Expected Outcomes: I/O Knowledge Competency

Students completing a Ph.D. in I/O Psychology will understand and show ability to use fundamental concepts in Industrial, Organizational, and Quantitative Psychology by reading professional literature, integrating what they read and communicating to others through written reports.

Assessment methods

Method: Assessment Methods

Performance on the General Doctoral Examination (GDE) will be rated by at least three faculty members who comprise the student’s GDE committee. The GDE examination performance will judge the student’s (a) understanding of fundamental principles of empirical research; (b) capability to integrate relevant empirical and theoretical literature into a coherent analysis of an applied or theoretical question; and (c) capability for communicating to others this analysis in a concise and readable summary. Student performance will be evaluated on a 1-5 scale with 3 being satisfactory (meets expectations for a doctoral student in I/O Psychology). 80% of students should satisfactorily perform on the GDE.

Findings:

100% of I/O Psychology students taking the GDE during 2010-11 satisfactorily performed and passed their GDEs. One individual did have to do a re-test on one question within his GDEs.

How did you use findings for improvement?

We are in the process of revamping our GDE procedure so that our GDE will be in par with other research-oriented I/O Ph.D. programs in the U.S. We have obtained valuable information on how GDEs are conducted by other I/O Ph.D. programs, and are currently analyzing the data, aiming to develop a tentative, new GDE procedure within the next 6 months.

Additional comments:

None.

Expected Outcomes: I/O Research Competency

Students completing a Ph.D. in I/O Psychology will be able to conduct I/O relevant research in laboratory and/or field settings.

Assessment methods

Method: Assessment Methods

The I/O faculty will evaluate each I/O Ph.D. student’s performance related to research. This rating will be on a three-point scale where 3 = Excellent; 2 = Adequate; and 1 = Marginal. This rating will be based both on (a) meeting standards for performance on required research (i.e., thesis and dissertation) and (b) the student’s work on additional research programs. 70% of students should be rated Excellent or Adequate.

Findings:

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Student performance is largely in the Excellent and Adequate category (90%). The 10% in the Marginal category are behind in their required research.

**How did you use findings for improvement?**

The individual in the Marginal category has been counseled on this inadequacy. Remedial plans have been created between this individual and her adviser to bring her performance into acceptable ranges. The student has been advised on potential negatives (e.g., non-renewal of graduate assistantship) if remediation is not successful.

**Additional comments:**

In our next assessment, we will broaden the evaluation on this criteria to include additional research (e.g., presentations at national conferences and publications). We will also provide additional resources (e.g., funding) to further help students' research activities.

### Expected Outcomes: Career Development

Students completing a Ph.D. in I/O Psychology will have specific skills necessary for a wide range of employment settings for I/O psychologists, including teaching in both academic and employee training organizations; practical application of academic research findings; and designing and executing basic and applied research in the community, in industry, and in academic settings.

**Assessment methods**

**Method**: Assessment Methods

Students in the I/O Psychology Ph.D. program will develop the specific skills related to employment in a range of employment settings (e.g., academic, for-profit applied, and governmental) through a personalized program of experiences. This program may include teaching as Instructors of Record or applied experiences (e.g., internships) in business or governmental organizations. 80% of students should be participated in such a personalized experience by their fourth year.

**Findings:**

This outcome is most relevant for students at the third year or above. 90% of the students in the third year or above have had academic experience as Instructors of Record or practical experience as interns in an organizational setting.

**How did you use findings for improvement?**

Student interest is greater for applied internships in the I/O Ph.D. program. The program is currently broadening its connections to industrial and governmental organizations in the region. Initial discussions have occurred with an employee testing firm (Affintus, LLC) about possible internship opportunities, and the Auburn University Montgomery (AUM) Center for Business for possible applied experience. In addition, we have strengthened our ties with the Army Research Institute in Columbus, GA and the USAF operations in Montgomery, AL. The ultimate goal of these contacts is to increase the number of full time internships available for our students. We currently have four on such internships.

**Additional comments:**

None

### Expected Outcomes: Employment History

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Students completing a Ph.D. in I/O Psychology will have the specific skills necessary to be competitive in the national employment market for I/O psychologists in academic, applied, or governmental organizations.

**Assessment methods**

**Method:** Assessment Methods

Students graduating from the I/O Psychology Ph.D. program will be employed in an I/O employment setting within 12 months of graduation or 12 months after beginning the process of active seeking of employment after graduation.

**Findings:**

One I/O Ph.D. student completed his degree requirement in 2011-2012. He is employed full-time in I/O settings within 3 months of completing his degree requirements. In addition, six students who are ABD (passed the GDE but not finished their dissertation) are employed full-time in I/O setting as well.

**How did you use findings for improvement?**

We continue a process of discussion with this group of graduates to assess whether there are any ways that the AU program can improve the educational experience for our I/O Ph.D. students to increase their employability. We use this information to make curriculum decisions (e.g., seminar topics to offer) and to provide I/O students with effective career advice.

**Additional comments:**

None.