SAINT LOUIS UNIVERSITY

Program Assessment: *Annual Report*

Program(s): Ph.D. in Industrial-Organizational Psychology

Department: Psychology

College/School: Arts & Sciences

Date: June 29, 2018

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

1. Which program student learning outcomes were assessed in this annual assessment cycle?

> Outcome 1: Assess the relevant scientific literature in IO Psychology
>
> Outcome 2: Apply the relevant research methodologies in IO Psychology

2. What data/artifacts of student learning were collected for each assessed outcome? Were Madrid student artifacts included?

> Data/artifacts included the following: the doctoral dissertation document, the doctoral dissertation oral defense, the doctoral comprehensive examination document, and the doctoral comprehensive oral examination. These were assessed by faculty committees. Rubrics in appendix.
>
> The academic programs on the SLU Madrid campus are not related to the Industrial-Organizational Psychology Ph.D. Program.

3. How did you analyze the assessment data? What was the process? Who was involved?
   NOTE: If you used rubrics as part of your analysis, please include them in an appendix.

> Data were collected using rubrics from the Assessment of the Doctoral Dissertation Document, Assessment of the Doctoral Dissertation Oral Defense, Assessment of the Doctoral Comprehensive Examination Document, and Assessment of the Doctoral Comprehensive Oral Examination. Ratings were provided by committee faculty who jointly discussed and evaluated relevant aspects of the dissertation and the associated oral defense as well as the comprehensive examination document and its associated oral defense. Ratings were averaged by rubric item for all graduate students that completed their dissertations and/or comprehensive examinations during the reporting period. Ratings were subsequently reviewed and discussed by all program faculty at an annual IO student evaluation meeting held at the end of the academic year.

4. What did you learn from the data? <u>Summarize</u> the major findings of your analysis for each assessed outcome.
   NOTE: If necessary, include any tables, charts, or graphs in an appendix.

   Outcome 1: Assess the relevant scientific literature in IO Psychology
   Ph.D. students during this reporting period demonstrated superior performance in assessing relevant scientific literature in IO Psychology as evidenced in their dissertation documents and oral defenses as well as their comprehensive examination documents and associated oral examinations (e.g., they provided relevant history of the problem being studied; detailed major theories related to the problem being studied; provided critical review of findings from the literature; and identified important gaps in current understanding of the problem).

   Outcome 2: Apply the relevant research methodologies in IO Psychology
   Ph.D. students during this reporting period demonstrated superior performance in applying the major research methodologies in IO Psychology as evidenced in their dissertation documents and oral defenses as well as their comprehensive examination documents and associated oral examinations (e.g., they provided a clear rationale for their research design; insured proper operationalization of variables; used appropriate statistical analysis; and interpreted statistical results accurately).

   Additional details on analysis and results provided in appendix.

5. How did your analysis inform meaningful change? How did you *use the analyzed data to make or implement recommendations for change* in pedagogy, curriculum design, or your assessment plan?

   Rubrics for Outcomes 1 and 2 were developed during this reporting period and implemented for the first time this year. This resulted in a more detailed and systematic analysis of the dissertation documents and defenses as well as the written and oral comprehensive examinations by Ph.D. students. Since the number of Ph.D. students included in this analysis is small, results will be accumulated over several years to create a larger database and to analyze trends in performance. Based on the data analyzed no deficits in Ph.D. student performance were found during this reporting period for the outcomes analyzed.

6. Did you follow up ("close the loop") on past assessment work? If so, what did you learn? *(For example, has that curriculum change you made two years ago manifested in improved student learning today, as evidenced in your recent assessment data and analysis?)*

   During the past several years changes to statistics and research methodology instruction have included the introduction of new courses (e.g., "R" and Meta-Analysis) as well as modifications to some components of existing courses to provide more "hands-on" learning experiences in addition to traditional classroom instructional techniques. In addition more emphasis has been placed on the publication of articles in peer reviewed journals and the presentation of papers at professional conferences. The result has been an increase in publications and presentations by students in the IO Psychology Ph.D. Program.

IMPORTANT: Please submit any <u>revised/updated assessment plans</u> to the University Assessment Coordinator along with this report.

Student Learning Outcomes:
Assessment of the Doctoral Dissertation Document

The three dissertation committee faculty jointly discussed the following aspects of the dissertation document to reach agreement on the rating for each of the items presented below. Each item was rated on a scale from 1 (poor) to 5 (superior). Data were aggregated for graduate students completing their dissertation document during this reporting period and the mean is presented in the table below for each item.

Student Learning Outcomes	Mean Rating (N=4)
I. Student assesses the relevant scientific literature in IO Psychology	
1. Provides relevant history of the problem being studied	4.75
2. Details major theories related to the problem	4.25
3. Provides critical review of findings from the literature	4.5
4. Identifies important gaps in current understanding of the problem	4.75
II. Student applies the major research methodologies in IO Psychology	
1. Provides clear rationale for research design	4.5
2. Insures proper operationalization of variables	4.25
3. Uses appropriate statistical analysis	4.5
4. Interprets statistical results accurately	4.75

Student Learning Outcomes:
Assessment of Doctoral Dissertation Oral Defense

The three dissertation committee faculty jointly discussed the following aspects of the dissertation's oral defense to reach agreement on the rating for each of the items presented below. Each item was rated on a scale from 1 (poor) to 5 (superior). Data were aggregated for graduate students completing their oral defense during this reporting period and the mean is presented in the table below for each item.

Student Learning Outcomes	Mean Rating (N=4)
I. Student provides articulate explanations about IO Psychology's approaches that are appropriate to the audience being addressed (e.g., professional or general audience)	
1. Organizes topics effectively in presentation	4.75
2. Discusses ideas at a level of presentation appropriate to a professional audience	4.5
3. When asked can, discuss main points in a style understandable to a general lay audience	4.75
4. Gives suitable explanation of important theories	4.25
5. Gives appropriate explanation of methods used for analysis	4.75
6. Discusses importance of findings	4.25

Student Learning Outcomes:
Assessment of the Doctoral Comprehensive Examination Document

The three doctoral examination committee faculty jointly discussed the following aspects of the comprehensive examination document to reach agreement on the rating for each of the items presented below. Each item was rated on a scale from 1 (poor) to 5 (superior). Data were aggregated for graduate students completing their comprehensive examination document during this reporting period and the mean is presented in the table below for each item.

Student Learning Outcomes	Mean (N=3)
I. Student assesses the relevant scientific literature in IO Psychology	
1. Provides relevant history of the problem being studied	4.33
2. Details major theories related to the problem	4.33
3. Provides critical review of findings from the literature	4.66
4. Identifies important gaps in current understanding of the problem	4.66
II. Student applies the major research methodologies in IO Psychology	
1. Provides clear rationale for research design	4.66
2. Insures proper operationalization of variables	4.33
3. Uses appropriate statistical analysis	4.66
4. Interprets statistical results accurately	4.33

Student Learning Outcomes:
Assessment of the Doctoral Comprehensive Oral Examination

The four faculty serving on the comprehensive oral examination committee jointly discussed the following aspects of the oral examination to reach agreement on the rating for each of the items presented below. Each item was rated on a scale from 1 (poor) to 5 (superior). Data were aggregated for graduate students completing their comprehensive oral examinations during this reporting period and the mean is presented in the table below for each item.

Student Learning Outcomes	Mean (N=3)
I. Student assesses the relevant scientific literature in IO Psychology	
1. Provides relevant history of the IO topic being discussed	4.0
2. Details major theories related to the IO topic being discussed	4.0
3. Provides critical review of findings from the IO literature	4.33
4. Identifies important gaps in current understanding of topics discussed	4.33
II. Student applies the major research methodologies in IO Psychology	
1. Provides clear rationale for various research design	4.66
2. Provides clear operationalization of variables	4.00
3. Discusses appropriate statistical analysis to address various problems	4.33
4. Interprets statistical results accurately	4.00

<h1 style="text-align:center">Student Learning Outcomes:
Assessment of the Doctoral Dissertation Document</h1>

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	1	2	3	4	5
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

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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 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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