

Assessment Plan – Academic Programs

(Form AAP)

Industrial and Organizational (I/O) Psychology Program
(Name of Academic Degree Program)

Ph.D.

(Degree Level)

Terry L. Dickinson
(Completed by:)

Director
(Title)

2000-2001

(Academic Year)

Expanded Statement of Institutional Purpose: *In this section, please provide a statement that demonstrates how your program relates to your college's or division's statement of institutional purpose and, through the college or division, to Old Dominion University's mission and goals.*

Institutional Mission Reference: The I/O Psychology Program offers graduate students a nationally recognized degree program in industrial and organizational psychology that meets national standards of excellence. The program faculty is committed to quality teaching and the discovery of new knowledge. The I/O Psychology Program supports Old Dominion University's mission of providing advanced graduate education for the Hampton Roads area and the Commonwealth of Virginia.

Institutional Goal(s) Supported: The I/O Psychology Program supports the University goals of (a) quality graduate academic programs, (b) quality teaching, and (c) discovery of new knowledge (see pages 3-4 of the University Catalog or pages 8-9 of the Strategic Plan). The I/O Psychology Program also supports Strategic Initiative 2 (Excellent Graduate Programs as described in the University Strategic Plan).

Please provide Intended (Student) Outcomes for your program, Methods for Assessment, and Criteria for Success for each Intended Outcome in appropriate boxes below. *(There should be a minimum of 3 Intended Outcomes and maximum of 10, with 3 to 5 outcomes being typical.)*

Intended Outcome 1: Students who graduate from the I/O Psychology Program will have knowledge of the basic foundations of industrial and organizational psychology. This will include understanding of primary I/O psychological theories and research, ability to assimilate new psychological knowledge, and knowledge of ethical consideration in work and organizational settings.

Method for Assessing Outcome 1 and Criterion for Success: 90% of the students taking the qualification examination are expected to receive a passing grade on their first attempt.

Alternate Method for Assessing Outcome 1 and Criterion for Success (NOTE: Alternate methods are optional): 100% of the students will achieve a cumulative GPA of 3.40 or higher in graduate course work.

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Alternate Method for Assessing Outcome 1 and Criterion for Success (*NOTE: Alternate methods are optional*): 100% of the students will demonstrate awareness of ethical issues by achieving a grade of B or better from the Seminar in Professional Aspects of Industrial/Organizational Psychology 810.

Intended Outcome 2: Students will gain research and statistical skills that enable them to think critically and independently about research, analyze research data, and communicate results and conclusions through the use of statistical methods.

Method for Assessing Outcome 2 and Criterion for Success: 90% of graduate students, who are admitted with a Bachelor's degree, will successfully propose and defend their master's thesis by the end of their second calendar year.

Alternate Method for Assessing Outcome 2 and Criterion for Success (*NOTE: Alternate methods are optional*): 90% of graduate students will attend and make presentations at a minimum of two regional or national conferences. 50% of the students are expected to co-author a publication with a faculty mentor.

Alternate Method for Assessing Outcome 2 and Criterion for Success (*NOTE: Alternate methods are optional*): 100% of the graduate students will be engaged in the professional activities required by Graduate Teaching Assistantships, Graduate Research Assistantships, Graduate Scholarships, or Graduate Fellowships.

Intended Outcome 3: Students are expected to obtain professional skills that will allow them to practice and apply industrial and organizational psychology theory and principles in field settings.

Method for Assessing Outcome 3 and Criterion for Success: 100% of the students will successfully complete an internship with an organization under the direction of an I/O psychologist, or they will document an equivalent experience through consulting or practicum projects. An internship requires a minimum time period of three months and a maximum of one year. The internship is accompanied by an Internship Report that describes activities and accomplishments, and if appropriate, that includes a sample of products. Similar time periods and documentation are required for consulting and practicum projects.

Alternate Method for Assessing Outcome 3 and Criterion for Success (*NOTE: Alternate methods are optional*): 100% of the students will acquire effective oral and written communication skills through participation in seminars. Each seminar will include a component that evaluates these skills and provides developmental feedback.

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Alternate Method for Assessing Outcome 3 and Criterion for Success (*NOTE: Alternate methods are optional*):
100% of the students will be a member of one or more professional societies (e.g., Society for Industrial and Organizational Psychology, Human Factors Society, American Psychological Association, American Psychological Association).