Graduate Program Review
Texas Tech University

Program Reviewed: Department of Community, Family, and Addiction Service

Onsite Review Dates: March 9-10, 2015

Name of Reviewers

Internal:
Please include name, title, and Department

External:
Denise C. Lewis, PhD
Associate Professor and Graduate Coordinator
Department of Human Development and Family Science
University of Georgia

I. Academic Unit Description and Strategic Plan
Please evaluate the following by marking an X in one of the blanks for each item:

Vision, Mission and Goals
___ Excellent _X_ Very Good ___ Good ___ Needs Improvement

Strategic Plan
___ Excellent _X_ Very Good ___ Good ___ Needs Improvement

Please comment on the positive components and suggested areas of improvement.
The first point of the mission statement seems to define the overall mission of the unit. The collaboration across
disciplines brings a systemic perspective and fosters collaboration. The department adheres to each bulleted point in its
mission statement with a growth oriented path. The conversations with various stakeholders; however, seemed to focus
almost exclusively on addressing addiction and recovery. The Master’s program in MFT aligns very well with the
focus on addiction. However, it is less clear that the MFT program is not based on addiction studies but is a more
traditional focus across domains traditional to an MFT program.

II. Program Curriculum
Please evaluate the following:

Alignment of program with stated program and institutional goals and purposes
_X Excellent ___ Very Good ___ Good ___ Needs Improvement

Curriculum development coordination and delivery
___ Excellent _X_ Very Good ___ Good ___ Needs Improvement

Program learning outcomes assessment
III. Faculty Productivity

Please comment on the positive components and suggested areas of improvement.
The publication numbers seem low for a department with 12 faculty members, especially considering that the majority of the faculty is at the associate professor level. However the overall trend in publications has increased significantly over the past three years. The number of publications with students also seems quite low. Faculty members could be encouraged to bring students into the publication process earlier in the students’ career with TTU. Grant submissions are at an expected level with some faculty members having several large grants and the majority having a few, smaller funded projects. One suggestion is to engage early career faculty (including more recently promoted associate professors) in a grants mentoring partnership with more productive faculty members. A suggestion for assistant professors in particular is to create a tenure-mentoring team approach with a formal meeting of department heads/directors with assistant professors. Assistant professors could be given a notebook/binder with sections marked for materials that are important to save (i.e., samples of student evaluations for each class, statement of teaching philosophy, statement of research philosophy, copies of publications, copies of awards letters, letters of appreciation for service on committees, roles in community service, etc.).
IV. Students and Graduates

Please evaluate the following by marking an X in one of the blanks for each item:

**Time to degree**
- ___ Excellent
- X_ Very Good
- ___ Good
- ___ Needs Improvement

**Retention**
- ___ Excellent
- _X_ Very Good
- ___ Good
- ___ Needs Improvement

**Graduate rates**
- ___ Excellent
- X_ Very Good
- ___ Good
- ___ Needs Improvement

**Enrollment**
- ___ Excellent
- X_ Very Good
- ___ Good
- ___ Needs Improvement

**Demographics**
- ___ Excellent
- ___ Very Good
- _X_ Good
- ___ Needs Improvement

**Number of degrees conferred annually**
- ___ Excellent
- _X_ Very Good
- ___ Good
- ___ Needs Improvement

**Support Services**
- ___ Excellent
- X_ Very Good
- ___ Good
- ___ Needs Improvement

**Job Placement**
- ___ Excellent
- ___ Very Good
- _X_ Good
- ___ Needs Improvement

**Student/ Faculty Ratio**
- ___ Excellent
- _X_ Very Good
- ___ Good
- ___ Needs Improvement

Please comment on the positive components and suggested areas of improvement:

The students report feeling very supported in their studies and in their professionalization. Suggestions for improvement include greater involvement in professionalization by the student organization, for example, organize research talks by faculty and/or graduate students, hold brainstorming sessions for conceptualizing research projects, practice sessions prior to conferences, etc. Students discussed difficulty in learning about funding opportunities. One solution might be use of the (not yet installed) electronic board for notifying students of assistantship or research opportunities, deadlines for conference submissions, grants, special seminars, or other relevant announcements. Students voiced appreciation over opportunities to teach. Preparation for teaching, though, seemed to rely on individual faculty members and a brief orientation at the beginning of the academic year. One suggestion is to create, in collaboration with the Graduate School, a formal teaching class that covers topics such as andragogy, teaching philosophies, online learning, large and small classroom management, understanding student feedback, providing students with feedback, and other similar topics in addition to general pedagogy. Students were not clear on ways to carve areas of specialization into their program (this could be an artifact of having a majority of master’s degree students in the audience). A seminar for all incoming students that focuses on opportunities for specialization might...
address this issue. Finally, students would like earlier clarity on thesis versus non-thesis options. This may also be an appropriate topic for an incoming-class seminar or workshop series.

V. Facilities and Resources

*Please evaluate the following by marking an X in one of the blanks for each item:*

**Facilities**

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**Facility Support Resources**

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**Financial Resources**

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**Staff Resources**

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*Please comment on the positive components and suggested areas of improvement*

The facilities were adequate for the number of faculty, staff, and students. The recent, and ongoing, renovations provide an adequate and attractive space for the program.

VI. Overall Ranking

*Please provide summative conclusions based on the overall review.*

This is a strong and impressive program. Faculty and students are engaged in research, teaching, scholarship, and outreach. The engagement with community is extremely beneficial for all stakeholders. Plans for accreditation of the master’s program in MFT will further strengthen the department, as will adding the PhD in Addictive Studies and an online certificate. The areas where improvements are suggested will simply make an already very good program even better.

*Please provide summative recommendations based on the overall review.*

Improving communication was a theme across most stakeholder conversations. Communicating to young faculty the requirements for tenure and promotion, communicating to students the opportunities for research, funding, thesis versus non-thesis options, ways to carve areas of specialization, and finding ways to increase professionalization opportunities are all addressable in low-resource ways.