

Industrial and Organizational (I/O) Psychology Program PhD

Expanded Statement of Institutional Purpose

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).

Intended Educational (Student) Outcomes, Methods for Assessment, Criteria for Success, Assessment Results, and Use of Results

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 considerations 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.

Summary of Assessment Data Collected for Outcome 1: Over the last 7 years, 23 students have been eligible to take their qualifying examinations. Of that number, only 2 have not passed the exam on their first attempt. Thus, we have met our goal of 90%. No additional action is necessary at this time.

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

Summary of Assessment Data Collected, Alternate Method for Outcome 1: There are currently 15 students taking coursework. The mean GPA for all students is 3.86/4.00. The lowest GPA is 3.81. Using this optional index, we have met our goal - 100% of students have a GPA of 3.40 or higher. No additional action is necessary at this time.

Alternate Method for Assessing Outcome 1 and Criterion for Success: 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, Psychology 810.

Summary of Assessment Data Collected, Alternate Method for Outcome 1: There are currently 15 students taking coursework. Of this number, 12 have taken Psychology 810. No student received a grade lower than A-. Using this optional index, we have met our goal - 100% of students have achieved a grade of B or higher. No additional action is necessary at this time.

Use of Assessment Results from Intended Outcome 1 to Improve Academic Program: We have met or exceeded the criteria for Outcome 1 as measured by the primary index as well as optional indices. No additional action is necessary at this time.

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.

Summary of Assessment Data Collected for Outcome 2: Of the 17 post second-year graduate students admitted with a Bachelor's degree, 15 (88%) successfully proposed and defended their master's thesis by the end of their second calendar year. Thus, we have approximately met our criterion of 90%. No additional action is necessary at this time.

Alternate Method for Assessing Outcome 2 and Criterion for Success: 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.

Summary of Assessment Data Collected, Alternate Method for Outcome 2: Of the 32 graduate students, 26 (80%) have attended and made presentations at a minimum of two conferences. Of the 32 graduate students, 10 (31%) have co-authored a publication with a faculty mentor. We are approximately meeting the criteria for this assessment outcome. No additional action is necessary at this time.

Alternate Method for Assessing Outcome 2 and Criterion for Success: 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.

Summary of Assessment Data Collected, Alternate Method for Outcome 2: 100% of graduate students were engaged in the professional activities required by Graduate Teaching Assistantships, Graduate Research Assistantships, Graduate Scholarships, or Graduate Fellowships. We are meeting our goal for this alternative outcome. No additional action is necessary at this time.

Use of Assessment Results from Intended Outcome 2 to Improve Academic Program: We have approximately met our criteria for Outcome 2 as measured by the primary index as well as optional indices. No additional action is necessary at this time.

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.

Summary of Assessment Data Collected for Outcome 3: There are currently 13 students in the program who are eligible for internships or equivalent experience. Of that number, 11 have completed the requirement. All of these students participated in an experience of at least 3 months and mean length of participation was approximately 8 months. The remaining two students are expected to begin their internship or equivalent experience within the year. No additional action is necessary at this time.

Alternate Method for Assessing Outcome 3 and Criterion for Success: 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.

Summary of Assessment Data Collected, Alternate Method for Outcome 3: There are currently 29 graduate students who have taken seminars that contain oral and written communication requirements. 100% of these students met or exceeded these requirements through discussions, presentations, and course papers. No additional action is necessary at this time.

Alternate Method for Assessing Outcome 3 and Criterion for Success: 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).

Summary of Assessment Data Collected, Alternate Method for Outcome 3: Of the 32 graduate students in the program, 31 (97%) are members of one or more professional societies. No additional action is necessary at this time.

Use of Assessment Results from Intended Outcome 3 to Improve Academic Program: We have met the criteria for Outcome 3 as measured by the primary index as well as optional indices. No additional action is necessary at this time.