

**Final Assessment Report**  
Submitted by SUPR-G to SCAPA

<b>Program:</b>	<b>Psychology Graduate Program</b>	
Degrees Offered:	Thesis based MSc Non-clinical PhD Clinical PhD (1 year internship)	
Approved Fields:	<ul style="list-style-type: none"> <li>• Cognitive, Developmental and Brain Sciences</li> <li>• Social, Personality &amp; Developmental</li> <li>• Clinical Science and Psychopathology</li> <li>• Industrial/Organizational</li> </ul>	
External Consultants:	Dr Susanne Ferber University of Toronto	Dr Richard McFall Indiana University
Internal Reviewers:	Dr Andrew Watson Schulich School of Medicine & Dentistry	<i>Student not available</i>
Date of Site Visit:	February 26 <sup>th</sup> and 27 <sup>th</sup> 2018	
Evaluation:	<i>Good Quality with report due April 2019</i>	
Approved by:	<i>SUPR-G on April 23, 2018</i> <i>SCAPA on May 30, 2018</i>	

**Executive Summary**

The reviewers were very grateful to all program members (faculty, trainees and support staff), the dept. chair, Dean of the Faculty; Program Chair, Associate Dean and senior university administration for their forthright and insightful comments regarding the program. This is a program with a long history of excellence. It was obvious that all concerned cared a great deal about the academic strength of the program and its curriculum. There is no question that the program remains excellent in all measures that can be applied. However, all programs including excellent ones have challenges to face and ways to become even stronger. The reviewers assembled a number of fairly minor but important suggestions for improvement and raised 2 larger concerns that will have to be faced and addressed in coming years.

**Significant Strengths of Program:**

- Extremely strong and productive group of faculty; very active research program and impressive CVs.
- Faculty takes its responsibilities for teaching and supervising graduate students very seriously.
- Impressive recognition of the requirement to pursue Faculty member renewal by senior university administration and the Dean. Administration has shown impressive sensitivity to the department's needs.
- Trainees clearly exceed the requirements for admission into the program and are extremely talented and committed young scientists. Current admission standards are strong.
- Completion times are well within expectations for vary majority of trainees.
- Strong links to other department, program and institutes; ie Brain and Mind institute & Business School.
- All members of the department's administrative staff are incredibly dedicated to the program.
- The program and its trainees receive reasonable funding and support. Trainees did not raise support levels as a critical issue.

**Suggestions for improvement & Enhancement:**

- Outcome assessment methods could be specified in more detail; For example MSc thesis examination was listed as outcome measure for Research & Scholarship; Level of Application of Knowledge; Professional Capacity/ Autonomy; Level of Communication skills; Awareness of Limits of Knowledge. Reviewers felt all concerned would benefit from “unpacking” the Oral exam and explaining clear how the exam achieves assessment of all of these learning outcomes.
- The recent adjustments to program requirements ie comprehensive examinations and attendance at brown bag seminars needs to be better communicated so that all trainees understand fully what is required of them. Field specific variations in requirements still exist but may not be fully understood by all.
- Many senior Faculty have retired or will retire shortly. Aging issue must be addressed “urgently”.
- Increasingly the diversity of the trainee admissions pool is desirable. Very few international students in the program. A high proportion of trainees are from Western undergraduate programs.
- The program should address whether a GRE score is of benefit to admissions for any of their fields.
- Trainees mentioned challenges are associated with arranging advisory committee meetings and in receiving timely performance evaluations.
- Unevenness in Faculty numbers for each field. Personality, social development & clinical have shrinking numbers of faculty. Maintaining excellence in these areas will increasingly difficult if strategic renewal does not occur.
- The clinical area does require special attention since it has accreditation standards that must be maintained. Clinical students have a greater course load and internship requirements. The program would benefit from a review that focuses on clarifying “real requirements” and “perceived requirements”. Example greater practicum hours results in better practicum placements. Clinical psychology is evolving rapidly. Thus department must assess its vision for this field and how this field should adapt to changing external forces. Is this field consistent with the programs stated mission of “training scientists with a strong research focus”? Most recent graduates from this field have not pursued research positions.
- Gender equity within the Faculty pool could be better and should be a factor in guiding future recruitments.
- Students believe it would be beneficial to allow for a “rolling two year” window for travel fund distribution allowing \$500 for travel for students to accrue.

<b>Recommendations required for Program sustainability:</b>	Responsibility	Resources	Timeline
Provide more clarity and detail in learning outcomes and how they are evaluated	Program graduate committee	none	By Sept 2018
Work to improve gender equity in new faculty recruitment	Dean, Chair, Search committees	Hiring already underway –budget is already committed	Over the next 2 years
Ensure good communication of all program revisions to program members and students	Program Chair and Program Graduate Committee	None	By Sept 2018
Assess GRE requirement	Program Chair and Program Graduate Committee	none	By Sept 2019
Facilitate scheduling of annual student progress review meetings and ensure that students receive timely feedback	Program Chair and Program Graduate Committee	none	By Sept 2018
Consider a rolling 2 year window for graduate student travel grants to	Program Chair and Program Graduate	Modest budgetary	By Sept 2018

enable attendance at conferences	Committee		
Reassess the vision of the Clinical field with particular attention to 1) clearly defining the course requirements, and 2) revisiting the stated mission of “training scientists” in light of the predominance of graduates who pursue clinical careers.	Dean, Chair, Program Chair and Program Graduate Committee		Over the next 2 years