SAINT LOUIS UNIVERSITY.

Program-Level Assessment: Annual Report

Program Name (no acronyms): IO Psychology	Department: Psychology
Degree or Certificate Level: Ph.D.	College/School: Arts & Sciences
Date (Month/Year): September, 2022	Assessment Contact: Cort W. Rudolph, Ph.D.

In what year was the data upon which this report is based collected? Fall 2021/Spring 2022

In what year was the program's assessment plan most recently reviewed/updated? Fall 2020/Spring 2021

Is this program accredited by an external program/disciplinary/specialized accrediting organization? No

1. **Student Learning Outcomes**
   Which of the program's student learning outcomes were assessed in this annual assessment cycle? (Please list the full, complete learning outcome statements and not just numbers, e.g., Outcomes 1 and 2.)

   The following learning outcomes (LOs) were assessed:

   LO1:
   "Student assesses the relevant scientific literature in IO psychology" & *"Student provides articulate explanations about IO Psychology's approaches that are appropriate to the audience being addressed (e.g., professional or general audience)"*

   LO2:
   "Student applies the major research methodologies in IO Psychology"

   LO3:
   "Student uses IO Psychology knowledge to address applied problems"

   LO4:
   "Student evidences professional integrity as an IO psychologist"

   LO5:
   "Student provides articulate explanations about IO Psychology's approaches that are appropriate to the audience being addressed (e.g., professional or general audience)."

2. **Assessment Methods: Artifacts of Student Learning**
   Which artifacts of student learning were used to determine if students achieved the outcome(s)? Please describe the artifacts in detail and identify the course(s) in which they were collected. Clarify if any such courses were offered a) online, b) at the Madrid campus, or c) at any other off-campus location.

   The "artifacts of student learning" that reflect the LOs described above are derived from ratings provided by faculty members on various components of the graduate program collected through a series of rubrics (e.g., thesis and dissertation documents and defenses), which do not necessarily pertain specifically to coursework.

3. **Assessment Methods: Evaluation Process**
   What process was used to evaluate the artifacts of student learning, and by whom? Please identify the tools(s) (e.g., a rubric) used in the process and **include them in/with this report document** (please do not just refer to the assessment plan).

   Faculty were asked to complete a series of rubrics that contain questions that pertain to effective execution of the various "artifacts of student learning" described above (please see attached for copies of the rubrics).

4. Data/Results

What were the results of the assessment of the learning outcome(s)? Please be specific. Does achievement differ by teaching modality (e.g., online vs. face-to-face) or on-ground location (e.g., STL campus, Madrid campus, other off-campus site)?

Please see attached report for a summary of the results.

5. Findings: Interpretations & Conclusions

What have you learned from these results? What does the data tell you?

Please see attached report for a summary of the results. Ratings tend to cluster in the "positive" range of the rating scales, suggesting relatively effective performance across considered outcomes.

6. Closing the Loop: Dissemination and Use of Current Assessment Findings

A. When and how did your program faculty share and discuss these results and findings from this cycle of assessment?

Results will be shared with the faculty via email and may be discussed briefly at an upcoming faculty meeting.

B. How specifically have you decided to use these findings to improve teaching and learning in your program? For example, perhaps you've initiated one or more of the following:

Changes to the Curriculum or Pedagogies	• Course content	• Course sequence
	• Teaching techniques	• New courses
	• Improvements in technology	• Deletion of courses
	• Prerequisites	• Changes in frequency or scheduling of course offerings
Changes to the Assessment Plan	• Student learning outcomes	• Evaluation tools (e.g., rubrics)
	• Artifacts of student learning	• Data collection methods
	• Evaluation process	• Frequency of data collection

Please describe the actions you are taking as a result of these findings.

At this point in time, we have no plans to take specific actions as a result of these findings.

If no changes are being made, please explain why.

The faculty have not yet discussed these results.

7. Closing the Loop: Review of Previous Assessment Findings and Changes

A. What is at least one change your program has implemented in recent years as a result of assessment data?

Historically, we have not implemented any changes as a result of the data collected from this process. In the future, we may rely on these results to make changes to our program.

B. How has this change/have these changes been assessed?

Please see above response to question 7a.

C. What were the findings of the assessment?

Please see above response to questions 7a and 7b

D. How do you plan to (continue to) use this information moving forward?

We currently have no plans to use this information moving forward, but may in the future.

IMPORTANT: Please submit any assessment tools (e.g., artifact prompts, rubrics) with this report as separate attachments or copied and pasted into this Word document. Please do not just refer to the assessment plan; the report should serve as a stand-alone document.

Saint Louis University Industrial & Organizational Psychology Ph.D. Program Student Learning Outcomes Assessment

Summary Report

Compiled By: Cort W. Rudolph, Ph.D

September 21, 2022

Contents

Dissertation Document

Description: Assessment of the Doctoral Dissertation Document

Learning Outcome I:

"Student assesses the relevant scientific literature in IO psychology"

Table 1: Learning Outcome I Summary Statistics

	n	mean	sd	median	min	max
Provides relevant history of the problem being studied	1	5	NA	5	5	5
Details major theories related to the problem	1	4	NA	4	4	4
Provides critical review of findings from the literature	1	4	NA	4	4	4
Identifies important gaps in current understanding of the problem	1	4	NA	4	4	4

* Rating scale anchored with 1 = Poor & 5 = Superior

Learning Outcome II:

"Student applies the major research methodologies in IO Psychology"

Table 2: Learning Outcome II Summary Statistics

	n	mean	sd	median	min	max
Provides clear rationale for research design	1	4	NA	4	4	4
Ensures proper operationalization of variables	1	4	NA	4	4	4
Uses appropriate statistical analysis	1	4	NA	4	4	4
Interprets statistical results accurately	1	4	NA	4	4	4

* Rating scale anchored with 1 = Poor & 5 = Superior

Learning Outcome III:

"Student uses IO Psychology knowledge to address applied problems"

Table 3: Learning Outcome III Summary Statistics

	n	mean	sd	median	min	max
Discusses implications of findings to address applied problems	1	4	NA	4	4	4
Discusses limitations of research to address applied problems	1	4	NA	4	4	4
Discusses future research to better address applied problems	1	4	NA	4	4	4
Discusses how findings fit with current applied best practice	1	4	NA	4	4	4

* Rating scale anchored with 1 = Poor & 5 = Superior

Learning Outcome IV:

"Student evidences professional integrity as an IO psychologist"

Table 4: Learning Outcome IV Summary Statistics

	n	mean	sd	median	min	max
Follows IRB protocols	1	5	NA	5	5	5
Uses appropriate methods to protect research participants	1	5	NA	5	5	5
Uses appropriate citation techniques	1	5	NA	5	5	5
Provides proper safeguards to protect data	1	5	NA	5	5	5

* Rating scale anchored with 1 = Poor & 5 = Superior

Dissertation Defense

Description: Assessment of the Doctoral Dissertation Defense

Learning Outcome I:

"Student provides articulate explanations about IO Psychology's approaches that are appropriate to the audience being addressed (e.g., professional or general audience)"

Table 5: Learning Outcome I Summary Statistics

	n	mean	sd	median	min	max
Organizes topics effectively in presentation	1	4	NA	4	4	4
Discusses ideas at a level of presentation appropriate to a professional audience	1	4	NA	4	4	4
When asked can discuss main points in a style understandable to a general lay audience	1	5	NA	5	5	5
Gives suitable explanation of important theories	1	4	NA	4	4	4
Gives appropriate explanation of methods used for analysis	1	4	NA	4	4	4
Discusses importance of findings	1	4	NA	4	4	4
Demonstrates a good understanding of the topic that is not overly dependent on notes	1	4	NA	4	4	4
Engages with audience	1	4	NA	4	4	4
Paces presentation to facilitate understanding	1	4	NA	4	4	4
Is comfortable speaking in front of the group	1	4	NA	4	4	4
Uses clear speaking voice that is audible to audience	1	4	NA	4	4	4
Maintains eye contact with audience	1	4	NA	4	4	4
Makes effective use of body movement and gesture to enhance understanding	1	4	NA	4	4	4
Responds effectively to questions from the audience	1	4	NA	4	4	4
Makes effective use of time during presentation	1	4	NA	4	4	4

[*] Rating scale anchored with 1 = Poor & 5 = Superior

Comprehensive Written Exams

Description: Assessment of the Written Doctoral Comprehensive Examination

Learning Outcome I:

"Student assesses the relevant scientific literature in IO psychology"

Table 6: Learning Outcome I Summary Statistics

	n	mean	sd	median	min	max
Provides relevant history of the problem being studied	5	4.6	0.55	5	4	5
Details major theories related to the problem	5	4.4	0.55	4	4	5
Provides critical review of findings from the literature	5	4.6	0.55	5	4	5
Identifies important gaps in current understanding of the problem	5	4.6	0.55	5	4	5

* Rating scale anchored with 1 = Poor & 5 = Superior

Learning Outcome II:

"Student applies the major research methodologies in IO Psychology"

Table 7: Learning Outcome II Summary Statistics

	n	mean	sd	median	min	max
Provides clear rationale for research design	5	4.4	0.55	4	4	5
Ensures proper operationalization of variables	5	4.4	0.55	4	4	5
Uses appropriate statistical analysis	5	4.6	0.55	5	4	5
Interprets statistical results accurately	5	4.6	0.55	5	4	5

* Rating scale anchored with 1 = Poor & 5 = Superior

Learning Outcome III:

"Student uses IO Psychology knowledge to address applied problems"

Table 8: Learning Outcome III Summary Statistics

	n	mean	sd	median	min	max
Discusses implications of findings to address applied problems	5	4.6	0.55	5	4	5
Discusses limitations of research to address applied problems	5	4.6	0.55	5	4	5
Discusses future research to better address applied problems	5	4.2	0.45	4	4	5
Discusses how findings fit with current applied best practice	5	4.2	0.45	4	4	5

* Rating scale anchored with 1 = Poor & 5 = Superior

Learning Outcome IV:

"Student evidences professional integrity as an IO psychologist"

Table 9: Learning Outcome IV Summary Statistics

	n	mean	sd	median	min	max
Follows IRB protocols	3	4.67	0.58	5	4	5
Uses appropriate methods to protect research participants	5	4.80	0.45	5	4	5
Uses appropriate citation techniques	5	4.80	0.45	5	4	5
Provides proper safeguards to protect data	5	4.80	0.45	5	4	5

[*] Rating scale anchored with 1 = Poor & 5 = Superior

Comprehensive Oral Exams

Description: Assessment of the Oral Doctoral Comprehensive Examination

Learning Outcome I:

"Student assesses the relevant scientific literature in IO psychology"

Table 10: Learning Outcome I Summary Statistics

	n	mean	sd	median	min	max
Provides relevant history of the problem being studied	5	4.8	0.45	5	4	5
Details major theories related to the problem	5	4.8	0.45	5	4	5
Provides critical review of findings from the literature	5	4.4	0.55	4	4	5
Identifies important gaps in current understanding of the problem	5	4.4	0.55	4	4	5

[*] Rating scale anchored with 1 = Poor & 5 = Superior

Learning Outcome II:

"Student applies the major research methodologies in IO Psychology"

Table 11: Learning Outcome II Summary Statistics

	n	mean	sd	median	min	max
Provides clear rationale for research design	5	4.4	0.55	4	4	5
Ensures proper operationalization of variables	5	4.2	0.45	4	4	5
Uses appropriate statistical analysis	5	4.4	0.55	4	4	5
Interprets statistical results accurately	5	4.4	0.55	4	4	5

* Rating scale anchored with 1 = Poor & 5 = Superior

Learning Outcome III:

"Student uses IO Psychology knowledge to address applied problems"

Table 12: Learning Outcome III Summary Statistics

	n	mean	sd	median	min	max
Discusses implications of findings to address applied problems	5	4.6	0.55	5	4	5
Discusses limitations of research to address applied problems	5	4.4	0.55	4	4	5
Discusses future research to better address applied problems	5	4.2	0.45	4	4	5
Discusses how findings fit with current applied best practice	5	4.4	0.55	4	4	5

* Rating scale anchored with 1 = Poor & 5 = Superior

Learning Outcome IV:

"Student evidences professional integrity as an IO psychologist"

Table 13: Learning Outcome IV Summary Statistics

	n	mean	sd	median	min	max
Discusses relevant aspects of codes of conduct	5	4.8	0.45	5	4	5
Discusses appropriate methods to protect research participants	5	4.8	0.45	5	4	5
Applies codes of conduct to issues of professional practice	5	4.8	0.45	5	4	5
Discusses methods to resolve professional ethical conflicts	5	4.8	0.45	5	4	5

* Rating scale anchored with 1 = Poor & 5 = Superior

Learning Outcome V:

"Student provides articulate explanations about IO Psychology's approaches that are appropriate to the audience being addressed (e.g., professional or general audience)."

Table 14: Learning Outcome V Summary Statistics

	n	mean	sd	median	min	max
Answers questions at a level appropriate to a professional audience	5	4.6	0.55	5	4	5
When asked can, discuss IO issues in a style understandable to a general lay audience	5	4.6	0.55	5	4	5
Responds effectively to a wide range of questions from the committee	5	4.4	0.55	4	4	5
Is comfortable speaking in front of the committee	5	4.4	0.55	4	4	5

[*] Rating scale anchored with 1 = Poor & 5 = Superior

Student Learning Outcomes Assessment

Assessment of the Doctoral Dissertation Document

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.

* Required

1.   Name of Faculty Completing Assessment *

Mark only one oval.

◯ Richard Harvey

◯ Dustin Jundt

◯ Cort Rudolph

◯ Edward Sabin

◯ Candice Thomas

2.   Date *

_____

Example: January 7, 2019

3.   Student Name *

_____

4.   Dissertation Title *

_____

_____

_____

_____

_____

5.   Faculty Names *

Check all that apply.

☐ Richard Harvey

☐ Dustin Jundt

☐ Cort Rudolph

☐ Edward Sabin

☐ Candice Thomas

☐ Other: _____

Student Learning Outcomes

Please rate student behaviors related to each learning outcomes using the rating scales below, where 1 = "Poor" and 5 = "Superior"

If the specific behavior does not apply, please select "NA"

6. I. Student assesses the relevant scientific literature in IO Psychology *

Mark only one oval per row.

	1	2	3	4	5	NA
Provides relevant history of the problem being studied	◯	◯	◯	◯	◯	◯
Details major theories related to the problem	◯	◯	◯	◯	◯	◯
Provides critical review of findings from the literature	◯	◯	◯	◯	◯	◯
Identifies important gaps in current understanding of the problem	◯	◯	◯	◯	◯	◯

7. II. Student applies the major research methodologies in IO Psychology *

Mark only one oval per row.

	1	2	3	4	5	NA
Provides clear rationale for research design	◯	◯	◯	◯	◯	◯
Ensures proper operationalization of variables	◯	◯	◯	◯	◯	◯
Uses appropriate statistical analysis	◯	◯	◯	◯	◯	◯
Interprets statistical results accurately	◯	◯	◯	◯	◯	◯

8.   III. Student uses IO Psychology knowledge to address applied problems *

Mark only one oval per row.

	1	2	3	4	5	NA
Discusses implications of findings to address applied problems	⬭	⬭	⬭	⬭	⬭	⬭
Discusses limitations of research to address applied problems	⬭	⬭	⬭	⬭	⬭	⬭
Discusses future research to better address applied problems	⬭	⬭	⬭	⬭	⬭	⬭
Discusses how findings fit with current applied best practice	⬭	⬭	⬭	⬭	⬭	⬭

9.   IV. Student evidences professional integrity as an IO Psychologist *

Mark only one oval per row.

	1	2	3	4	5	NA
Follows IRB protocols	⬭	⬭	⬭	⬭	⬭	⬭
Uses appropriate methods to protect research participants	⬭	⬭	⬭	⬭	⬭	⬭
Uses appropriate citation techniques	⬭	⬭	⬭	⬭	⬭	⬭
Provides proper safeguards to protect data	⬭	⬭	⬭	⬭	⬭	⬭

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Student Learning Outcomes Assessment

Assessment of the Doctoral Dissertation 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.

* Required

1. **Name of Faculty Completing Assessment** *

    Mark only one oval.

    ◯ Richard Harvey

    ◯ Dustin Jundt

    ◯ Cort Rudolph

    ◯ Edward Sabin

    ◯ Candice Thomas

2. **Date** *

    _____

    Example: January 7, 2019

3. **Student Name** *

    _____

4.   Dissertation Title *

_____

_____

_____

_____

_____

5.   Faculty Names *

Check all that apply.

☐ Richard Harvey
☐ Dustin Jundt
☐ Cort Rudolph
☐ Edward Sabin
☐ Candice Thomas

☐ Other: _____

Student Learning Outcomes

Please rate student behaviors related to each learning outcomes using the rating scales below, where 1 = "Poor" and 5 = "Superior"

If the specific behavior does not apply, please select "NA"

6.   I. Student provides articulate explanations about IO Psychology's approaches that are appropriate to the audience being addressed (e.g., professional or general audience)

Mark only one oval per row.

	1	2	3	4	5	NA
Organizes topics effectively in presentation	◯	◯	◯	◯	◯	◯
Discusses ideas at a level of	◯	◯	◯	◯	◯	◯

presentation appropriate to a professional audience	◯	◯	◯	◯	◯	◯
When asked can discuss main points in a style understandable to a general lay audience	◯	◯	◯	◯	◯	◯
Gives suitable explanation of important theories	◯	◯	◯	◯	◯	◯
Gives appropriate explanation of methods used for analysis	◯	◯	◯	◯	◯	◯
Discusses importance of findings	◯	◯	◯	◯	◯	◯
Demonstrates a good understanding of the topic that is not overly dependent on notes	◯	◯	◯	◯	◯	◯
Engages with audience	◯	◯	◯	◯	◯	◯
Paces presentation to facilitate understanding	◯	◯	◯	◯	◯	◯
Is comfortable speaking in front of the group	◯	◯	◯	◯	◯	◯
Uses clear speaking voice that is audible to audience	◯	◯	◯	◯	◯	◯
Maintains eye contact with audience	◯	◯	◯	◯	◯	◯
Makes effective use of body movement and gesture to enhance understanding	◯	◯	◯	◯	◯	◯
Responds effectively to questions from the audience	◯	◯	◯	◯	◯	◯
Makes effective use of time during presentation	◯	◯	◯	◯	◯	◯

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Student Learning Outcomes Assessment

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.

* Required

1.   Name of Faculty Completing Assessment *

     Mark only one oval.

     ◯ Richard Harvey

     ◯ Dustin Jundt

     ◯ Cort Rudolph

     ◯ Edward Sabin

     ◯ Candice Thomas

2.   Date *

     _____

     Example: January 7, 2019

3.   Student Name *

     _____

4.   Project Title *

_____

_____

_____

_____

_____

5.   Faculty Names *

Check all that apply.

☐   Richard Harvey

☐   Dustin Jundt

☐   Cort Rudolph

☐   Edward Sabin

☐   Candice Thomas

☐   Other: _____

Student Learning Outcomes

Please rate student behaviors related to each learning outcomes using the rating scales below, where 1 = "Poor" and 5 = "Superior"

If the specific behavior does not apply, please select "NA"

6. I. Student applies the major research methodologies in IO Psychology *

Mark only one oval per row.

	1	2	3	4	5	NA
Provides clear rationale for research design	◯	◯	◯	◯	◯	◯
Ensures proper operationalization of variables	◯	◯	◯	◯	◯	◯
Uses appropriate statistical analysis	◯	◯	◯	◯	◯	◯
Interprets statistical results accurately	◯	◯	◯	◯	◯	◯

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Student Learning Outcomes Assessment

Assessment of Professional Activity Project

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.

* Required

1. Name of Faculty Completing Assessment *

   Mark only one oval.

   ( ) Richard Harvey

   ( ) Dustin Jundt

   ( ) Cort Rudolph

   ( ) Edward Sabin

   ( ) Candice Thomas

2. Date *

   _____

   Example: January 7, 2019

3. Student Name *

   _____

4.   Project Title *

_____

_____

_____

_____

_____

5.   Faculty Names *

Check all that apply.

☐ Richard Harvey

☐ Dustin Jundt

☐ Cort Rudolph

☐ Edward Sabin

☐ Candice Thomas

☐ Other: _____

Student Learning Outcomes

Please rate student behaviors related to each learning outcomes using the rating scales below, where 1 = "Poor" and 5 = "Superior"

If the specific behavior does not apply, please select "NA"

6. I. Student assesses the relevant scientific literature in IO Psychology *

Mark only one oval per row.

	1	2	3	4	5	NA
Provides relevant history of the problem being studied	⬭	⬭	⬭	⬭	⬭	⬭
Details major theories related to the problem	⬭	⬭	⬭	⬭	⬭	⬭
Provides critical review of findings from the literature	⬭	⬭	⬭	⬭	⬭	⬭
Identifies important gaps in current understanding of the problem	⬭	⬭	⬭	⬭	⬭	⬭

7. II. Student applies the major research methodologies in IO Psychology *

Mark only one oval per row.

	1	2	3	4	5	NA
Provides clear rationale for research design	⬭	⬭	⬭	⬭	⬭	⬭
Ensures proper operationalization of variables	⬭	⬭	⬭	⬭	⬭	⬭
Uses appropriate statistical analysis	⬭	⬭	⬭	⬭	⬭	⬭
Interprets statistical results accurately	⬭	⬭	⬭	⬭	⬭	⬭

8. III. Student uses IO Psychology knowledge to address applied problems *

Mark only one oval per row.

	1	2	3	4	5	NA
Discusses implications of findings to address applied problems	◯	◯	◯	◯	◯	◯
Discusses limitations of research to address applied problems	◯	◯	◯	◯	◯	◯
Discusses future research to better address applied problems	◯	◯	◯	◯	◯	◯
Discusses how findings fit with current applied best practice	◯	◯	◯	◯	◯	◯

9. IV. Student evidences professional integrity as an IO Psychologist *

Mark only one oval per row.

	1	2	3	4	5	NA
Follows IRB protocols	◯	◯	◯	◯	◯	◯
Uses appropriate methods to protect research participants	◯	◯	◯	◯	◯	◯
Uses appropriate citation techniques	◯	◯	◯	◯	◯	◯
Provides proper safeguards to protect data	◯	◯	◯	◯	◯	◯

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Student Learning Outcomes Assessment

Assessment of the Doctoral Comprehensive Examination Document

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.

* Required

1.   Name of Faculty Completing Assessment *

Mark only one oval.

- ( ) Richard Harvey
- ( ) Dustin Jundt
- ( ) Cort Rudolph
- ( ) Edward Sabin
- ( ) Candice Thomas

2.   Date *

_____

Example: January 7, 2019

3.   Student Name *

_____

4.   Faculty Names *

Check all that apply.

☐   Richard Harvey
☐   Dustin Jundt
☐   Cort Rudolph
☐   Edward Sabin
☐   Candice Thomas

☐   Other: _____

Student Learning Outcomes
Please rate student behaviors related to each learning outcomes using the rating scales below, where 1 = "Poor" and 5 = "Superior"

If the specific behavior does not apply, please select "NA"

5.   I. Student assesses the relevant scientific literature in IO Psychology *

Mark only one oval per row.

	1	2	3	4	5	NA
Provides relevant history of the problem being studied	◯	◯	◯	◯	◯	◯
Details major theories related to the problem	◯	◯	◯	◯	◯	◯
Provides critical review of findings from the literature	◯	◯	◯	◯	◯	◯
Identifies important gaps in current understanding of the problem	◯	◯	◯	◯	◯	◯

6. II. Student applies the major research methodologies in IO Psychology *

Mark only one oval per row.

	1	2	3	4	5	NA
Provides clear rationale for research design	◯	◯	◯	◯	◯	◯
Ensures proper operationalization of variables	◯	◯	◯	◯	◯	◯
Uses appropriate statistical analysis	◯	◯	◯	◯	◯	◯
Interprets statistical results accurately	◯	◯	◯	◯	◯	◯

7. III. Student uses IO Psychology knowledge to address applied problems *

Mark only one oval per row.

	1	2	3	4	5	NA
Discusses implications of findings to address applied problems	◯	◯	◯	◯	◯	◯
Discusses limitations of research to address applied problems	◯	◯	◯	◯	◯	◯
Discusses future research to better address applied problems	◯	◯	◯	◯	◯	◯
Discusses how findings fit with current applied best practice	◯	◯	◯	◯	◯	◯

8. IV. Student evidences professional integrity as an IO Psychologist *

Mark only one oval per row.

	1	2	3	4	5	NA
Follows IRB protocols	◯	◯	◯	◯	◯	◯
Uses appropriate methods to protect research participants	◯	◯	◯	◯	◯	◯
Uses appropriate citation techniques	◯	◯	◯	◯	◯	◯
Provides proper safeguards to protect data	◯	◯	◯	◯	◯	◯

Google Forms

Student Learning Outcomes Assessment

Assessment of the Doctoral Comprehensive Oral Examination

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.

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* Required

1. Name of Faculty Completing Assessment *

   Mark only one oval.

   ◯ Richard Harvey

   ◯ Dustin Jundt

   ◯ Cort Rudolph

   ◯ Edward Sabin

   ◯ Candice Thomas

2. Date *

   _____

   Example: January 7, 2019

3. Student Name *

   _____

4. Faculty Names *

Check all that apply.

- [ ] Richard Harvey
- [ ] Dustin Jundt
- [ ] Cort Rudolph
- [ ] Edward Sabin
- [ ] Candice Thomas

- [ ] Other: _____

Student Learning Outcomes

Please rate student behaviors related to each learning outcomes using the rating scales below, where 1 = "Poor" and 5 = "Superior"

If the specific behavior does not apply, please select "NA"

5. I. Student assesses the relevant scientific literature in IO Psychology *

Mark only one oval per row.

	1	2	3	4	5	NA
Provides relevant history of the problem being studied	◯	◯	◯	◯	◯	◯
Details major theories related to the problem	◯	◯	◯	◯	◯	◯
Provides critical review of findings from the literature	◯	◯	◯	◯	◯	◯
Identifies important gaps in current understanding of the problem	◯	◯	◯	◯	◯	◯

6.   II. Student applies the major research methodologies in IO Psychology *

Mark only one oval per row.

	1	2	3	4	5	NA
Provides clear rationale for research design	◯	◯	◯	◯	◯	◯
Ensures proper operationalization of variables	◯	◯	◯	◯	◯	◯
Uses appropriate statistical analysis	◯	◯	◯	◯	◯	◯
Interprets statistical results accurately	◯	◯	◯	◯	◯	◯

7.   III. Student uses IO Psychology knowledge to address applied problems *

Mark only one oval per row.

	1	2	3	4	5	NA
Discusses implications of findings to address applied problems	◯	◯	◯	◯	◯	◯
Discusses limitations of research to address applied problems	◯	◯	◯	◯	◯	◯
Discusses future research to better address applied problems	◯	◯	◯	◯	◯	◯
Discusses how findings fit with current applied best practice	◯	◯	◯	◯	◯	◯

8. IV. Student evidences professional integrity as an IO Psychologist *

Mark only one oval per row.

	1	2	3	4	5	NA
Discusses relevant aspects of codes of conduct	○	○	○	○	○	○
Discusses appropriate methods to protect research participants	○	○	○	○	○	○
Applies codes of conduct to issues of professional practice	○	○	○	○	○	○
Discusses methods to resolve professional ethical conflicts	○	○	○	○	○	○

9. V. Student provides articulate explanations about IO Psychology's approaches that are appropriate to the audience being addressed (e.g., professional or general audience)

Mark only one oval per row.

	1	2	3	4	5	NA
Answers questions at a level appropriate to a professional audience	○	○	○	○	○	○
When asked can, discuss IO issues in a style understandable to a general lay audience	○	○	○	○	○	○
Responds effectively to a wide range of questions from the committee	○	○	○	○	○	○
Is comfortable speaking in front of the committee	○	○	○	○	○	○

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