

Argosy University

Name of College: Counseling, Psychology & Social Sciences

Name of Program: Industrial Organizational Psychology (MA)

Assessment Year: 2016-2017

To support program quality and integrity, Argosy University's Master of Arts in Industrial Organizational Psychology program underwent a Comprehensive Program Review (CPR). Below are some statistics, findings, interventions and outcomes related to the review. If you have any questions, please contact Dr. Joffrey Suprina, Dean at jsuprina@argosy.edu.

By The Numbers	2015-2016	2016-2017	2017-2018
Number of Students Enrolled	122	116	103
Number of Graduates	94	65	67

Race	Total # of Students	%
White	29	28%
Black/African American	41	40%
Hispanic or Latino	1	1%
Asian	4	4%
Other Pacific Islander	0	0%
American Indian/ Alaskan Native	4	4%
Nonresident Alien	0	0%
2 or More Races	18	17%
Unknown	6	6%
Gender		
Female	72	70%
Male	31	30%

Results of AY2016 Action Plan:

Recommended Action	Intervention Implemented	Results
Develop a LASA for IO6502 and connect to LOM to collect data	Reviewed Curriculum Map and decided to refine LASA assignments and Rubrics in IO6401; IO6410 and IO6500 to assess PO4.	Will gather data to review impact of refinements in 2016-2017
Begin collecting Exit Interview Survey Data Fall, 2015	Developed Exit Interview Surveys, but lacked process to identify students in last course. Built the surveys on Survey Monkey and developed procedure for Student Services to send links to surveys to students in their last course of program.	Began collecting data in Fall 2016 for review in 2016-2017

Provide training for Chairs and faculty on applying LASA Rubrics and other assessment measures to Increase consistency of measures and data collection across programs.	Training provided to Chairs and some faculty leads on development of LASA assignments and rubrics as well as mapping to POs and ILOs	Increased awareness and knowledge by chairs and trained faculty as demonstrated by higher quality submissions of PR data. Ongoing efforts to continue to refine knowledge and skills related to assessment.
Reduce the aspirational benchmarks by 5% across the measures to align with other programs in University.	Reduced all aspirational benchmarks by 5%	Exemplifies a more realistic result reflective of student achievements as evidenced by 2016 results.

AY2016-2017 Comprehensive Program Review:

The MA Industrial Organizational Psychology program conducted its Comprehensive Program Review (CPR), led by the Dean and Associate Dean during the 2016-17 academic year.

The analysis focused on 5 areas: Curriculum (Program Outcomes, Syllabi, Courses, etc.), Assessment (LASAs, Plans, etc.), Faculty (All adjunct at this point), Marketing (Materials, Websites, etc.), and Support Services (Admissions, Student Services, Library, IT, etc.). Strengths, Challenges and Opportunities will be offered for each area.

Curriculum:

Strengths:

- Curriculum appropriately consists of 12, five-week courses mapped to achieve 5 Program Outcomes that align to the IOP field.
- Syllabi are complete with clear assignments at appropriate levels.
- Over 85% of students passed the capstone course on first attempt supporting that they were adequately prepared to address the program outcomes assessed.

Challenges:

- Capstone course seems focused on being an external consultant which may overlook the goals of many students.

Opportunities:

- Clarify to students the overall signature assignments' structure and how it supports them and the program
- Review and refine the Capstone Course to encompass skills for broader field application (internal and external).

Assessment:

Strengths:

- Assessment instruments (LASAs, Rubrics, Comprehensive Assessment Plan, Surveys, etc.) are quality products mapped appropriately to POs and ILOs
- The student exit Interview was noted as a strength to gather data from the perspective of program completers related to how the program outcomes were achieved.

Challenges:

- Adjunct faculty and students have little understanding of the assessment processes

for the program.

Opportunities:

- Students and adjunct faculty would benefit from greater understanding of assessment tools and processes.

Faculty:

Strengths:

- Stable, qualified adjunct faculty pool

Challenges:

- Adjunct faculty lack knowledge of academic operations (admissions, assessment, etc.)
- Lack of full time IOP faculty at AUO where majority of courses are taught

Opportunities:

- Conduct trainings for adjunct faculty and seek ways to integrate them into Argosy culture
- Hire at least one FT faculty for AUO IOP program

Marketing:

Strengths:

- Overall clarity in materials and consistency of message.

Challenges:

- Weak in application of degree to the field
- All available avenues of marketing are not realized such as AllPsychologySchools.com

Opportunities:

- Enhance marketing materials to include application of degree within organizational behavior and organizational development areas
- Expand avenues of marketing

Support Services:

Strengths:

- Advisors were supportive of students and guided them to resources as needed.

Challenges:

- Lack of clarity of who does what for students.

Opportunities:

- Admissions materials could include more about potential opportunities for using the degree in the field.
- Most student orientation is conducted by Student Services counselors who lack specific knowledge of the IOP field.
- Provide an organizational chart that outlines to whom the students report for what assistance.