



Program Assessment Report (PAR)

Human Factors/Indust Psych (HFIP) Doctoral Degree

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ACADEMIC YEAR COVERED BY THIS REPORT: 2020-2021

I. PROGRAM LEARNING OUTCOMES

1. Student demonstrates research competence. 2. Student has basic professional presentation skills necessary for communicating scientific findings. 3. Student has demonstrated critical reasoning skills in selected fields. 4. Student has demonstrated broad knowledge of Human Factors or Industrial Organizational Psychology.

II. PROCEDURES USED FOR ASSESSMENT

A. Direct Assessment

Last year, Measure 1 Faculty Evaluation. Every year students are required to submit activity reports documenting their class performance, degree progress, and research productivity. The graduate faculty review the reports and evaluate the students' standing. Measure 2 Publications/Presentations. The number of graduate student publications and conference presentations is culled from their activity reports. Measure 3 Course Work. GPA is collected from students' activity reports. Measure 4 Program Milestones. Milestone accomplishments are recorded as the appropriate approval paperwork is submitted. Measure 5 Communications Evaluation. Our instrument for assessing oral communication (first implemented in 2016) assesses key factors of professional presentations and is administered during thesis and dissertation public oral defenses. All graduate faculty in attendance complete the assessment.

B. Scoring of Student Work

Faculty evaluate course work and quality of dissertation/thesis research.

C. Indirect Assessment

We normally have graduate students evaluate the program via a survey and complete a report for the faculty to review each year. However, this process was not performed last year due to the COVID-19 pandemic.

III. ASSESSMENT RESULTS/INFORMATION:

Measure 1 Faculty Evaluation. Measure 2 Publications/Presentations. Measure 3 Course Work. Measure 4 Program Milestones. Measure 5 Communications Evaluation. Measure 6 Employment.

Measure 1 Faculty Evaluation. Faculty assessment of the graduate students showed that the majority of students are meeting or exceeding the expectations listed in the statement of outcomes. Only a minority of students were not making good progress and were given clear goals, specific directions, and deadlines for correcting their situation were given in writing to the students. Measure 2 Publications/Presentations. A total of 14 journal articles or book chapters were published with graduate students as lead or co-authors and 24 presentations, posters, or proceedings were completed with graduate students as presenters. Measure 3 Course Work. The average cumulative GPA was 3.95 (out of 4) for all students and courses with grades reported. Measure 4 Program Milestones. In 2019-2020, 8 students graduated with a Ph.D. and 15 students received their master's degrees. These are consistent with previous years. Note. = Data for measure 5 and 6 are based on 2015-2019. We will update in 2021. Measure 5 Communications Evaluation. Our instrument for assessing oral communication (first implemented in 2016) assesses key factors of professional presentations and is administered during thesis and dissertation public oral defenses. All graduate faculty in attendance complete the assessment. Since its inception, students defending their MS thesis obtained an average score of 4.64 out of 5.0 while those defending their PhD dissertation obtained an average score of 4.69 out of 5.0. While the same instrument is used for both types of presentations, the number of faculty in attendance (and thus participating in the evaluation) varies due to the exact date and time of the scheduled defense. All faculty are encouraged to attend all defenses if possible. Measure 6 Employment. On average, 28 students either obtained employment in the field or maintained outside employment previously obtained.

Learning Outcome 1. Student demonstrates research competence. The number for publications and conference presentations suggests that our students are achieving this outcome. Learning outcome 2. Student has basic professional

presentation skills necessary for communicating scientific findings. The number for publications and conference presentations suggests that our students are achieving this outcome. Learning outcome 3. Student has demonstrated critical reasoning skills in selected fields. The successful completion of milestones and performance in courses reflects that our students are achieving this outcome. Learning outcome 4. Student has demonstrated broad knowledge of Human Factors or Industrial Organizational Psychology. Students performance in courses suggests that they are meeting this outcome.

IV. ACTIONS TO IMPROVE STUDENT LEARNING

Information regarding graduate student progress is shared through graduate and department faculty meetings. The graduate faculty participate in annual meetings to evaluate the progress of each student. In addition, a graduate faculty member conducts six-month status checks with each graduate student.

V. SUPPORTING DOCUMENTS

Additional documentation, when provided, is stored in the internal Academic Program Assessment of Student Learning SharePoint site.