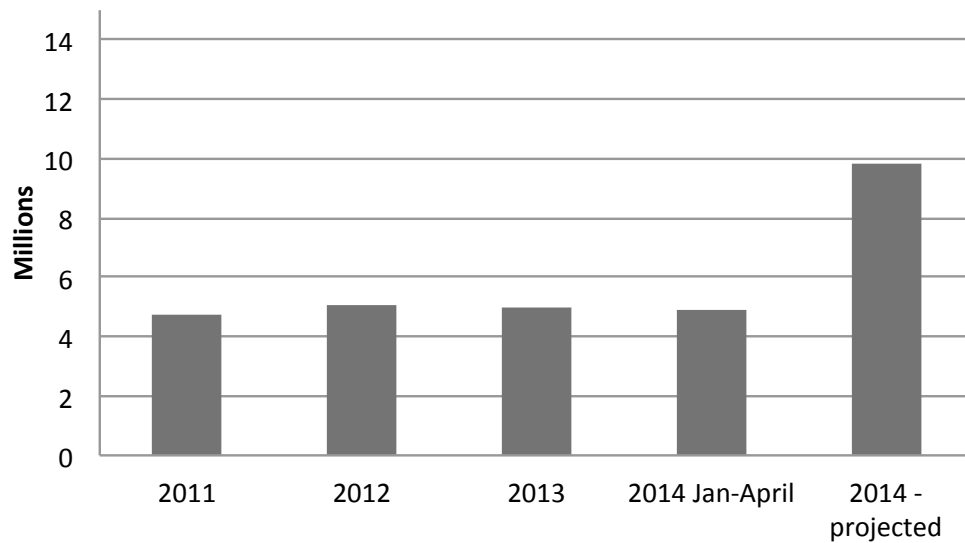


Figure 3.
Psychology: Total amount requested



We are active as editors or associate editors of journals and book series as well as serving on many editorial boards. We are also very visible nationally, regularly presenting more than 100 convention papers/posters annually.

We are very involved in professional service at all levels. In reviewing the many service activities that are undertaken by our faculty, the list is truly amazing and includes service to the department, college, university, and regional, state, and national organizations. The list is too exhaustive to include in this statement, however, some examples from our current faculty include, serving as President for Divisions of the American Psychological Association and of the Constructivist Psychology Network, serving on or chairing the IRB, serving as an Associate Vice President for Research, and consulting at several local agencies including, Lubbock Regional Mental Health Mental Retardation Center and the Southwest Cancer Treatment & Research Center. It is important to mention that most members of our faculty engage in several important service roles at one time.

Finally, we have a very hard-working staff that does a great job for us, we house one of the largest PhD programs on campus (approximately 110 doctoral students at any given time), and we are one of the largest undergraduate majors in the college. We are a very strong department, and we want to stay that way. To do this, we will need to embrace the constant change occurring in higher education and institute timely responses and adjustments to these changes while also remaining true to our core values and strengths. We are in an excellent position to grow in areas that will bring notoriety to TTU as well as grant dollars.

Doctoral Programs in the Department

The Doctoral Programs housed in the Department of Psychology at TTU are among the largest and most competitive programs in the University. Specifically, we receive large numbers of very qualified and talented applicants (far more than we can accept). For instance, during the 2014 application cycle (those students entering this fall) we had a total of 265 applicants to our Clinical (N = 127), Counseling (N = 82), and Experimental (N = 56) programs. Across the three doctoral programs we admitted 25 of these students (8 in Clinical, 7 in Counseling, and 10 in Experimental), which accounts for 9.4% of the total applicant pool (6.3% in Clinical, 8.5% in Counseling, and 17.9% in Experimental). It is important to note, that we have increased our number of doctoral students accepted over the past two years, consistent with the wishes of the university to grow graduate enrollment. Specifically, in 2012 and earlier we admitted approximately 18 doctoral students across all our programs annually. In 2013 we increased this number to 24, and in 2014 we increased it again to 25. At this point, given our current resources (e.g., funding for students, space in our building, number of faculty), we will not be able to grow further, despite having the applicant pool from which to do so.

Our program websites for Clinical and Counseling are listed below in case more information about our applicants and students is required (this is a requirement of maintaining accreditation from

APA, Experimental does not have such a site). A quick glance at this data will reveal that both the students we accept and those who apply and are not accepted are highly competitive.

For more information about our applicants see:

Clinical:

http://www.depts.ttu.edu/psy/graduate_programs/clinical/files/Student_Admissions_Outcomes_and_Other_Data_Clinical_2013_2014.pdf

Counseling:

http://www.depts.ttu.edu/psy/graduate_programs/counseling/files/Counseling_Disclosure_Data_For_Web_2006_2013_Update.pdf

This being said, our department has been under-funded, under-staffed, and working in a building that is far too small to allow for departmental growth and modernization. Clearly, we can help TTU significantly increase the number of doctoral degrees awarded on an annual basis with appropriate support from the university. For instance, over the past 2 years we have hired 9 new Assistant Professors to replace faculty who had taken positions elsewhere or were retiring. With this support, we have been able to grow from 18 doctoral students admitted annually to 25.

Doctoral Student Stipends

Our student stipends are low compared to peer institutions and hurts our ability to attract the best possible graduate students. Our competitors not only provide larger stipends, they also cover tuition, insurance, and fee waivers. My goal is to get our student stipends (not including insurance, fringe, and fee waivers) to 12 months at \$20,000. The current pay structure is noted below. We currently guarantee our students 4 years for 9 months. We have been able to get most of our students covered through 10.5 months and over the past two years have been able to get those students interested 12 month stipends with the help of the Provost's office. To be eligible for the 12-month stipend, our students are required to enroll in an additional 4 credit hours over the summer.

<u>1st year student</u>	<u>9 month cost</u>	<u>10.5 months</u>	<u>12 month cost</u>
\$1,172.22 per month	\$10,549.98	\$12,308.31	\$14,066.64
Insurance \$251.57 Mo	\$2,264.13	\$2,641.49	\$3,018.84
1% salary (fringe)	\$105.49	\$123.08	\$140.66
Dept fee waiver cost	<u>\$7,487.56</u>	<u>\$8,860.47</u>	<u>\$10,236.38</u>
Total Cost	\$20,407.16	\$23,933.35	\$27,462.52

<u>2nd year student</u>	<u>9 month cost</u>	<u>10.5 months</u>	<u>12 month cost</u>
\$1,222.22 per month	\$10,999.98	\$12,833.31	\$14,666.64
Insurance \$251.57 Mo	\$2,264.13	\$2,641.49	\$3,018.84
1% salary (fringe)	\$109.99	\$128.33	\$146.66
Dept fee waiver cost	<u>\$7,487.56</u>	<u>\$8,860.47</u>	<u>\$10,236.38</u>

Total Cost	\$20,861.66	\$24,463.60	\$28,068.52
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<u>3rd year student</u>	<u>9 month cost</u>	<u>10.5 months</u>	<u>12 month cost</u>
\$1,266.67 per month	\$11,400.03	\$13,300.04	\$15,200.04
Insurance \$251.57 Mo	\$2,264.13	\$2,641.49	\$3,018.84
1% salary (fringe)	\$114.00	\$133.00	\$152.00
Dept fee waiver cost	<u>\$7,487.56</u>	<u>\$8,860.47</u>	<u>\$10,236.38</u>
Total Cost	\$21,265.72	\$24,935.00	\$28,607.26

<u>4th year student cost</u>	<u>9 month cost</u>	<u>10.5 months</u>	<u>12 month cost</u>
1317.11 per month	\$11,853.99	\$13,829.66	\$15,769.32
Insurance \$251.57 Mo	\$2,264.13	\$2,641.49	\$3,018.84
1% salary (fringe)	\$113.29	\$138.30	\$151.06
Dept fee waiver cost	<u>\$7,487.56</u>	<u>\$8,860.47</u>	<u>\$10,236.38</u>
Total Cost	\$21,718.97	\$25,469.92	\$29,175.60

<u>5th year & up student</u>	<u>9 month cost</u>	<u>10.5 months</u>	<u>12 month cost</u>
\$1,336.11 per month	\$12,024.99	\$14,029.16	\$16,033.32
Insurance \$251.57 Mo	\$2,264.13	\$2,641.49	\$3,018.84
1% salary (fringe)	\$117.42	\$140.29	\$168.44
Dept fee waiver cost	<u>\$7,487.56</u>	<u>\$8,860.47</u>	<u>\$10,236.38</u>
Total Costs	\$21,894.10	\$25,671.41	\$29,456.98

Fee waivers cost is for 9 hours Fall, 9 hours Spring and 6 hours Summer and includes the \$15 per hour for course fee
Insurance cost is based on FY 14 quotes (9/1/13 to 8/31/14)

Plan for Growth

We believe we can **significantly increase** the number of Ph.D. students in the Department of Psychology at Texas Tech University. With a new building addition (~ \$2M), modest increases in faculty positions (7 more) and increased TA support (> ~ 50%), we can grow from 110 to 220 Ph.D. students in psychology at Tech. Annually, we can grow from admitting approximately 18-25 Ph.D. students in psychology, to admitting 35-40 Ph.D. students. At this point, we believe we have done all we can with what we have. To grow, we need additional support.

Strategy for the Future

Should we gain additional support, and have the opportunity to increase the number of our faculty, we would focus on 2 primary areas of excellence: Health & Safety and Neuroscience. We firmly believe that focusing on these two areas for growth (while also maintaining other necessary positions for our national accreditation when current faculty in these roles leave for other positions or retire) will help to reverse the research dollar slide currently being felt on our campus. These areas are interdisciplinary in nature and increase the likelihood that our faculty will interact with other departments within the College of Arts and Sciences as well as other colleges across campus. Further, these areas will help us to increase enrollments by generating increased

interest in what we do (given national trends), leading to growth in the number of our undergraduate majors as well as help us to attract the best and brightest graduate students (ultimately increasing SCH).

Over half of our current faculty in our department identify with the area of Health & Safety, broadly defined, and this was an area of focus for the university when we made our hires over past two years. Further the National Institutes of Health remain the largest funder of psychological research. The table below displays the annual support level for the top 30 research categories in various research, condition, and disease categories based on grants, contracts, and other funding mechanisms used across the National Institutes of Health (NIH).

Research/Disease Areas (Dollars in millions and rounded)	FY 2013 Actual	FY 2014 Estimated	FY 2015 Estimated
Clinical Research	\$10,604	\$10,928	\$10,928
Genetics	\$7,144	\$7,328	\$7,330
Prevention	\$6,686	\$6,853	\$6,853
Biotechnology	\$5,698	\$5,845	\$5,845
Neurosciences	\$5,340	\$5,474	\$5,477
Cancer	\$5,274	\$5,418	\$5,418
Infectious Diseases	\$4,887	\$5,015	\$5,015
Women's Health	\$3,745	\$3,845	\$3,845
Brain Disorders	\$3,708	\$3,796	\$3,799
Behavioral and Social Science	\$3,535	\$3,616	\$3,616
Rare Diseases	\$3,456	\$3,553	\$3,553
Pediatric	\$3,266	\$3,339	\$3,339
Bioengineering	\$3,234	\$3,318	\$3,318
Clinical Trials	\$3,155	\$3,237	\$3,237
HIV/AIDS	\$2,898	\$2,978	\$3,005
Health Disparities	\$2,722	\$2,794	\$2,794
Human Genome	\$2,473	\$2,538	\$2,538
Aging	\$2,429	\$2,494	\$2,494
Minority Health	\$2,428	\$2,493	\$2,493
Mental Health	\$2,174	\$2,215	\$2,215
Cardiovascular	\$1,964	\$2,015	\$2,015
Emerging Infectious Diseases	\$1,804	\$1,853	\$1,853
Biodefense	\$1,692	\$1,741	\$1,768
Immunization	\$1,656	\$1,699	\$1,699
Neurodegenerative	\$1,619	\$1,662	\$1,662
Vaccine Related	\$1,608	\$1,649	\$1,649
Digestive Diseases	\$1,575	\$1,617	\$1,617
Substance Abuse	\$1,525	\$1,560	\$1,568
Nutrition	\$1,524	\$1,561	\$1,561
Stem Cell Research	\$1,273	\$1,306	\$1,306

Psychologists conducting neuroimaging research receive funding from many of the primary research funding sources at the federal level including: the National Science Foundation (NSF), the Air Force Office of Scientific Research (AFOSR), the Office of Naval Research (ONR), and the National Institutes of Health (NIH) funds psychological neuroimaging research at a high rate from many of its divisions.

The following table depicts currently funded projects at NIH matching keywords “neuroimaging” and “MRI”. The top panel indicates total funding across all non-medical departments. The bottom panel indicates funding specifically for psychology departments.

Administering Institute/Center	Projects	Total Funding	Projects (%) Psych	Total Funding (%) Psych
NIMH	92	\$38,358,757	55.4347826	41.5455485
NIA	32	\$10,670,071	50	53.1067413
NINDS	31	\$9,345,346	25.8064516	22.5477045
NIDA	28	\$6,026,452	46.4285714	46.6340228
NEI	20	\$5,338,177	50	45.1375629
NICHD	16	\$6,890,596	18.75	24.7038863
NIBIB	11	\$3,093,065	9.09090909	7.01281738
NIAAA	10	\$3,014,014	50	38.7011474
NIDCD	8	\$3,340,731	37.5	37.4803598
NCI	3	\$779,757	66.6666667	31.810423
NINR	2	\$179,882		
NIDDK	2	\$622,789	50	52.1125132
NIEHS	1	\$324,551	1	1
Total	256	\$87,984,188	44.53125	38.951192
Psychology				
NIMH	51	\$15,936,356		
NIA	16	\$5,666,527		
NIDA	13	\$2,810,377		
NEI	10	\$2,409,523		
NINDS	8	\$2,107,161		
NIAAA	5	\$1,166,458		
NICHD	3	\$1,702,245		
NIDCD	3	\$1,252,118		
NCI	2	\$248,044		
NIDDK	1	\$430,619		
NIEHS	1	\$324,551		
NIBIB	1	\$216,911		
Total	114	\$34,270,890		