

**The University of Cyprus, Department of Psychology Strategic Plan
Adopted by voting of the Department Council on April 05, 2019**

The Department of Psychology was established in 2004. It is housed within the University campus in the buildings OED 01 and OED 02. It belongs to the School of Social Sciences and Education. The Department has 17 faculty members, two clinical training coordinators, five post-doctoral students, nearly 80 doctoral, 100 master's, and 250 undergraduate students in two doctoral, five graduates, and an undergraduate program, respectively, and an annual operating budget of more than €290.000. The faculty of the Department of Psychology has secured external funding of more than €16.6 million over the past five years.

The Department of Psychology comprises of an internationally prominent faculty whose expertise broadly represents psychology science. The Department is among the first options for new University entrants through the PanCypriot exams and, thus, it attracts excellent undergraduate students. Likewise, high-quality graduate students choose to join the Department. According to recent inter-departmental research, the reputation of the particular department is the single most important factor in their decision. All of this happens within a supportive, collegial, and collaborative environment that offers the very best teaching and training opportunities for our graduate and undergraduate students. The five master's programs offered by the Department are: the MA in School Psychology, accredited by the International School Psychology Association; the MA in Cognitive and Educational Psychology; the MA in Social and Developmental Psychology; the MA in School Counseling and Guidance in collaboration with the National and Kapodistrian University of Athens; and the MS in Cognitive Systems in partnership with the Open University of Cyprus and the Computer Science Department of the University of Cyprus. Also, the Department offers two Ph.D. programs in Psychology and Clinical Psychology, with the latter abiding by the requirements of the Cyprus law for professional psychologists.

The Department of Psychology at UCY has consistently excelled in assessments of research quality. According to the recent Times Higher Education World University Rankings 2019, the Department is ranked among the 200 highest Psychology departments and first in terms of research funding within Cyprus. Faculty's research activities address a wide range of subjects, including among others the study of attention and memory processes, psychophysiology of emotion and cognition, emotional and cognitive processes in psychopathology, callous-unemotional traits in children, spatial thinking, language development, developmental learning disorders, autism, cognitive aging, or family and school relations. As a result, the research carried out by the Department has significant societal relevance, focussing on both social-cultural and economic value in the areas of health and social sciences.

The Department has 13 labs and a research center, all well-equipped to provide a stimulating and vibrant research environment that allows both faculty members and our students, to shape the future of our expanding research-intensive department successfully. Various methodologies are used based among others on psychophysiology (e.g., EEG, heart rate, skin conductance), eye tracking, fMRI, virtual reality, reaction time, clinical interviewing, computerized assessment, self-reports, behavioural observation, advanced statistics, and more.

Vision

The vision of the Department of Psychology at the University of Cyprus is to be recognized as one of the premier academic homes of the integration of psychology and neuroscience at both European and international level, to contribute substantially to the development of psychological science and the profession of psychologist and to contribute significantly and

diversely to addressing the local societal needs relevant to mental health. The attainment of these objectives is possible through our commitment to research, undergraduate education, and graduate training that all emphasize rigorous scientific methods, interdisciplinary collaboration, and a focus on the interplay between mind and behaviour.

Mission

The mission of the Department of Psychology at the University of Cyprus is to strive for excellence in our research, in our training of graduate students, and our teaching of undergraduates. Underlying these goals is a deep commitment to research and education that meaningfully addresses the betterment of the human condition and prepare our students to be competitive in the modern academic and professional environment.

Regarding undergraduate education, we believe that learning the science of our discipline is the required platform for teaching critical thinking, attention to detail, creativity, complex reasoning, principles of statistics and research methods, effective written and oral communication. With regard to graduate education, we believe that a solid foundation in research methods and data analysis is crucial to developing the ability to make substantial contributions to one's chosen area of research. Our research mission is to be a highly productive and internationally recognized faculty who engage in cutting edge and collaborative research that transcends traditional disciplinary boundaries while maintaining a firm footing in psychology and neuroscience. Finally, as faculty members, we believe it is vital to engage in teaching and service that utilize our strengths and interconnect with and enhance our research programs.

Strategic Goals

We believe that the five following strategic goals are critical to the success of the Department of Psychology at the University of Cyprus.

1. Generate research that impacts the discipline and community.

- 1.1. Recruit and retain tenure-track faculty who build on existing departmental strengths and have fundable research programs.
- 1.2. Adequately evaluate and recognize quality in faculty and student research to encourage high impact research.
- 1.3. Provide support for faculty to develop the skills and resources needed for engagement in the science of our discipline.
- 1.4. Foster an exciting intellectual environment by providing opportunities for dialogue, commitment, and collaborations.

2. Enhance the visibility and clarify the impact of faculty's work on the science of Psychology, the University, and the Community.

- 2.1. Proactively publicize and promote departmental research, teaching, and service activities to relevant general and technical media.
- 2.2. Seek and obtain professional recognition and awards, including election to editorial boards and grant review panels.
- 2.3. Create new degrees and offer skills-enhancement advising.
- 2.4. Actively participate in University and discipline governance/leadership.

3. Promote a scientific understanding of human behaviour through a rigorous program of undergraduate education that provides students with skills relevant to the needs of today's employers and enables undergraduates and graduates to achieve their goals.

- 3.1. Deliver high-quality undergraduate education that is modern and end-focused.
- 3.2. Develop state-of-the-art methods to improve the advising of large numbers of undergraduates and graduates based on limited advising resources.
- 3.3. Equip graduates with the knowledge and skills to compete for relevant and prestigious jobs and programs.

3.4. Support efforts to increase the visibility of undergraduate and graduate programs and the department's name recognition.

4. Develop and promote a leading doctoral graduate program, based on significant scholarly contributions to the science of Psychology.

4.1. Continue to attract high-quality undergraduate and graduate students.

4.2. Continue to support faculty and students' efforts to generate high quality and impactful research.

5. Incorporate a framework of diversity and inclusiveness into our programs for both undergraduates and graduates, and improve the department's inclusion of students, faculty, and staff from diverse backgrounds.

5.1. Encourage always a culture in which faculty act for the more significant benefit of the Department.

5.2. Support efforts to maintain the success of our undergraduate language and cultural minorities in their pursuit of graduate training both here at UCY and other universities.

5.3. Foster a workplace and learning environment that supports and encourages diversity.

5.4. Maintain or grow the department's international program to expose students to other cultures and demonstrate the relevance of psychology in understanding different cultures.

5.4. Maintain strong, transparent Departmental leadership with active faculty and staff engagement.