

1. PROGRAM DEVELOPMENT PLAN:

Strategies	Metrics
<p>1.1 <i>Establish admission criteria to identify students who are prepared for the programs</i></p>	<ul style="list-style-type: none"> • Program admission criteria implemented • Competitive score in national tests
<p>1.2 <i>Select recruitment strategies that help bring in diverse students</i></p>	<ul style="list-style-type: none"> • Demographics reflect the population of the region in terms of gender, background and ethnicity
<p>1.3 <i>Establish scholarship support for incoming students</i></p>	<ul style="list-style-type: none"> • Establish the Financial Aid package • Cooperate with industry for further assistance • Cooperate with institutions and donors to bring underrepresented students (ex. women)
<p>1.4 <i>Promote UBT Programs as a career to prospective students</i></p>	<ul style="list-style-type: none"> • Student-led efforts at recruitment through existing and alumni • Presentations at high schools • Community groups forums
<p>1.5 <i>Provide students early and sufficient exposure to program to make informed decisions</i></p>	<ul style="list-style-type: none"> • Mentoring programme established • Career service established

<p>2.1 <i>Provide periodic audit and evaluation of the curriculum to ensure that it includes national and international standards</i></p>	<ul style="list-style-type: none"> • Accreditation of programmes • Student surveys • Industry experts represented • Evaluation plan established • Curriculum audit practice established • Peer-to-peer support • Participation and integration in international associations
<p>2.2 <i>Foster membership in community of practice and national research organisations</i></p>	<ul style="list-style-type: none"> • Majority faculty become members of local and national, mental health field • Students become part and participate in research
<p>2.3 <i>Develop written and oral communication for students</i></p>	<ul style="list-style-type: none"> • Oral and written communication workshops held annually • Presentations in local and national seminars and events
<p>2.4 <i>Build a scholarly environment to expose students to the possibilities for career development</i></p>	<ul style="list-style-type: none"> • Independent credits for students engaged in research • Regular briefings about career development

2.5 <i>Provide learning opportunities in private sector</i>	<ul style="list-style-type: none"> • All students experience placement in a workplace
2.6 <i>Develop and extend the list of institutions and partners for cooperation</i>	<ul style="list-style-type: none"> • Establish and enhance cooperation with existing partner Education Institutions and Organisations, and sign MOUs with new ones in National and International level.
2.7 <i>Establish national and international exchange programmes</i>	<ul style="list-style-type: none"> • Number of agreements at the national level • Number of agreements at the international level
3.1 <i>Enhance resources and space of the institution</i>	<ul style="list-style-type: none"> • Faculty satisfaction report • Student annual surveys
3.2 <i>Improve information access through the library and information technology development</i>	<ul style="list-style-type: none"> • Increased funding to support instructional equipment • Increased funding to support library • Increased funding to support the development and integration of technology in the curriculum

<p>3.3 <i>Maintain faculty/student ratio as per accreditation instructions</i></p>	<ul style="list-style-type: none"> • Increase faculty members as students increase • Maintain 1:9 ratio of faculty/students
<p>3.4 <i>Provide competitive faculty and staff compensation</i></p>	<ul style="list-style-type: none"> • Staff salaries comparable to local market
<p>3.5 <i>Provide technological resources for improved learning/teaching</i></p>	<ul style="list-style-type: none"> • Offer informatics courses for all students • Hand-held technologies and software integrated into the curriculum
<p>3.6 <i>Establish faculty and staff development plans</i></p>	<ul style="list-style-type: none"> • 40% hold doctoral preparation • 20% Faculty participate in external cooperation schemes
<p>3.7 <i>Provide ancillary and clerical support staff</i></p>	<ul style="list-style-type: none"> • Number of support staff increased in line with faculty development • Clerical staff each attend a development opportunity annually
<p>3.8 <i>Expand physical capacities</i></p>	<ul style="list-style-type: none"> • Building expansion plan approved by the board • Building expansion in line with faculty and student increase

<p>4.1 <i>Provide financial and administrative support to faculty for sustained scholarly activities</i></p>	<ul style="list-style-type: none"> • Salaries comparable with benchmark institutions • Annual meetings for guidance on research • 25% staff provided some release time for research • Research infrastructure developed • Research themes and processes established • Editorial support established
<p>4.2 <i>Provide internal support for research</i></p>	<ul style="list-style-type: none"> • Establish monthly interactive seminars to present research • Development of initiatives by research division to stimulate research • Peer review system established • Mentorship programme established
<p>4.3 <i>External resources for supporting research</i></p>	<ul style="list-style-type: none"> • Increase in resources for supporting faculty and staff to develop research skills • Increase faculty participation in external conferences and symposiums

<p>4.4 <i>Increase the visibility of research</i></p>	<ul style="list-style-type: none"> • Increase the number of qualitative and quantitative presentations • Develop a communication strategy for research
<p>4.5 <i>Initiate cooperative agreements with community institutions, community agencies and education institutions</i></p>	<ul style="list-style-type: none"> • Establish cooperation agreements with Mental Health Institutions & Professional Community Institutions
<p>4.6 <i>The needs of local mental health institutions are addressed by the faculty research</i></p>	<ul style="list-style-type: none"> • Cooperate with Mental Health Institutions and other education institutions
<p>5.1 <i>Conduct community needs assessment regarding type and number of partnerships</i></p>	<ul style="list-style-type: none"> • Current partnerships database • Annual review of partnerships with faculty and staff
<p>5.2 <i>Interface with local and national media to enhance interest in psychology as a career</i></p>	<ul style="list-style-type: none"> • Number of articles and stories
<p>5.3 <i>Establish career fair to increase the marketability of graduate's internships</i></p>	<ul style="list-style-type: none"> • Number of graduates finding work after studies

<p>5.4 <i>Promote faculty appointments in local and national professional panels</i></p>	<ul style="list-style-type: none">• Number of faculty in high level positions and professional panels
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