SAINT LOUIS UNIVERSITY.

Program Assessment Plan

Program: Ph.D. in Industrial Organizational (IO) Psychology

Department: Psychology

College/School: Arts & Sciences

Date: 12.19.17

Primary Assessment Contact: Edward J. Sabin, Ph.D.

Note: Each cell in the table below will expand as needed to accommodate your responses.

#	Program Learning Outcomes	Assessment Mapping	Assessment Methods	Use of Assessment Data
	What do the program faculty expect all students to know, or be able to do, as a result of completing this program? ■ *Note: These should be measurable, and manageable in number (typically 4-6 are sufficient).*	From what specific courses (or other educational/professional experiences) will artifacts of student learning be analyzed to demonstrate achievement of the outcome? Include courses taught at the Madrid campus and/or online as applicable.	What specific artifacts of student learning will be analyzed? How, and by whom, will they be analyzed? ■ *Note: the majority should provide direct, rather than indirect, evidence of achievement.*	How and when will analyzed data be used by faculty to make changes in pedagogy, curriculum design, and/or assessment work? How and when will the program evaluate the impact of assessment-informed changes *made in previous years*?
1	Assess the relevant scientific literature in IO Psychology.	Graduate coursework in IO Psychology at the individual, group and systems levels as defined in the IO Psychology Handbook.	Assessment of: Doctoral Comprehensive Examination Document; the Doctoral Comprehensive Oral Examination; the Doctoral Dissertation Document; and Doctoral Dissertation Oral Defense. Rubrics in appendix.	Data from the Doctoral Comprehensive Examination Document; the Doctoral Comprehensive Oral Examination; the Doctoral Dissertation Document; and Doctoral Dissertation Oral Defense will be reviewed by all IO faculty biannually at the end of the academic year to consider changes for curricular improvement and/or assessment methodologies. Impact of changes made in previous years will be reviewed for effectiveness by all IO faculty biannually.

#	Objective	Coursework	Assessment	Use of Assessment Data
2	Apply the major research methodologies in IO Psychology.	Graduate coursework in IO Psychology in research methodology and statistics as defined in the IO Psychology Handbook: Also, the Certificate Program in Quantitative Methods in the Behavioral Sciences.	Assessment of: Capstone Project for the Certificate in Quantitative Methods in the Behavioral Sciences; Professional Activity Projects; Doctoral Comprehensive Examination Document; the Doctoral Comprehensive Oral Examination; the Doctoral Dissertation Document; and Doctoral Dissertation Oral Defense. Rubric in appendix.	Same use of assessment data as detailed above.
3	Use knowledge from IO Psychology to address applied problems.	Graduate coursework in IO Psychology as defined in the IO Psychology Handbook including, consultation skills, org. assessment, and org. development.	Assessment of: Professional Activity Projects; Doctoral Comprehensive Oral Examination; and Doctoral Dissertation Oral Defense. Rubric in appendix.	Same use of assessment data as detailed above.
4	Articulate explanations about IO Psychology's approaches that are appropriate to the audience being addressed (e.g., professional or general audience).	Graduate coursework in IO Psychology as defined in the IO Psychology Handbook. IO Professional Development Seminars.	Assessment of: Doctoral Comprehensive Oral Examination; and Doctoral Dissertation Oral Defense. Rubric in appendix.	Same use of assessment data as detailed above.
5	Evidence professional integrity as an IO Psychologist.	Graduate coursework in IO Psychology in research methodology with human subjects and seminar in ethical and professional affairs as defined in the IO Psychology Handbook. IRB training on ethical research practices (CITI certification).	Assessment of: Doctoral Comprehensive Examination Document; the Doctoral Comprehensive Oral Examination; Doctoral Dissertation Document; and Doctoral Dissertation Oral Defense. Rubric in appendix.	Same use of assessment data as detailed above.

Additional Questions

1. On what schedule/cycle will faculty assess each of the above-noted program learning outcomes? *(It is not recommended to try to assess every outcome every year.)*

> The faculty will assess outcomes 1 and 2 (*i.e.,* Assess the relevant scientific literature in IO Psychology; apply the major research methodologies in IO Psychology) during academic years ending in even numbers (*e.g.,* AY 2017-18; AY 2019-20).
>
> The faculty will assess outcomes 3, 4, and 5 (*i.e.,* Use knowledge from IO Psychology to address applied problems; articulate explanations about IO Psychology's approaches that are appropriate to the audience being addressed (e.g., professional or general audience); and, evidence professional integrity as an IO Psychologist) during academic years ending in odd numbers *(e.g.,* AY 2018-19; AY 2020-21).

2. Describe how, and the extent to which, program faculty contributed to the development of this plan.

> IO Program faculty held detailed discussions of the assessment process on a bimonthly basis at IO Program meetings during the past academic year that contributed to the development of the current plan.

3. On what schedule/cycle will faculty review and, if needed, modify this assessment plan?

> This assessment plan will be reviewed for effectiveness and or potential modification by all IO faculty biannually in a program meeting at the end of the academic year.

IMPORTANT: Please remember to submit any assessment rubrics (as noted above) along with this report.

Student Learning Outcomes:
Assessment of the Doctoral Dissertation Document

Directions: The three doctoral committee faculty jointly discuss the following aspects of the dissertation document to reach agreement on the rating for each of the items presented below.

Student Learning Outcomes	Assessment				
I. Student assesses the relevant scientific literature in IO Psychology	**Poor**				**Superior**
1. Provides relevant history of the problem being studied	1	2	3	4	5
2. Details major theories related to the problem	1	2	3	4	5
3. Provides critical review of findings from the literature	1	2	3	4	5
4. Identifies important gaps in current understanding of the problem	1	2	3	4	5
II. Student applies the major research methodologies in IO Psychology					
1. Provides clear rationale for research design	1	2	3	4	5
2. Insures proper operationalization of variables	1	2	3	4	5
3. Uses appropriate statistical analysis	1	2	3	4	5
4. Interprets statistical results accurately	1	2	3	4	5
III. Student uses IO Psychology knowledge to address applied problems					
1. Discusses implications of findings to address applied problems	1	2	3	4	5
2. Discusses limitations of research to address applied problems	1	2	3	4	5
3. Discusses future research to better address applied problems	1	2	3	4	5
4. Discusses how findings fit with current applied best practice					
IV. Student evidences professional integrity as an IO Psychologist					
1. Follows IRB protocols	1	2	3	4	5
2. Uses appropriate methods to protect research participants	1	2	3	4	5
3. Uses appropriate citation techniques	1	2	3	4	5
4. Provides proper safeguards to protect data	1	2	3	4	5

Name of student: _____   **Date:** _____

Title of dissertation: _____

Names of faculty: _____

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Student Learning Outcomes:
Assessment of the Doctoral Dissertation Oral Defense

Directions: The three dissertation committee faculty jointly discuss the following aspects of the dissertation's oral defense to reach agreement on the rating for each of the items presented below.

Student Learning Outcomes	Assessment				
I. Student provides articulate explanations about IO Psychology's approaches that are appropriate to the audience being addressed (e.g., professional or general audience)	**Poor**				**Superior**
1. Organizes topics effectively in presentation	1	2	3	4	5
2. Discusses ideas at a level of presentation appropriate to a professional audience	1	2	3	4	5
3. When asked can, discuss main points in a style understandable to a general lay audience	1	2	3	4	5
4. Gives suitable explanation of important theories	1	2	3	4	5
5. Gives appropriate explanation of methods used for analysis	1	2	3	4	5
6. Discusses importance of findings	1	2	3	4	5
7. Demonstrates a good understanding of the topic that is not overly dependent on notes	1	2	3	4	5
8. Engages with audience	1	2	3	4	5
9. Paces presentation to facilitate understanding	1	2	3	4	5
10. Is comfortable speaking in front of the group	1	2	3	4	5
11. Uses clear speaking voice that is audible to audience	1	2	3	4	5
12. Maintains eye contact with audience	1	2	3	4	5
13. Makes effective use of body movement and gesture to enhance understanding	1	2	3	4	5
14. Responds effectively to questions from the audience	1	2	3	4	5
15. Makes effective use of time during presentation	1	2	3	4	5

Name of student: _____   **Date:** _____

Title of dissertation: _____

Names of faculty: _____

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Student Learning Outcomes:
Assessment of the Capstone Project for the
Certificate in Quantitative Methods in the Behavioral Sciences (QMBS)

Directions: The three capstone committee faculty jointly discuss the following aspects of the QMBS capstone project to reach agreement on the rating for each of the items presented below.

Student Learning Outcomes	Assessment				
I. Student applies the major research methodologies in IO Psychology	**Poor**				**Superior**
1. Provides clear rationale for research design	1	2	3	4	5
2. Insures proper operationalization of variables	1	2	3	4	5
3. Uses appropriate statistical analysis	1	2	3	4	5
4. Interprets statistical results accurately	1	2	3	4	5

Name of student: _____ **Date:** _____

Title of project _____

Names of faculty: _____

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Student Learning Outcomes:
Assessment of Professional Activity Project

Directions: Two IO faculty jointly discuss the following aspects of the Professional Activity Project document to reach agreement on the rating for each of the items presented below.

Student Learning Outcomes	Assessment				
I. Student assesses the relevant scientific literature in IO Psychology	**Poor**				**Superior**
1. Provides relevant history of the problem being studied	1	2	3	4	5
2. Details major theories related to the problem	1	2	3	4	5
3. Provides critical review of findings from the literature	1	2	3	4	5
4. Identifies important gaps in current understanding of the problem	1	2	3	4	5
II. Student applies the major research methodologies in IO Psychology					
1. Provides clear rationale for research design	1	2	3	4	5
2. Insures proper operationalization of variables	1	2	3	4	5
3. Uses appropriate statistical analysis	1	2	3	4	5
4. Interprets statistical results accurately	1	2	3	4	5
III. Student uses IO Psychology knowledge to address applied problems					
1. Discusses implications of findings to address applied problems	1	2	3	4	5
2. Discusses limitations of research to address applied problems	1	2	3	4	5
3. Discusses future research to better address applied problems	1	2	3	4	5
4. Discusses how findings fit with current applied best practice					
IV. Student evidences professional integrity as an IO Psychologist					
1. Follows IRB protocols	1	2	3	4	5
2. Uses appropriate methods to protect research participants	1	2	3	4	5
3. Uses appropriate citation techniques	1	2	3	4	5
4. Provides proper safeguards to protect data	1	2	3	4	5

Name of student: _____ **Date:** _____

Title of project   _____

Names of faculty: _____

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<p style="text-align:center">Student Learning Outcomes:
Assessment of the Doctoral Comprehensive Examination Document</p>

Directions: The three doctoral committee faculty jointly discuss the following aspects of the comprehensive examination document to reach agreement on the rating for each of the items presented below.

Student Learning Outcomes	Assessment				
I. Student assesses the relevant scientific literature in IO Psychology	**Poor**				**Superior**
1. Provides relevant history of the problem being studied	1	2	3	4	5
2. Details major theories related to the problem	1	2	3	4	5
3. Provides critical review of findings from the literature	1	2	3	4	5
4. Identifies important gaps in current understanding of the problem	1	2	3	4	5
II. Student applies the major research methodologies in IO Psychology					
1. Provides clear rationale for research design	1	2	3	4	5
2. Insures proper operationalization of variables	1	2	3	4	5
3. Uses appropriate statistical analysis	1	2	3	4	5
4. Interprets statistical results accurately	1	2	3	4	5
III. Student uses IO Psychology knowledge to address applied problems					
1. Discusses implications of findings to address applied problems	1	2	3	4	5
2. Discusses limitations of research to address applied problems	1	2	3	4	5
3. Discusses future research to better address applied problems	1	2	3	4	5
4. Discusses how findings fit with current applied best practice					
IV. Student evidences professional integrity as an IO Psychologist					
1. Follows IRB protocols	1	2	3	4	5
2. Uses appropriate methods to protect research participants	1	2	3	4	5
3. Uses appropriate citation techniques	1	2	3	4	5
4. Provides proper safeguards to protect data	1	2	3	4	5

Name of student: _____ **Date:** _____

Names of faculty: _____

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Student Learning Outcomes:
Assessment of the Doctoral Comprehensive Oral Examination
Directions: The four comprehensive oral committee faculty jointly discuss the following aspects of the dissertation document to reach agreement on the rating for each of the items presented below.

Student Learning Outcomes	Assessment				
I. Student assesses the relevant scientific literature in IO Psychology	**Poor**				**Superior**
1. Provides relevant history of the IO topic being discussed	1	2	3	4	5
2. Details major theories related to the IO topic being discussed	1	2	3	4	5
3. Provides critical review of findings from the IO literature	1	2	3	4	5
4. Identifies important gaps in current understanding of topics discussed	1	2	3	4	5
II. Student applies the major research methodologies in IO Psychology					
1. Provides clear rationale for various research design	1	2	3	4	5
2. Provides clear operationalization of variables	1	2	3	4	5
3. Discusses appropriate statistical analysis to address various problems	1	2	3	4	5
4. Interprets statistical results accurately	1	2	3	4	5
III. Student uses IO Psychology knowledge to address applied problems					
1. Discusses implications of IO findings to address applied problems	1	2	3	4	5
2. Discusses limitations of IO research to address applied problems	1	2	3	4	5
3. Discusses future IO research to better address applied problems	1	2	3	4	5
4. Discusses how IO research fits with current applied best practice					
IV. Student evidences professional integrity as an IO Psychologist					
1. Discusses relevant aspects of codes of conduct	1	2	3	4	5
2. Discusses appropriate methods to protect research participants	1	2	3	4	5
3. Applies codes of conduct to issues of professional practice	1	2	3	4	5
4. Discusses methods to resolve professional ethical conflicts	1	2	3	4	5
V. Student provides articulate explanations about IO Psychology's approaches that are appropriate to the audience being addressed (e.g., professional or general audience)					
1. Answers questions at a level appropriate to a professional audience	1	2	3	4	5
2. When asked can, discuss IO issues in a style understandable to a general lay audience	1	2	3	4	5
3. Responds effectively to a wide range of questions from the committee	1	2	3	4	5
4. Is comfortable speaking in front of the committee	1	2	3	4	5

Name of student: _____ **Date:** _____

Names of faculty: _____

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