

Assessment Report
July 1, 2008 - June 30, 2009

PROGRAM ASSESSED: Department of Psychology Ph.D. in Human Factors and Industrial/Organizational Psychology

ASSESSMENT COORDINATOR: Scott N.J. Watamaniuk

YEAR 1 of a 1-YEAR CYCLE

1. ASSESSMENT MEASURES EMPLOYED

- A. Faculty Evaluation. Faculty provided an annual assessment of each student. This assessment described progress towards the expectations that are listed in the statement of outcomes. The letters are produced by the Human Factors and Industrial/Organizational Area Leaders with the area faculty and a final review and approval by the entire faculty and the Graduate Program Director. This ensures consistency across both areas of the program.
- B. Publications/Presentations. A count of the number of journal articles and presentations/posters made at professional meetings was made for graduate students. This count included contributions of both co-authorship and authorship. The information was solicited from graduate faculty and students; it was collated and summarized by the Graduate Program Secretary.
- C. Course Work. Each quarter, graduate students were evaluated in the courses that they completed. The Graduate Program Secretary maintains a record of graduate courses that were completed and the grades that were assigned. In addition to grades, explicit feedback was provided with respect to the learning outcomes. The learning outcomes that were emphasized varied from course to course. For example, some courses included writing projects, some included presentations, some included design projects, etc. Feedback in each course addressed the learning outcomes appropriate for the specific projects.
- D. Program Milestones. Milestones in each student's program of study include: a) first-year research project, b) master's thesis proposal defense, c) master's thesis final defense, d) qualifying exam reading list approval, e) qualifying exam completed, f) dissertation proposal defense, g) dissertation final defense. There are departmental forms that need to be completed for each of these milestones; students, faculty, committee members, Area Leaders, and the Graduate Program

Directors are all responsible for filling out, submitting, and approving these forms. The forms are submitted to the Graduate Program Secretary who keeps the records and summarizes progress towards these milestones.

- E. Employment. Personal contacts (and trade publications) are used to keep track of employment outcomes. Employment data are obtained directly from graduates (e.g., e-mails/phone calls), advisors, and supplementary sources (e.g., the directory of the Human Factors and Ergonomics Society). All members of the graduate faculty staff, faculty, and students contribute.

2. ASSESSMENT FINDINGS

- A. Measure 1: Faculty Evaluation. The results from the faculty assessment of the graduate students showed that virtually all are meeting or exceeding the expectations listed in the statement of outcomes. Only a few students were not making good progress and were given clear goals, specific directions, and deadlines for correcting their situation.
- B. Measure 2: Publications/Presentations. A total of 15 journal articles or book chapters were published with graduate students as authors. Our graduate students appeared as the lead author in 7 of these publications. Eleven of our graduate students were listed as a co-author in these publications.

A total of 46 presentations, posters, or proceedings were completed with graduate students as presenters. Our graduate students appeared as the lead presenter in 34 of these presentations. Sixteen of our graduate students were listed as a co-author in these presentations.

- C. Measure 3: Course Work. Each quarter, graduate student grades are evaluated. The program expectations are very high. The average GPA during the assessment period was 3.88 (out of 4) for all students and courses with grades reported.
- D. Measure 4: Program Milestones. Thirty seven of our graduate students completed at least one major milestone in the assessment period. Nine students completed the Ph.D., a new record for our program. The program now has fifteen students who have completed all master's degree requirements and entered candidacy for the Ph.D. Our expectation is that about six students will complete the Ph.D. every year from now on.

Milestone Summary

<u>Number of Students</u>	<u>Milestone</u>
8	First-year Projects
7	Master's Thesis Proposal Defenses
7	Master's Thesis Final Defenses
6	Qualifying Exam Reading Lists Approved
6	Qualifying Exams Completed
2	Dissertation Proposal Defenses
9	Dissertation Final Defenses

- E. Measure 5: Employment. Twenty seven students either obtained employment in the field or maintained outside employment previously obtained (Alarcon, Behymer, Bennett, Day, Delgado, Douglas, Eshelman-Hayes, Feufel, Gabbard, Hammond, Kervin, Lee, Lin, Lerner, Maeda, McIntire, Meckley, Narayan, Neriani, Rosenberg, Russell, Schmidt, Schwartz, Simpson, Stilson, Tristan, Venero).

3. PROGRAM IMPROVEMENTS

The graduate students prepared a student program review document. This document was submitted to all graduate faculty members. The Area Leaders met with faculty and students to discuss this review and implementation of improvements.

The graduate program faculty continued to address policy issues clarify student responsibilities and aid student progress. Minor revisions to the Graduate Program Handbook were implemented and distributed to all students.

The program website was updated and faculty prompted to update their pages. New graduate students were added to the website.

4. ASSESSMENT PLAN COMPLIANCE

The program completed all planned assessment activities.

5. NEW ASSESSMENT DEVELOPMENTS

No new assessment procedures have been implemented during the reporting period.