



Annual Assessment Report for Academic Programs

The University Assessment Team advocates for the enhancement of student learning through purposeful, meaningful, and feasible student-outcomes assessment practices. The Assessment Team seeks to collaborate with programs, departments, and units to ensure that effective assessment of student learning occurs across the University. To assist in meeting this goal, the Team requests that you complete this Annual Assessment Report form to document student learning in your program. A PDF version of this completed form will be posted to the Academic Affairs Assessment website. Please note that this Annual Assessment Report form should only be completed after you have an Assessment Plan for Academic Programs forms on file with the University Assessment Team. The plan is completed once and only updated when revisions have been made to components of the plan.

1. Degree Level and Program Name: MA Industrial/Organizational Psychology

2. College/School: College of Humanities, Arts & Social Sciences

3. Assessment Overview - Briefly share how student learning outcomes assessment is conducted within your program/department (e.g. number of outcomes, examples of assignments used, and frequency of assessment).

The MA I/O Psychology program has four primary student learning outcomes with ten sub-outcomes and assesses all of them each year. Faculty assess student learning outcomes using direct measures from embedded assignments (e.g. exams, quizzes, and projects using rubrics and indirect measures of mid-program surveys, exit surveys, internship and employment tracking, and alumni surveys and participation).

4. Student Learning Outcomes -Which student learning outcome(s) from the assessment plan filed with the University Assessment Team is/are being reported on in this report? Include the corresponding benchmark(s) for each outcome.

Referencing the MA in I/O Psychology Program Assessment Plan on file with the University Assessment Team in 2018 and recently re-submitted in 2025, one primary outcome is being assessed in this cycle. Student Learning Outcome #4: Graduates of the program will complete Human Resources and/or I/O Psychology projects in a professional setting. All I/O MA graduate students are assessed using a professional electronic portfolio that is scored using a portfolio scoring sheet. The benchmark for success is to have at least 80% of the students earn a portfolio score in the "sufficient demonstration" to "exceptional demonstration" range.

Institutional Outcomes - For which institutional outcome(s) do the reported student learning outcome(s) align?

SLO Outcome Alignment	Institutional Outcome
	I. Jesuit & Mercy Values
	II. Diversity & Cultural Awareness
Yes	III. Critical Thinking & Problem Solving
Yes	IV. Communication
Yes	V. Professionalism
Yes	VI. Lifelong Learning

6. Assessment Period: Select the academic year for which you are reporting results (i.e. when data were collected):

2023-2024



7. Results, Planned Actions, and/or Actions Taken -Briefly summarize the assessment results, how they relate to benchmark(s), and how you are using them to enhance student learning and improve program quality.

Students in the 2022-2023 and the 2023-2024 cohorts successfully achieved the benchmark. All portfolios, resumes, work samples from group project consulting simulations were either “sufficient” or “exceptional.” However, as the Society for I/O Psychology (SIOP) division of APA embarks on a review of the expected competencies of Masters level programs, the rubric may need to be revised. Exit surveys revealed the following about the SIOP Competencies: All 14 respondents rated the ability of the program to assist in acquiring the SIOP competencies as “good,” “very good,” or “excellent.” Some shared that Statistical Methods, Organizational Development, and Leadership Models may be misclassified. For example, Selection and Development could be included in Leadership Models course, while Organizational Development could be better learned through process learning.

Attachment(s):

None