

**Department of Psychology
American University of Central Asia
Departmental Development Plan (2010-2013)**

1. Background

Academic Fellowship Program has supported the Department of Psychology in AUCA since 2005 and has contributed significantly to the departmental academic and professional development. Returning and International fellows supported by AFP have always been the key faculty members. Within this partnership the Department has been continuously improving its educational program, course syllabi, faculty research, local teaching capacities and networking activities. It has been of a paramount importance in attracting junior faculty members with Western degrees and international mentors to work in the Department. Collaboration with AFP has brought significant outcomes for the development of the Department, however, there are more goals aimed at fostering the Department's mission that need to be attained in the years to come. In this complicated but importance process of further advancement the Department will need the solid support of the AFP.

2. Goals of the department for the 2010-2013

- Goal One: Development and implementation of innovative curriculum that is responsive to the labor market demands and is well-balanced between international and national standards.
- Goal Two: Establishment and maintenance of a stable long-term team of qualified faculty who continue to develop their skills and knowledge throughout their careers. Attraction of young scholars with competitive degree and qualification to enhance research and educational processes.
- Goal Three: Establishment of sustainable partnership with Academic Programs, Universities, Psychological laboratories etc to ensure participation of the Department in various academic events, exchange visits, collaborative projects etc.

3. 2010-2013 Priority Areas

Given the path of Department's development in recent years, obstacles it face and goals set forth above, three areas would be Department's priority for the next three years. They are Curriculum, Faculty capacity building and Partnership.

3.1. Curriculum

- *Background information:* What exactly is taught to students, how courses are organized and interrelated greatly pre-defines what kind of a specialist the Department would have in the end. The Department has been very active in reforming its curriculum. Since the year 2005 the Department has focused its work on the following:
- Introducing international educational standards of teaching Psychology at the undergraduate level
- Bringing the curriculum in accord with the requirements of the American Psychological Association and the requirements of the National Ministry of Education
- Implementing a stable course offering plan
- Incorporating concepts of academic independence, choice, freedom and critical thinking into course syllabi.

Since then, the curriculum has been revised a number of times, and many achievements have been attained including the successful National Attestation and Licensing administered by the National Ministry of Education in the KR; substantial revision of core courses; development of various

documents (students' guides, teachers' manuals, check-lists, handbooks, course packs etc) to ensure smooth following of the curriculum.

Areas that still need improvement:

Department still needs to take concrete measures to overcome inconsistencies between APA and national standards to formulate the best possible mix of the two systems. Employment path of former students, employer preferences and demand for specific psychological services locally and internationally would be regularly studied to timely changes to curriculum to make students more competitive in labor market when they graduate. The curriculum still needs to embrace a scientist-educator model where faculty is trained in effective teaching and continues to develop their skills throughout their careers. More work needs to be done in the curriculum to emphasize research by both, students and faculty.

Activities planned to the years 2010-2013

The Department plans to continuously revise existing course syllabi, develop new courses, encourage its faculty to pursue academic research and integrate their research into teaching.

Goal #	Activity	Dates	Verifiable indicators	Resources/support needed	Responsible
1	Course syllabi revision	2010-2013	All the syllabi of the department have been revised		All faculty
1	Development of new courses reflecting the needs of the current labor market (local and international) and trends in Psychology	2010-2013	10 new courses have been developed and taught in the Department		All faculty
1	Faculty incorporate research into their teaching	2010-2013	Core course syllabi include a solid research component		All faculty
1	Establishing research laboratory	2010-2013	Digital laboratory is put in place and used for faculty research and teaching	PDF	All faculty
2	(Exchange visit) Three faculty members will apply to Mobility Fund to conduct an exchange visit with the University of Novi Sad	2011	Faculty members learn about cognitive psychology laboratory operating in the University of Novi Sad	Mobility Fund	Olha Yarova, Kanykey Latipova, Elena Molchanova

3.2. Faculty capacity building

Background information:

Department consists of people, who teach, study, plan, organize, manage the office etc. Therefore, the quality of their skills and knowledge, their values, their satisfaction and

continuous perfection are key for success. Since 2004 AFP has supported a number of returning scholars including Nazgul Sydykova, MA, Indiana University, Mahinur Mamatova, CS, Russia; Elena Kim, MA, Central European University and Olha Yarova, MA, Central European University.

Areas that still need attention:

Existing faculty team, which has mostly formed more than 4-5 years ago should be maintained to preserve traditions and long-term objectives. It is especially important concerning those who have obtained their graduate education in Western Universities. Department dedicates itself to maximum preservation of existing faculty with all possible means but with mandatory perfection of professional skills including English.

Activities for the years 2011-2013

a) In 2010 – 2011 academic years **4** returning scholars will work at the Psychology Department:

- Olha Yarova, MA, Central European University (current RS)
- Elena Kosterina, MA, Central European University (current applicant to RS AFP program)
- Kanykei Latipova, MA, Washington University in Saint Louis (current applicant to RS AFP program)
- Anastasiya Slastnikova, MA University of Manchester (will start teaching in the year 2010-2011, will apply to RS AFP program in the Spring 2011)
- Elena Kim will take a one year of to pursue her PhD studies abroad and will return to the department at the beginning of the academic year 2011-2012.

b) In 2011-2012 and 2012-2013, **5** returning scholars will work at the Psychology Department:

Olha Yarova, MA, Central European University
Elena Kosterina, MA, Central European University
Kanykei Latipova, MA, Washington University in Saint Louis
Anastasiya Slastnikova, MA University of Manchester
Elena Kim, MA, Central European University

c) Decisive steps are to be taken in recruitment of qualified new faculty. It includes maintenance of a database of potential faculty with relevant qualifications to join the Department. Preference will be given to those with higher academic degree and research skills, solid intention to stay with the Department for at least 4-5 years and readiness to participate in Department's development.

Currently, the database includes:

1. Malika Masipova, PhD, Purdue University (currently in USA)
2. Elena Potehina, MA, Central European University (currently in Russia)
3. Kseniya Tsoy, MA, (Currently in Great Britain)
4. Alisa Izmailova, MA, Austrian University (currently in Austria)
5. Anton Kirey, MA (currently in Russia)
6. Rustam Ismailov, MA, (Currently in Great Britain)

The Department will continue updating and maintaining the database of potential faculty with graduate degrees from Western Universities.

d) Capacity Building.

Department will organize consistent capacity building activities of local faculty in the area of teaching through trainings, cooperation with international scholars, research; and PhD studies. In more precise terms, the following will be carried out:

Goal #	Activity	Dates	Verifiable indicators	Resources/support needed	Responsible
	(PhD Studies) Olha Yarova will defend her local PhD dissertation	2013	PhD degree		Olha Yarova
	(PhD Studies) Elena Kim will defend her PhD Dissertation abroad	2013	PhD degree		Elena Kim
	(PhD Studies) Elena Kosterina will apply to a Modular PhD program in CEU (Department of Gender Studies)	2010-2011	Acceptance to the program and a Phd Degree	Modular PhD program in CEU	Elena Kosterina
	Latipova Kanykei will apply to a PhD program abroad	2010-2013	Acceptance to the PhD program and a Phd Degree		Latipova Kanykei
	Anastasiya Slastnikova will apply to a PhD program abroad		Acceptance to the PhD program and a PhD Degree		Anastasiya Slastnikova
	Returning scholars will conduct bi-annual mutual peer observations	Fall 2010 Spring 2011 Fall 2011 Spring 2012 Fall 2012 Spring 2013	Course syllabi by the local faculty are significantly improved and the improvement is noted in the reports of the RSs.		
	International Scholar will conduct peer observations of the returning scholars' in-class teaching	Fall 2010 Spring 2011 Fall 2011 Spring 2012 Fall 2012	Course syllabi by the local faculty are significantly improved and the improvement is noted in the report of the IS.		

	and provide extensive feedback	Spring 2013			
	International Scholar will conduct peer observations of the returning scholars' syllabi and provide extensive feedback	Fall 2010 Spring 2011 Fall 2011 Spring 2012 Fall 2012 Spring 2013	Course syllabi by the local faculty are significantly improved and the improvement is noted in the report of the IS.		
	Training "Supervising Senior Thesis"	Fall 2010			
	Training "Teaching undergraduate research in a Liberal Arts University"	Spring 2011			
	Training "Enhancing student's reading and writing skills"	Fall 2011			
	Training "Searching information for literature review"	Spring 2012			
	Training "Advanced SPSS methods for Psychologists"	Fall 2012			
	Training "Advanced SPSS methods for Psychologists"	Spring 2013			
	Research: Olha Yarova will conduct her PhD research in the area of Women's Leadership	2010-2013		Olha Yarova completes her PhD dissertation	
	Research Olha Yarova	2010		Olha Yarova receives funding	PDF Olha Yarova

	will apply to PDF to do a literature search in CEU library for her research in Women's leadership		and completes her library research in CEU		
	Research: Elena Kim will conduct her PhD research in the area of Gender and Development	2010-2013	Elena Kim completes her PhD Dissertation		Elena Kim
	Research Kanykei Latipova will conduct her research in the area of Harm and Injury Prevention Among Children in Kyrgyzstan	2010-2013	Kanykei Latipova completes her research		Kanykei Latipova
	Research: Anastasiya Slastnikova will conduct her research in the area of Psychological Services for Parents in Kyrgyzstan	2010-2013	Anastasiya Slastnikova completes her research		Anastasiya Slastnikova
	IS will mentor returning scholars' research Olha Yarova (Women's leadership in Kyrgyzstan) Elena Kosterina (Marriage, women gender role and psychosomatics of gynecology) Kanykei	Throughout 2010-2013	RS complete their research and publish their findings in academic journals		

	Latipova (Harm and Injury Prevention Among Children in Kyrgyzstan) Anastasiya Slastnikova (Psychological Services for Parents in Kyrgyzstan) Elena Kim (Domestic Violence and HIV in Kyrgyzstan)			
Publications: Elena Molchanova, Elena Kim and Sharon Horne will publish their co-research findings on “Domestic Violence in Kyrgyzstan”	2010-2011	Publication in an APA-approved academic journal		Sharon Horne
Elena Kim and Marie Campbell will publish their research findings on ‘Social Construction of Gender in Kyrgyzstan’ (tentatively in “Central Asia Survey”)	2010-2011	Publication in Central Asia Survey		Elena Kim
Olha Yarova will publish her research findings	2013	Publication in an APA-approved academic journal		Olha Yarova

Kanykei Latipova will publish her research findings	2012-2013	Publication in an APA-approved academic journal		Kanykei Latipova
Anastasiya Slastnikova will publish her research findings	2012-2013	Publication in an APA-approved academic journal		Anastasiya Slastnikova
	Co-research: All the faculty of the department will conduct a joint research with the IS (Sharon Horne) in the area of Multicultural Counseling: HIV/AIDs in Kyrgyzstan	2010-2013	The research team completes the project	All the faculty
	All faculty members will take active part in research conferences, seminars and other academic events offered locally and internationally	2010 - 2013		PDF All faculty

3.3. Partnerships (department, university, AFP, international etc.)

The Department will systematically participate in networking activities with Academic Programs, local and international Psychology Departments, and professional organizations.

Goal #	Activity	Dates	Verifiable indicators	Resources/support needed	Responsible
	Three faculty members will apply to Mobility Fund to conduct an exchange visit with the Psychology Department of University of Novi Sad	2011	Faculty members learn about cognitive psychology laboratory operating in the University of Novi Sad and develop their own digital laboratory	Mobility Fund	Olha Yarova, Kanykey Latipova, Elena Molchanova
	Three faculty members will apply to Mobility Fund to conduct an exchange visit with the Psychology Department of	2012	The grants approved. The visit successfully conducted.		Olha Yarova. Elena Molchanova Elena Kim

	the University of Novi Sad				
	Visit psychological laboratories of the University of Memphis and the State University of Pittsburg	2011	Faculty members learn about psychology and develop their own digital laboratory	PDF	Elena Kim Olha Yarova Kanykey Latipova
	Developing a Code of Ethics for Psychologists of Kyrgyzstan in conjunction with the Departments of Psychology at Kyrgyz – Russian Slavic University and the Kyrgyz University of Arabaev	2010-2012	The Department leads the expertise in the area of Ethics in Psychology		Elena Kim Olha Yarova Elena Molchanova Sharon Horne
	The Department will apply to DDF to seek funding for a Development of a Resource Center for Research, Teaching and Practice in Psychology	2012-2013	DDF application approved, funds provided. The resource center is established and being developed.	DDF	All RS
	Cooperation All RS will attend interdisciplinary AFP meetings to share their research and teaching experiences and learn about those from other scholars	2010-2013	AFP interdisciplinary meetings	AFP disciplinary meetings	All RS