

2. ACTION PLAN FOR IMPLEMENTATION OF STRATEGY OF UBT PSYCHOLOGY FACULTY 2025-2028

UBT Psychology Faculty intends to use the following action plan to implement the strategic outcomes and measure its progress in achieving those strategic outcomes:

Strategic Goals and Outcomes	Performance metric	Actions	Target	Timeframe
OUTCOME 1.1. Develop and accredit study programs in the field of clinical psychology studies at master's level in conformity with market needs, including an interdisciplinary and multidisciplinary approach.	Number of successful accreditations	Accreditation	1 program	2026-2027
OUTCOME 2.1. Advance full-time academic staff to higher academic titles based on the internal Regulation of UBT on standards for the election of academic staff into higher academic titles.	Percentage of advancement of full-time faculty according to the UBT Regulation on Standards of Election into Academic Titles	Support each full-time faculty member by sponsoring their research to meet the quantitative and qualitative criteria for promotion	50% of staff promoted to Assistant Professor; 30% to Associate Professor; 20% to Full Professor.	2025-2026
OUTCOME 2.2. Sponsor the doctorate and post-doctorate studies of full-time teaching staff through partner institutions.	Number of sponsorships of full-time faculty	Sponsor PhDs and post-doctorate studies of full-time hired faculty	2	2025-2028
OUTCOME 2.3. Offer strong life-work balances for junior faculty to enable their early career development.	Number of early career professors supported to achieve research requirements and complete their PhD.	Offer more research workload and less teaching workload for supported staff	5	2025-2028

OUTCOME 2.4 Offer support for mid-career professors and late-career professors.	Number of mid-career and late-career professors in the publication of monographies and high-class research.	Offer more research workload to selected top faculty to enable high-class research and publication of books in foreign publishing companies	5	2025-2028
OUTCOME 3.1. Participate in research projects with serious foreign and domestic research institutions.	Value in EUR of research projects	Apply and win research grants funded by foreign governments and other local institutions	1 million EUR	2025-2028
OUTCOME 3.2. Strengthen the contract research and consulting arm of the College.	Value in EUR of contract research and consulting services	10 contract research and consulting services	500,000 EUR	2025-2028
OUTCOME 3.3. Establish the Research Fund of UBT Psychology Faculty from research grants, the private sector, and its own funds;	Value of Research Fund	Apply for research grants, raise funds with the private sector, and provide our own funds	500,000 EUR	2025-2028
OUTCOME 3.4. Strengthen the Lead Scholar and Young Scholar Research Support Grants.	Number of mid-career and early-career staff supported	Open the internal call for applications	5 –lead scholars supported 5-young scholars supported	2021-2026
OUTCOME 3.5. Develop research projects in thematic areas developed in consultation with the industry.	Research projects in thematic areas generated by the industry	Co-finance with the industry smaller research	1 research project per annum	2025-2028

		projects in thematic areas generated by the industry.		
OUTCOME 3.6. Develop group research clusters for the research cooperation of staff.	Research clusters established in new thematic areas that comply with the newest trends in the global literature	Conduct a careful analysis of global literature to establish the newest scientific trends in legal and interdisciplinary fields, and conduct group research	10 group researches per annum	2025-2028
OUTCOME 3.7. Develop the Journal of Interdisciplinary Social Sciences in cooperation with the Faculty of Health Sciences to address local issues	Journal of Interdisciplinary Social Sciences is running and indexed	Establish, run volumes and issues, and index them	Indexing in EBSCO	2025-2028
OUTCOME 4.1. Empower the Quality Assurance Officer of the Faculty.	A thorough analysis run by the QA Officer in the Psychology Faculty	The QA Officer given more power to decide on various QA issues	New performance metrics added	2025

<p>OUTCOME 4.2. Strengthen the monitoring mechanisms and performance indicators for gauging the teaching and learning quality, which include representatives of students, employers and alumni.</p>	<p>Number of internal evaluations and the average overall grade of teaching quality and the number of student representatives, employers, and alumni.</p>	<p>Encourage all the staff in the College to perform more frequent internal quality reviews.</p>	<p>1 per year; Higher than 4.0 in the range from 1.0 to 5.0; 2 student representatives , 1 employer representative from each field of study, and one from the alumni association</p>	<p>2025-2028</p>
<p>OUTCOME 4.3. Simplify all quality reviews done at the faculty level to a single Annual Internal Self Evaluation Report of the Faculty of Psychology, followed by Quality Improvement Strategy and Action Plan for Implementation.</p>	<p>All internal quality reviews are included in a single Annual Self Evaluation Report, followed by Quality Improvement Strategy and Action Plan for Implementation</p>	<p>Perform an internal self-evaluation every year, followed by a strategy, an action plan, and a monitoring report</p>	<p>1 annual comprehensive report followed by Quality Improvement Strategy, Action Plan, and bi-annual monitoring report</p>	<p>2025-2028</p>
<p>OUTCOME 4.4. Strengthen the bi-annual monitoring mechanisms for the realization of the annual action plan of the Faculty of Psychology.</p>	<p>The bi-annual monitoring mechanism is supported with staff and resources</p>	<p>1 person assigned for monitoring</p>	<p>1 position</p>	<p>2025-2028</p>
<p>OUTCOME 5.1. Increase the number of memoranda of cooperation with international universities and colleges.</p>	<p>Number of memoranda of cooperation</p>	<p>Memoranda of cooperation with universities signed by Rector of UBT for the Psychology Faculty</p>	<p>5</p>	<p>2025-2028</p>

OUTCOME 5.2. Increase the participation in international research projects	Number of research projects	Upon signing the memoranda of cooperation, encourage consortia of applicants for research grants in the respective countries	2 serious projects	2025-2028
OUTCOME 5.3. Increase the staff and student mobility with partner institutions.	Number of ERASMUS+ agreements and the percentage of incoming and outgoing visiting professorships, and the number of students incoming and outgoing	Allocate funds for outgoing visiting professorships	3 agreements; 75 % of full-time faculty participating at least once in a visiting professorship with partner institutions; 5 students (incoming and outgoing) per memorandum of cooperation	2025-2028
OUTCOME 6.1: Periodical review of educational programs for continuous improvement and resource optimization.	Periodical review of educational programs, irrespective of accreditation	Review every three years	2 reviews	2025-2028
OUTCOME 6.2: Continuous to improvement of the quality of educational practices through converting data collection and analysis into information for all staff and students.	Writing a brief quantitative and qualitative report on the quality of educational practices available for students and staff	1 comprehensive review	1 report	2025-2028
OUTCOME 6.3: Constructive alignment of course learning	Conducting alignment review and curriculum	All syllabi are reviewed	2 reviews for all study programs	2025-2028

outcomes with teaching activity and student assessment.	mapping every three years			
OUTCOME 6.4: Inclusion of DELTA skills and behavior in course syllabi (cognitive, interpersonal, self-leadership, and digital skills);	Conducting a review of all syllabi to include the teaching activity and assessment methods that develop DELTA skills in students	Review every two years	2 reviews	2025-2028
OUTCOME 6.5: Exceed best-known key performance indicators and create concrete types of measurement.	Exceeding KPIs and inventing other challenging and innovative KPIs	Conduct measurement of KPIs achievement and hold brainstorming workshops to innovate other KPIs for Psychology Faculty	Review every year for all Faculty At least 80 % of KPIs are exceeded	2025-2028
OUTCOME 6.6: Ensuring excellence in teaching and learning by providing prospects for professional growth.	Providing prospects for growth through professional development training	Two trainings per year	90 % of staff undergo staff training	2025-2028
OUTCOME 6.7: Assuring quality instruction by establishing effective, innovative, and professional teaching practices; by frequent evaluation of instructor effectiveness; and by updating methods, materials, technology, equipment, and facilities.	Performance appraisal of quality of instruction, teaching methods, materials, and technology	Conduct comprehensive review of teaching methods effectiveness by conducting a survey with students and conducting a review on updating of technology and materials	Two reviews at Faculty level	2025-2028

OUTCOME 6.8: Providing support services for all students, including other special needs to support student success and completion of academic goals.	Student satisfaction on support services for academic success	Conduct student satisfaction survey on student support services at Faculty level followed by an improvement plan	2 comprehensive reviews	2025-2028
OUTCOME 7.1. Increase the number of memoranda of cooperation with private sector and other stakeholders related to our study programs.	Number of memoranda of cooperation with serious institutions; clinics; NGO-s.	Assign a Professor as a Relations Liasion Officer with Private Sector	5 private and public institutions related to the field of study.	2025-2028
OUTCOME 7.2. Including private sector representatives in Curriculum Review Committees.	Number of representatives of private sector and stakeholders in Curriculum Review Committees	Encourage decision-makers of private sector companies and other stakeholders to send their representatives in the meetings of Curriculum Review Committees to provide suggestions in curriculum design	2 members included in the Curriculum Design and Review Committee per program	2025-2028
OUTCOME 7.3. Increasing the internship agreements with civil society organizations.	Number of internship agreements	Encourage private sector and public institutions with which the Psychology Faculty has memoranda of cooperation to	5	2025-2028

		extend this cooperation also in the field of provision of internship opportunities for Psychology Students		
OUTCOME 7.4. Develop research projects based on the needs of the private sector and the community.	Number of research projects developed in partnership with private sector representatives	Encourage private sector representatives, through their representative associations, to develop at least one joint research project with the UBT Psychology Faculty	At least one interdisciplinary research project was developed, with each Association representing the interests of the private sector	2025-2028
OUTCOME 7.5. Develop a staff workload policy through which full-time academic staff are enabled to contribute to the community a certain number of hours per month.	Staff Workload Policy developed at the faculty level, requiring at least one dedicated community service per academic year	Develop the Workload Policy and include academic staff in community service engagements	At least one engagement with community per staff per academic year	2025-2028
OUTCOME 7.6. Promoting positive relationships with the community and providing services that support economic, educational, and cultural efforts.	Number of activities and services that support economic, educational, and cultural efforts.	Plan several events that support economic, educational, and cultural efforts at the faculty level	1 per year	2025-2028
OUTCOME 8.1: Development of the consultancy and contract research plan for the Faculty of Psychology.	Development of a plan for consultancy and a contract research plan	Adopt a plan for consultancy services and contract research	Plan adopted by 2025	2025-2028

OUTCOME 8.2: Pursue private funding, including grants, contract research and consultancy services for the private and public sector.	Assignment of persons responsible to follow-up on such a plan and follow-up grants	Assign professors responsible to follow-up	A team of 7 professors assigned to iron out the details of follow-up and 3 research contracts and consultancy services were completed	2025-2028
OUTCOME 9.1: Encouraging and fostering innovation, including the integration of new systems and technologies and their incorporation in curriculum and teaching.	Number of innovative systems, such as EoN Virtual reality incorporated in teaching	Include, where possible, EON Virtual Reality	In different courses where applicable	2025-2028
OUTCOME 10.1: Nurturing partnership and involvement of students and alumni in Faculty decision-making;	Number of decisions in which students and alumni are included	Involve students and alumni in all major strategic decisions	80 % of decisions include students and alumni	2025-2028
OUTCOME 10.2: Expanding the career developing programs to ensure students and alumni take initiatives and develop leadership.	Number of career development mentoring programs	Develop career development mentoring program	1 program	2025-2028
OUTCOME 10.3: Developing alliances with other alumni to increase access of students to bar associations, professional organizations and agencies.	Number of networks developed with various professional organizations	Develop networks with professional organizations	70 % of major professional organizations covered by alliances established	2025-2028
OUTCOME 10.4: Development of skills for passage of bar exams through Bar Exam Simulation Trainings;	Number of trainings for students that simulates the Bar exam	Organize a training for 4-year students of Psychology and master students	1 training per year	2025-2028

