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JYMN

I.E. MEASURES: November 8, 1999

Program Name & CIP Code: Industrial/Organizational, 42.0901 Level: Master of Science 28

Example of Linkage between Expanded Statement of Institutional Purpose,
 Departmental/Program Intended Outcomes/Objectives, Assessment Criteria and Procedures,
 Results, and Use of Results at our University

Expanded Statement of Institutional Purpose	Departmental/Program Intended Outcomes/objectives	Assessment Instrumentation & Procedures	Assessment Results	Use of Results
<p>The curriculum of the Master's program in Industrial/Organizational Psychology is designed to provide knowledge of the areas of I/O psychology including 1) employee assessment, 2) selection and training procedures, 3) job analysis and 4) research/data analysis, and a review of the current practices and procedures used in the discipline for problem solving in organizations.</p>	<p>1. I/O students demonstrate mastery of core I/O knowledge base in both (a) basic content area (80% success rate) and (b) non-quantitative content area (80% success rate).</p>	<p>1a. Comprehensive examination designed and scored by I/O faculty for non-quantitative subsection.</p> <p>1b. Comprehensive examination designed and scored by I/O faculty for the "quantitative" subsection</p>	<p>1a. Ten out of eleven students (91%) sitting for the content portion of the comprehensive examination received satisfactory scores.</p> <p>1b. Eight out of nine students (89%) sitting for the quantitative portion of the comprehensive examination received satisfactory scores.</p>	<p>1. Objectives 1a and 1b were met. Continue to monitor these measures and adjust objectives and criteria upward as necessary.</p> <p>Provide specific feedback to students and faculty regarding problematic content areas.</p>
	<p>2. I/O students successfully complete a independent research project. 2a.: 80% pass rate [unanimous approval] on thesis proposal plan [1st attempt] and 2b.: 80% pass rate [unanimous approval] on the final oral defense & examination of the thesis [1st attempt]</p>	<p>2a. 3-member faculty thesis committee vote on acceptability of the thesis proposal plan at the thesis proposal meeting.</p> <p>2b. 3-member faculty thesis committee vote on the acceptability of the final oral defense/examination of the thesis</p>	<p>2a. Nine of nine students (100%) defending thesis proposals received "unanimous" or "with minor revision" approval.</p> <p>2b. Ten out of eleven students (82%) defending theses received "unanimous" or "with minor revision" approval.</p>	<p>2. Objectives 2a and 2b were met. Continue to monitor these measures. Provide formal feedback to students regarding thesis process. Monitor objectives at least 1 more review period prior to consideration of replacing with new outcome objectives.</p>
	<p>3. I/O students demonstrate the ability to apply content and quantitative knowledge in applied settings, (a) producing and acceptable work product and (b) receiving acceptable performance ratings from onsite supervisors.</p>	<p>3a. Practicum coordinator rates/grades work products</p> <p>3b. Onsite supervisor rates student performance and contributions using a behaviorally anchored rating scale.</p>	<p>3a. All 13 students (100%) taking practicum presented acceptable works products.</p> <p>3b. All 13 students (100%) received ratings from site supervisors of 4.5 or higher.</p>	<p>3. Objectives 3a and 3b were met. Continue to monitor these measures. Share results with participating sites to enhance performance process. Monitor objectives at least 1 more review period prior to consideration of replacing with new outcome objectives.</p>