



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:** M.A. 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 I/O MA program has four student learning outcomes, with all outcomes assessed each year. Faculty assess outcomes using both embedded direct measures, exit surveys, and other proximal measures.

4. **Student Learning Outcomes & Benchmarks** -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.

Graduates of the I/O MA Program will . . .

1. ... achieve successful completion of coursework while maintaining a GPA above 3.0.
2. ... understand, integrate, and apply theories and research of the discipline.
3. ... apply statistics, research, and assessment to professional settings.
4. ... complete Human Resources and/or I/O Psychology projects in a professional setting.

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

SLO Outcome Alignment	Institutional Outcome
Yes	I. Jesuit & Mercy Values
Yes	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):

2024-2025

7. **Program Assessment Results** -Briefly summarize the assessment results and how they relate to benchmark(s).

The Pass rates for the CEL Consulting Simulation Project Deliverables assessment method are as follows:

- Academic Year 2023-2024: 100% students passed on the first opportunity
- Academic Year 2024-2025: 100% students passed on the first opportunity

The previously required Comprehensive Examination (which was changed to a Comprehensive project in 2024) are as follows:

- Academic Year 2021-2022: 100% students passed on the first opportunity
- Academic Year 2022-2023: 100% students passed on the first opportunity

8. **Planned Actions and/or Actions Taken in Response to Assessment Results** - Briefly summarize how you are using the assessment results to enhance student learning and improve program quality.

In response to the assessment results, the I/O MA program continues to review the SIOP Competencies and their alignment with program courses.

Additionally, the decision was made to and replace the Comprehensive Exam (CE) was replaced by a more intensive Community Engaged Learning Consulting Simulation (CELCS) with several practical deliverables and presentations to the “client organization,” their cohort peers, and prospective students. Pass rates for the previous CE from 2018 to 2023 were 100%. Pass rates for the CELCS from 2024 to 2025 are also 100%.