

Industrial/Organizational Psychology MS 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.)

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

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.

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.

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

General Psychology MS Assessment Plan (Revised 2018)

1. Psy graduate students in the General program will be able to apply an understanding of statistical methods in the behavioral sciences to research questions in psychology
 - Course embedded measures Psy 601
 - Course embedded measures Psy 602

2. Psy graduate students in the General program will demonstrate their ability to evaluate the effectiveness of a particular research method for addressing a research question
 - Rubric for methods section in research report paper (Psy 600)
 - Rubric for methods section in thesis paper (Psy 610)

3. Psy graduate students in the General program will demonstrate their ability to evaluate the internal and external validity of a particular research method for addressing a research question
 - Rubric for research report paper (Psy 600)
 - Rubric for thesis paper (Psy 610)

4. Psy graduate students in the General program will demonstrate an expertise in the major theories and concepts in their chosen area of research specialization
 - Rubric for literature review in research report paper (Psy 600)
 - Rubric for literature review in thesis paper (Psy 610)

5. Psy graduate students in the General program will demonstrate the ability to communicate effectively about scientific concepts in their chosen area of specialization within psychology
 - Rubric for thesis paper (Psy 610)
 - Rubric for thesis defense presentation

6. Psy graduate students in the General program will demonstrate the mastery of the APA writing style
 - Rubric for APA style in research report paper (Psy 600)
 - Rubric for APA style in thesis paper (Psy 610)

7. Psy graduate students in the General program will be able to identify appropriate scholarly sources of scientific information to address research questions
 - Rubric for literature review/Discussion in research report paper (Psy 600)
 - Rubric for literature review/Discussion in thesis paper (Psy 610)

8. Psy graduate students in the General program will be able to develop sound, integrated arguments based on empirical evidence from scholarly sources
 - Rubric for literature review/Discussion in research report paper (Psy 600)
 - Rubric for literature review/Discussion in thesis paper (Psy 610)