

our graduate students receive prestigious national and provincial awards (typically after one or two years), the limited number of multi-year funding packages has often resulted in losing the best students to other universities. International students are at a further disadvantage in that they are ineligible for many provincial and national grants and fellowships due to residency requirements. Although we have had extensive discussions and support from GPS in helping to attract the best graduate students, and the Department has developed a small number of preferential multi-year recruitment packages, additional DFW and GEF funding is required. The Department is continuing to seek additional support from the University. A growing number of graduate students are dependent upon this funding for tuition and living expenses.

The number of undergraduate teaching opportunities for our graduate students is a growing problem and concern. This is restricted by the collective

require updating of multiple forms on an annual basis and often include the preparation of annual reports, self-study documents and site visits (the two professional programs are accredited by 5 clinical accrediting bodies, each of which having their own demands), thus necessitating additional support staff resources and significant faculty administrative responsibility.

The Department Chair and faculty recognize the need for sharing of administrative responsibilities. Nevertheless, these added substantial administrative responsibilities and increased time demands, on top of the required teaching and heavy graduate supervision (and often clinical supervision) and the continuation of one's research program require additional course releases otherwise faculty remain reluctant to assume these positions. This issue will be discussed with the Dean and more fully addressed at the Departmental retreat in the Fall.

The Department has developed a number of mechanisms to both maintain contact with current and former graduate students and to increase community outreach. The Department electronic newsletter, *Dialogues*, is distributed to all current students and faculty as well as all graduates. This publication is coordinated by a volunteer research coordinator and several graduate students. As well, the School/Applied Child Psychology program has initiated an international School Psychology Institute (the second of which is scheduled for August 2017) that has been widely attended by clinicians throughout the province, other parts of Canada, the U.S., and Europe (again coordinated by graduate student volunteers). The Department also held a 5-session Effective Parenting series last Fall that was well attended by parents and educators from the community. Dr. Jake Burack and his graduate students frequently travel to Northern Quebec in order to provide clinical services for indigenous populations while Dr. Sue Lajoie continue to host international meetings. The Department is currently hiring two highly respected Indigenous Psychology researchers and it is expected that greater community outreach at a provincial, national and international level will occur.

General Concerns

On a general level we certainly support trying to find a healthy work-life balance for students, staff and faculty. The University offers a number of programs and the Department is seeking ways to increase communal experiences through student orientations, wine and cheese events, Bar-B-Qs, etc. However, it is important to note that well-being is directly tied to the heavy workplace demands and although the University offers wellness programs for staff, faculty and students, a better balance can only be achieved with increased resources and support.

The Department will discuss all of the Review Committee's recommendations and ways in which they can be implemented in much greater detail at their retreat in the Fall.

While the first recommendation by the Review Committee, "Perhaps the most important recommendation is to stay the course in what is a very impressive department that has been strong for some time and is doing well at handling generational turnover," there is little doubt that we require additional support from the Faculty and University. The benchmarking exercise against other leading national and international universities, as detailed in the self-study documentation, clearly shows we are among the strongest Departments in spite of the extremely limited available resources. In order for us to continue to maintain the high standards that we have attained additional resources are required.

Respectfully submitted,

Jeffrey L. Derevensky, Ph.D.
James McGill Professor and Chair