



Quality Assurance Cyclical Undergraduate Program Review – Executive Summary and Implementation Plan

Department of Psychology

Faculty of Health and Behavioural Sciences

April 9, 2025

Programs Reviewed

BA Psychology

BSc Psychology

HBA Psychology

HBSc Psychology

MA Clinical Psychology

MSc Psychological Science

PhD Clinical Psychology

Executive Summary

In accordance with the Lakehead University Institutional Quality Assurance Process (IQAP) and the Ontario Quality Assurance Framework (QAF), the Department of Psychology submitted a self-study (February 2019). Volume I presented the undergraduate program descriptions and outcomes, an analytical assessment of the programs, and program information along with institutional information and statistical data. Volume II provided course syllabi. Volume III provided the CVs for core faculty members, adjunct professors and contract lecturers.

The Review Team for this cyclical program review included three external reviewers and one internal reviewer selected by the Senate Academic Quality Assurance Sub-Committee (SAC-QA) from a set of proposed reviewers. The reviewers examined materials and completed a two-day site visit on March 26-27, 2019. The site visit included meetings with the Provost and Vice-President (Academic), Deputy Provost, Dean of Faculty of Health and Behavioural Sciences, the Chair of the Department, full-time, tenure-track faculty members, the technical staff, a group of undergraduate and graduate students, the Associate Vice-President, Research & Graduate Studies, the University Librarian and Vice Provost (Teaching and Learning), the Liaison Librarian, and a group of alumni and community partners. The Review Team was provided with a video tour of the Thunder Bay campus including specific spaces related to both the

undergraduate and graduate programs, such as classrooms, labs and research facilities.

In their report (May 2019), the Review Team provided feedback that describes how the programs delivered by the Department of Psychology meet the Quality Assurance Framework evaluation criteria and align with the University mission, strategic plan and academic plan. The Review Team noted that the programs are of high quality and offer students a regionally connected and learner-centred experience supported by the full-time faculty members and highly qualified adjuncts and contract lecturers.

At the undergraduate and graduate level, students must meet the standard University admission policies which are appropriate for the Program Learning Outcomes. Curriculum structure and delivery, and teaching and assessment methods are appropriate, are aligned with comparable programs across Canada at the undergraduate level, reflect the current state of the discipline, and are effective in preparing graduates to meet defined program outcomes and the University's Undergraduate and Graduate Degree Level Expectations.

The Review Team noted several strengths of the Department of Psychology programs and summarized them as follows:

- This small group is successfully servicing 19 programs that meet the needs of students with a broad range of interests and career goals.
- The [PhD] clinical program received 6-year accreditation from CPA, which attests to confidence in the excellence of the training and in its capacity to cover the coursework, practicum, and research requirements of program.
- The [MA and PhD] clinical programs provide training in Indigenous mental health which is considered as essential to the future of training in professional psychology
- The undergraduate program appears to be thriving and students indicate that overall they are satisfied with their undergraduate experience in psychology at Lakehead. The faculty appear to be able to provide an atmosphere in and out of the classroom that allows students to make a connection to the department and to the university.

Responses to the Review Team were received from the Chair of the Department of Psychology (September 2019), and the Dean of the Faculty of Health and Behavioural Sciences (June 2020).

A Final Assessment Report (FAR) has been prepared to provide a synthesis of the external evaluation and internal response to the recommendations. The Executive Summary identifies the significant strengths of the program and sets out and prioritizes the recommendations that have been selected for implementation.

Implementation Plan

The Implementation Plan included below identifies the academic unit's plans to action the recommendations, those responsible for ensuring their implementation and the timelines.

Implementation Plan

Recommendation Priority 1

Reconsider the decision to offer Introductory Psychology as a full year course.

Actions for Implementation

Although the department was initially resistant to the idea, we have since approved to split the Intro course into two half credit courses and submitted these for Senate approval.

Role/Person responsible for implementation

- The Department Chair has drafted and submitted the associated calendar and program changes

Timeline

- Calendar and Program changes to be submitted before July 1st, 2025.

Recommendation Priority 2

Put more emphasis and support on teaching Introduction to Psychology, including considering whether it should be taught by full-time faculty.

Actions for Implementation

- The Introductory courses are currently being exclusively taught by a long-time continuing contract lecturer member, which is a special continuing 9-month appointment in the LUFA collective agreement. This lecturer has been nominated for several teaching awards and is an integral part of the department.
- Recognizing the importance of this course we have considered ways to support it, such as with guest lectures or presentations by content experts, class visits by the Chair or program coordinator, or other resources from various student support offices in the university (e.g., Student Success Center).

Role/Person responsible for implementation

- The department Chair, in collaboration with the instructor and different support services in the university is responsible for coordination.

Timeline

- Every September a welcome email is sent to all psychology undergraduates providing them with information and links to support services. This information is sent quarterly to students and reinforced by a class visit by the Dept. Chair to Introductory Psychology classes in the Fall.

Recommendation Priority 3

- Collapse some of the smaller undergraduate programs by student numbers, so that they are more easily managed and taught.

Actions for Implementation

- We eliminated 4 programs that were either undersubscribed (e.g., BA and BSc BEd I/S), that did not work with the new curriculum (e.g., BA Psych+Philosophy), or that were being discontinued by the other unit (e.g., HBA Psych+Gero).
- Consequently, we now have 19 instead of 23 programs.

Role/Person responsible for implementation

- Chair of Psychology Department

Timeline

- Action completed

Recommendation Priority 4

- Provide additional administrative support for undergraduate and graduate program administration and advising.

Actions for Implementation:

- Action Completed
- In 2021, we created a new position, Psychology Program Coordinator, to address the issues raised by undergraduate students regarding advising.
- The current administrative assistant position was reviewed and revised to reflect the changing job demands in the department (e.g., taking of minutes, web coordination, newsletter design, student advising, etc.).
- Regarding support for the clinical graduate program, we have the teaching buyout of the practicum coordinator to allow the person holding that position to be more involved.

- As well, the DCT has begun monthly 'coffee hours' where students/faculty can informally attend and discuss relevant issues and seek advice.

Role/Person responsible for implementation

- Department Chair
- Director of Clinical Training
- Graduate Practicum Coordinator

Timeline

- Schedule II non-unionized position established
- Administrative position was reviewed and modified in 2021 and will be reviewed again in 2024-2025.

Recommendation Priority 5

- Continued and explicit efforts to fully integrate faculty in Orillia into the department as a whole. The Orillia campus faculty also expressed an interest in working with honours and graduate students, which is a terrific opportunity.

Actions for Implementation

- All department meetings are held over Zoom to create a sense of equity amongst campuses
- Note:
 - In Fall 2022, the HBA program was launched in Orillia. Two LTAs have been hired (Fall 2023 and Fall 2024) to support this program.
- Fall of 2024 Orillia Psychology club is formed and officially recognized.
- Dept. Chair travels annually to Orillia to meet with students and faculty
- Cross-Appointed Faculty (Dr. Fiddick and Dr. Visser) have since 2020 supervised several undergraduate and graduate students as well as act as committee members on undergraduate and graduate theses/dissertations.

Role/Person responsible for implementation

- Department Chair oversees Department meetings
- Orillia Faculty

Timeline

- Completed

Recommendation Priority 6

- Coordinate activities between the graduate program in Clinical Psychology and the on-campus mental health services.

Actions for Implementation

- Oct 2024: The MA & PhD Clinical Psychology programs founded the Lakehead University Psychology Training Clinic in Fall 2020, which includes some coordination of activities with on-campus mental health services. Please see next bullet for more details.

Role/Person responsible for implementation

- Director of Clinical Training

Timeline

- See below

Recommendation Priority 7

- Revisit the proposal for a training clinic. We believe this has much promise to increase the strength of the clinical programs, and their ability to attract top students. This should be paired with a fund-raising campaign, to gain support from community donors (such as even selling naming rights).

Actions for Implementation

- Oct 2024: A Lakehead University Psychology Clinic (LUPC) was established in Fall 2020 with 1.0 FCE in support from the Faculty of Health and Behavioural Sciences Dean for 2020-21, and 1.0 FCE for 2021-22. During this time several proposals for funding were submitted including to the Lakehead University Philanthropic campaign. In Winter 2022 a Clinic Director was hired; this is currently an 8-month full-time position that provides development and leadership support to the clinic, along with direct supervision of trainees on placement. The clinic is also supported by a part-time Clinical Supervisor (7 hours/week × 28 weeks). Altogether the LUPC provides all placement hours for students in the MA Clinical Psychology program, and advanced placements for students in the PhD program. The LUPC accepts community referrals, and also provides psychoeducational assessments to Lakehead University students as referred by LU Student Health and Wellness. The LUPC is also supported by a \$25,000 grant from Bell Let's Talk Community Fund to provide low-cost, high-quality care to social services workers in the Thunder Bay community.

Role/Person responsible for implementation

- Director of Clinical Training (DCT)
- Clinic Director

Timeline

- The DCT and Clinic Director regularly apply for funding and investigate opportunities for financial supports.

Recommendation Priority 8

- Continue to promote the unique expertise offered by the graduate programs, including Indigenous mental health.

Actions for Implementation

- The Department heartily supported the Tier 1 CRC nomination of Dr. C. Mushquash which is likely to be successful and begin in 2025.
- The Department continues to prioritize undergraduate advanced courses such as PSYC 4014 Indigenous Mental Health

Role/Person responsible for implementation

- Department Chair

Timeline

- As of Oct. 2024 we await official news of Dr. Mushquash's application for the Tier 1 position

Recommendation Priority 9

- Improve the funding package for graduate students. This might include a tuition waiver, which would help attract high quality students without too severely impacting the financial resources of the university, given the relatively small size of the graduate programs. The graduate staff described the expense of living in Thunder Bay as a barrier to recruiting students.

Actions for Implementation

- Every year the Psychology Department requests an increase in funding from FGS to recruit and retain graduate students. In 2020-21 student funding packages were increased from \$1200 to \$3500 for new Masters students, and from \$2000 to \$4375 for new PhD students. Also, in 2021 and 2022 the FHBS Dean provided an additional \$500 per new Masters or PhD student as an incentive. For 2024-25 new students, Masters Clinical students funding increased to \$4000, with MSc Psych Science at \$3500, and PhD increased to \$5000. Most returning students also received a small increase in funding. Altogether, this demonstrates ongoing advocacy on behalf of our Psychology Graduate Studies Committee to increase student stipends, with modest successes.

Role/Person responsible for implementation

- Graduate Program Coordinator (GSC)
- Graduate Directors (Clinical and Psychological Sciences)
- Departmental Scholarship Committee

Timeline

- Graduate funding packages are reviewed annually in December and January when applications are being reviewed.

Recommendation Priority 10

- Put into place an official psychology degree pathway at the Orillia campus.

Actions for Implementation

- An HBA in Orillia was launched in the Fall of 2022 and currently has 80 students enrolled (*as of October 2024).

Role/Person responsible for implementation

- Department Chair

Timeline

- Completed

Recommendation Priority 11

- Renovate and update research facilities. The tri-council granting agencies sometimes visit research facilities and funding may be put at risk if these are not up to par.

Actions for Implementation

- Pottery House with the labs of Dr(s). James Kryklywy, Hayman and Scharf have been painted and minor repairs made. There is still work to be done as there are issues of mold and a rain leak.
- Attempts to improve the physical space of the Psychology Department are slow in progressing.
 - An initiative was undertaken in 2021 to beautify the department and add original oil/acrylic paintings by Indigenous artists to the Olga Merz School of Nursing Building. Some of the artists of the 10 paintings on display include Carrienne Agawa, Ringo Fiddler, Paul McKay, and Lloyd Kakekapetum. "The paintings were selected from the Chief Roy Michano Art Collection to complement the spaces,"
 - Attempts have been made for 3 years to remove over 100 unused, damaged and unsightly gym lockers from the department faculty hallway. The FHBS Dean has approved the removal. University maintenance has not acted on or responded to our multiple requests. This would significantly improve the environment as they can be replaced by regional art work.
 - The main office had updated computers, desks and chairs in 2021 for the administrative assistant and psychology program coordinator. Art works

were installed in the main office, old files and cabinets removed, and the clinical test library relocated to another space (out of the coordinator's office). These actions modernized and improved the working conditions of office staff.

- New curtains and desks have been added to faculty offices.
- Lead paint abatement and new paint in various labs and classroom in the School of Nursing Building.
- Bathrooms have been renovated and re-painted in the School of Nursing Building.

Role/Person responsible for implementation

- Department Chair
- University Maintenance

Timeline

- Unclear as much depends on University Maintenance and a non-existent budget for deferred maintenance projects.

Recommendation Priority 12

- Increase marketing and media presence for the department, for both the undergraduate and graduate programs. All major scholarships and grants should be publicized to garner public support for the psychology department, especially in the context of any prospective fund-raising.

Actions for Implementation

- The department established a social media committee comprised of the administrative assistant and a Faculty member in in 2023. This team has created department Instagram page (269 followers as of Nov. 2024) to post departmental news. The two student clubs Psi Chi and PALS-OC (Psychology Association Lakehead Students – Orillia Campus) both have Instagram accounts to connect with students.
- The department regularly reports successes to the Provost in the University Senate throughout the year.
- The Faculty of Health and Behavioural Sciences also submits a report every year highlighting department accomplishments.

Role/Person responsible for implementation

- Newly created faculty Social Media Coordinator in Fall 2023
- Admin Assistant
- Graduate Clinical Director

Timeline

Executive Summary and Implementation Plan:
Department of Psychology

- Semi-weekly posts on Departmental Social media page highlighting faculty, grants, papers and graduate student awards

Recommendation Priority 13

- We believe a strong case can be made for the addition of at least 1 more faculty member, to support the very strong programs in this department, and fill necessary teaching and research areas to ensure the necessary breadth of expertise at the graduate level. The recent loss of full-time faculty seems to be largely in the Psychological Science area, which probably mostly impacts the undergraduate program, where they provide the greatest amount of teaching, but also may be impacting the graduate program as those with an MSc may seek their PhD at other institutions. Hiring junior faculty members who are often very research active can also help raise the public profile of the department's programs, and the university.

Actions for Implementation

- Since the Self-Study report of 2018-2019 there have been several changes in the faculty. We are decreasing the overall number of faculty in Thunder Bay and increasing in Orillia (see below).
- In 2018-2019 there were:
 - 13 full-time faculty in Thunder Bay,
 - 2 half-appointments in Orillia (Dr.(s) Larry Fiddick and Beth Visser)
 - 2 continuing lecturer members in Thunder Bay (Sajna, Moland)
 - 4 continuing contract lecturers who teach routinely in our undergraduate and graduate programs in Thunder Bay (Mountain, Schmidt, St.Pierre, Weaver).
 - Of the 4 contract lecturers, 3 are licenced and practicing clinical psychologists, one who teaches advanced statistics is an experienced and well-published statistician who works as a research associate (Weaver).
- In 2025, there will be:
 - 8 confirmed full-time faculty, 1 faculty on Leave of Absence, and two job ads posted for replacement positions in Thunder Bay,
 - 2 LTA hires in Orillia and 2 half-appointments (Dr.(s) Larry Fiddick and Beth Visser)
 - 1 continuing contract lecturer member in Thunder Bay (Dr. Moland)
 - 3 contract lecturers who teach routinely in our undergraduate and graduate programs in Thunder Bay (Mountain, Schmidt, Weaver).

- Of the 3 contract lecturers, 2 are licensed clinical psychologists, one who teaches advanced statistics is an experienced and well-published statistician who works as a research associate (Weaver).

Thunder Bay

2018 - 2019	Change	2025
Dr. Kirsten Oinonen		Dr. Kirsten Oinonen
Dr. Rupert Klein		Dr. Rupert Klein
Dr. Dwight Mazmanian		Dr. Dwight Mazmanian
Dr. Amanda Maranzan		Dr. Amanda Maranzan
Dr. Mike Moland		Dr. Mike Moland
Dr. Aislin Mushquash		Dr. Aislin Mushquash
Dr. Josephine Tan		Dr. Josephine Tan
Dr. Chris Mushquash	Leave of Absence (LOA)	Dr. Chris Mushquash (LOA)
Dr. Mirella Stroink	Appointment to Dean	Dr. James Kryklywy (2023)
Dr. Ron Davis	Retired	Dr. James Kim (2024)
Dr. Deborah Scharf	Resignation, 2024	Dr. D. Scharf (replacement pending)
Dr. Ed Rawana	Retired	Dr. E. Rawana (replacement pending)
Dr. Mike Wesner	*Retiring in July, 2025	
Dr. Gord Hayman	Deceased, Fall, 2024	
Susan Sajna	Long Term Medical Leave	

Orillia

2018 - 2019	Designation	2025
Dr. Larry Fiddick	Half appointment in Psychology and the other in Interdisciplinary Studies	Dr. Larry Fiddick
Dr. Beth Visser		Dr. Beth Visser
	3 year Limited Term Appointment (LTA)	Dr. Sila Demir
		Dr. Anthony Murkar