

Industrial/Organizational Psychology MA Assessment Plan (Revised)

I. Basic Foundations of Psychology – I/O Psychology graduate students will be able to:

1A) use the concepts, terminology, and major theories of the discipline to account for psychological phenomena especially in the workplace.

1B) evaluate the appropriateness of scientific explanations of individual behavior and mental processes (especially in the workplace) from the standpoint of psychology's overarching themes (such as attitudes, leadership, motivation, diversity in the workplace, harassment, discrimination, and adverse impact issues in the workplace, etc.)

Embedded course assessments in PSY560 and PSY562

Example assessments include: Midterm & Final Exam Questions, Case Study Grades, Final Course Presentations

II. Research Methods & Statistical Skills – I/O Psychology graduate students will be able to:

2A) apply the scientific method to investigate issues of critical relevance to individuals, businesses, and society

2B) evaluate the validity of conclusions derived from psychological research with a focus on evaluating the quality, objectivity, and credibility of scientific evidence used in the drawing of those conclusions

2C) conduct empirical investigations of phenomena of interest in I/O Psychology using the scientific method

Embedded course assessments in PSY524, PSY 572 and PSY600

Example assessments include: research report, student presentations, exam grades

III. Professional Skills – I/O Psychology graduate students will be able to:

3A) evaluate policies and procedures related to behavior and mental processes using relevant ethical principles and cultural competence as addressed by the APA Code of Ethics.

Embedded course assessments in PSY569

Example assessments include: case study presentations and discussions ratings

3B) able to appraise the quality of various solutions to problems and select an optimal strategy

3C) able to recommend or develop courses of action that could produce beneficial outcomes

3D) well prepared to practice in their field by demonstrating effective communication skills, business writing skills, effective consulting and project management skills.

Embedded course assessments in PSY 569 and PSY630

Example assessments include: training delivery project, internship report, student presentations

IV. Information Literacy – I/O Psychology graduate students will be able to

4A) develop sound, integrated arguments based on scientific reasoning and empirical evidence

4B) use appropriate resources to write a research report using APA guidelines

Embedded course assessments in PSY600

Example assessments include: research report components on hypothesis development, overall research report