Department of Psychology, Illinois State University
Assessment Plan for the
Graduate Master's in Psychology Program
June 2018

Each year the assessment committee reviews past assessment activities to determine what to focus on for the upcoming year. This year's focus was on the PRAAP process in anticipation of the upcoming program review process. This document outlines an assessment plan for the Master's in Psychology Graduate Program, including on-going and planned assessment projects and projects. We incorporate feedback from the University Assessment Service and the Assessment Advisory Council.

The Program in the Department and University Context

The Department of Psychology at ISU is large in size and diverse in activities. The department currently has 31 full-time faculty lines (down from 37 in FY12), and 7 staff members. Over the past four years the department has averaged 543 undergraduate majors, 158 minors, and 111 graduate students (66 master's, 20 specialists, and 25 doctoral). Its undergraduate and 4 graduate programs offer approximately 130 courses annually and in FY 2017 awarded 123 bachelor's, 32 master's, 7 specialist, and 2 doctoral degrees. Each semester, the department teaches 5,000 students and produces 15,000 student credit hours. Each year, each psychology faculty member generates 800 student credit hours, while the ISU and state averages are 700. Over 90% of ISU students take a course in psychology. In addition, the department's Psychological Services Center annually provides psycho-educational assessment and intervention to 100 clients and training to 40 graduate and 20 undergraduate students.

The graduate and undergraduate programs are overseen and administered by various shared governing departmental committees and work teams. These committees include DFSC, Department Curriculum Committee, Department Assessment Committee, Department Council which consists of program and sequence coordinators and the department chair. The undergraduate Administrative team is made up of the undergraduate coordinator and two department undergraduate advisors. Assessment and program revision fall to all of these groups, not just the Assessment Committee.

The Master's program in Psychology is organized into four sequences, administered by seven to nine faculty members assigned to that particular area. Sequence faculties meet on a regular basis (from biweekly to once per semester) and discuss ongoing feedback about the curriculum. Current faculty members are listed below. The coordinator of each sequence is a member of the Department Council, which has overall governance of departmental graduate programs (the council also includes the Department Chair and Coordinators of the Clinical-Counseling, School Psychology, and Undergraduate Programs).
- Cognitive and Behavioral Sciences (9): Critchfield, Cutting, Farmer-Dougan, Heidenreich, Hund, Jordan, McBride, Wagman, Zimmerman
- Developmental Psychology (5): Braswell, Campbell, Finan, Hund, Zimmerman
- Industrial/Organizational-Social Psychology (6): DeSouza, Hilgard, Ispas, Ilie, Schneider, Wesselmann
- Quantitative Psychology (4): Campbell, Cutting, Hesson-McInnis, Kahn

The program has had entering classes of 13 or 14 the last four years. Given that it is a 2-year program and there are 21 faculty members involved, this yields a *faculty-student ratio near 1:1*. Some students take longer to graduate, but given the low ratio and close association of faculty supervisors and students, *thorough ongoing assessment of students' progress and*

complete follow-up information is possible. This steady stream of feedback is far more useful than occasional surveys done for program review. Another source of information is from professional societies; program faculty members belong to these and regularly participate in their annual meetings.

Goals and activities for Assessment

The department identified four program-wide goals for the Master's psychology program. The sections that follow identify and describe the assessment activities that the department has developed to assess our program with respect to these goals. Additionally, each of the four sequences have identified their own separate set of goals and outcomes.

> **Goal 1**: Breadth of knowledge of basic psychological principles
> **Goal 2**: Knowledge of basic psychological principles of data analysis and methodology
> **Goal 3**: Professional communication skills
> **Goal 4**: Knowledge of and adherence to APA Code of Conduct and Ethical Principles Outcomes

The Master's program has a history of clear goals and outcomes closely tied to the curriculum. These were articulated in the most recent program review in 2006. The department assesses each of these goals using a variety of assessment tools, by different groups of individuals, and across different timescales. Below are several tables that outline the assessment activities as they align with the program goals. The first four table represent activities common to all four sequences in the program. Following these, are tables that outline activities specific to the four individual sequences which constitute the program. More detailed discussion and details are presented in a series of Appendices at the end of this plan.

Examples of Assessment instruments and other assessment data sources include:

- Thesis completion (includes literature review, method, results, and discussion of one or more studies)
- IRB or IACUC approval of research
- Attendance at professional conferences
- Placement in doctoral programs and professional jobs
- Professional accomplishments: paper presentations, publications
- Career continuation and advancement

Closing the loop: Using our assessment data

Prior to the last program review, the programs made a number of changes based on feedback from faculty, students, and former students. Proseminars, long included in the IOS sequence, have been added to the other three sequences based on student and faculty feedback. CBS added a new course: Experimental Analysis of Behavior (462). A graduate course is now required for each area represented in the CBS sequence: cognitive (455), behavioral (462), and physiological (463) psychology. IOS and Developmental Psychology removed the comprehensive option; MA/MS students now must complete a thesis, including a proposal meeting and final oral defense. There have not been nearly as many dramatic changes to the sequences during the last 8-year period. The major curricular change was to reduce the number of core courses required across all four sequences. Results from our exit survey suggest that students are very happy with their experiences in the program. There is an overall perception that our graduates are doing

well following their completion of the program. However, we have come to recognize that we do not have a good systematic and formal method of tracking our alumni. We are working on ways to maintain closer connections with our Alumni (e.g., we have created a web pages with short career biographies on some of our graduates: http://psychology.illinoisstate.edu/about/alumProfile.shtml).

Program-wide Goals and Assessment Activities

Program Goal 1: Breadth of knowledge of basic psychological principles

Outcome(s)	Data Source	What group(s) will be assessed?	Assessment Methods	Who will conduct assessment?	Timeline
Completion of a thesis	Thesis completion		Thesis defense	Thesis committee	Every semester/year
Past students' professional growth	Publications and other professional accomplishments	Graduates of the Master's in Psychology	Requests for updated vitae, resumes from past graduates	Sequence coordinators	Every 2-3 years
Current and past students' satisfaction with curriculum	Alumni Surveys, Internship/Professional Practice placement and performance, Job Placement	Current students & Graduates of the Master's in Psychology	Alumni Surveys, Exit survey, course evaluations	Coordinators Council, DFSC	

Program Goal 2: Knowledge of basic psychological principles of data analysis and methodology

Outcome(s)	Data Source	What group(s) will be assessed?	Assessment Methods	Who will conduct assessment?	Timeline
Successful completion of core statistics course	PSY 440	Current students	Course grades	Course instructor	
Successful completion of Independent Study	PSY 400	Current students	Course grades	Course supervisor	
Completion of a thesis	Thesis completion	Current students	Thesis defense	Thesis committee	Every semester/year
Past students' professional growth	Publications and other professional accomplishments, Placement in Doctoral Programs, Job Placement	Graduates of the Master's in Psychology	Requests for updated vitae, resumes from past graduates	Sequence coordinators	Every 2-3 years
Current and past students' satisfaction with curriculum	Alumni Surveys, Internship/Professional Practice placement and performance, Job Placement	Current students & Graduates of the Master's in Psychology	Alumni Surveys, Exit survey, course evaluations	Coordinators Council, DFSC	

Program Goal 3: Professional communication skills including: Using APA written format, making oral presentations, using computer-based technologies

Outcome(s)	Data Source	What group(s) will be assessed?	Assessment Methods	Who will conduct assessment?	Timeline
Completion of a thesis	Thesis completion	Current students	Thesis defense	Thesis committee	Every semester/year
Past students' professional growth	Publications and other professional accomplishments	Graduates of the Master's in Psychology	Requests for updated vitae, resumes from past graduates	Sequence coordinators	Every 2-3 years
Current and past students' satisfaction with curriculum	Alumni Surveys, Internship/Professional Practice placement and performance, Job Placement	Current students & Graduates of the Master's in Psychology	Alumni Surveys, Exit survey, course evaluations	Coordinators Council, DFSC	

Program Goal 4: Knowledge of and adherence to APA Code of Conduct and Ethical Principles Outcomes

Outcome(s)	Data Already Available	What group(s) will be assessed?	Assessment Methods	Who will conduct assessment?	Timeline
Completion of on-line CITI ethics training	completion of CITI ethics training	Current students & Graduates of the Master's in Psychology	on-line CITI ethics training program	Department Research Committee	
IRB (or IACUC) approval for thesis project	IRB (or IACUC) approval	Current students & Graduates of the Master's in Psychology	IRB (or IACUC) approval letter	University IRB or IACUC	
Ethical interaction with human (or animal) research		Current students & Graduates of the Master's in Psychology	Direct Observation/Supervision	Thesis chair	Every semester/year
Completion of a thesis	Thesis completion	Current students & Graduates of the Master's in Psychology	Thesis defense	Thesis committee	Every semester/year
Current and past students' satisfaction with curriculum	Alumni Surveys, Internship/Professional Practice placement and performance	Current students & Graduates of the Master's in Psychology	Alumni Surveys, Exit survey, course evaluations	Coordinators Council, DFSC	

Sequence Specific Goals and Assessment Activities

Cognitive and Behavioral Sciences Sequence					
Outcome(s)	**Data Already Available**	**What group(s) will be assessed?**	**Assessment Methods**	**Who will conduct assessment?**	**Timeline**

Sequence Goal: To have a basic understanding of human and animal behavior within Cognitive, Neuroscience, and Behavioral theoretical frameworks
    a. Understand broad meta-theoretical arguments within the disciplines
    b. Understand and appreciate the multidisciplinary nature of the disciplines					

Completion of required course work	PSY 427, 455,462,463, 480 & Independent study	Current students of the CBS sequence	Course performance	Course instructors and supervisors	Every semester/year
Completion of a thesis	Thesis completion	Current students of the CBS sequence	Thesis proposal & defense	Thesis committee	Every semester/year
Professional accomplishments	Presentations at professional conferences and ISU graduate research symposium	Current students & Graduates of the CBS sequence	Placement in Doctoral Programs, Requests for updated vitae, resumes from past graduates	CBS sequence faculty	Every semester/year

Sequence Goal: Design and conduct data collection with analysis in mind
    a.   Formulate testable hypotheses
    b. Understand and use basic observational, small-N, and experimental designs					

Completion of required course work	PSY 441	Current students & Graduates of the CBS sequence	Course performance	Course instructors and supervisors	Every semester/year
Completion of a thesis	Thesis completion		Thesis proposal & defense	Thesis committee	Every semester/year
Sequence Goal: Be able to review and critically evaluate research literature					
Completion of required course work	PSY 427, 455,462,463, 480 & Independent study,	Current students & Graduates of the CBS sequence	Course performance	Course instructors and supervisors	Every semester/year
Completion of a thesis	Thesis completion		Thesis proposal & defense	Thesis committee	Every semester/year
Sequence Goal: Use and Understanding of appropriate IRB, IACUC, and APA ethical guidelines in student's research					
Completion of required course work	PSY 427, 441	Current students & Graduates of the CBS sequence	Course performance	Course instructors and supervisors	Every semester/year
Completion of a thesis	Thesis completion, completion of CITI ethics training		Thesis proposal & defense	Thesis committee	Every semester/year

Developmental Psychology Sequence					
Outcome(s)	**Data Already Available**	**What group(s) will be assessed?**	**Assessment Methods**	**Who will conduct assessment?**	**Timeline**
Sequence Goal: Explain how age normative, history normative, and non-normative influences affect stability and change across the life-span.					
Completion of required course work	PSY 452, 453, 411, & 428	Current students of the Dev sequence	Course performance	Course instructors and supervisors	Every semester/year
Completion of a thesis	Thesis completion	Current students of the Dev sequence	Thesis proposal & defense	Thesis committee	Every semester/year
Professional accomplishments	Presentations at professional conferences and ISU graduate research symposium	Current students & Graduates of the Dev sequence	Placement in Doctoral Programs, Requests for updated vitae, resumes from past graduates	CBS sequence faculty	Every semester/year
Sequence Goal: Adopt a life-span perspective.					
Completion of required course work	PSY 452, 453, 411, & 428	Current students of the Dev sequence	Course performance	Course instructors and supervisors	Every semester/year
Completion of a thesis	Thesis completion	Current students of the Dev sequence	Thesis proposal & defense	Thesis committee	Every semester/year
Sequence Goal: Understand broad meta-theoretical arguments within the discipline, (e.g., the nature vs. nurture debates).					
Completion of required course work	PSY 452, 453, 411, & 428	Current students of the Dev sequence	Course performance	Course instructors and supervisors	Every semester/year
Completion of a thesis	Thesis completion	Current students of the Dev sequence	Thesis proposal & defense	Thesis committee	Every semester/year
Sequence Goal: Explain how major theories of development stand on these meta-theoretical arguments					
Completion of required course work	PSY 452, 453, 411, & 428	Current students of the Dev sequence	Course performance	Course instructors and supervisors	Every semester/year
Completion of a thesis	Thesis completion	Current students of the Dev sequence	Thesis proposal & defense	Thesis committee	Every semester/year
Sequence Goal: Be sensitive to developmental issues facing individuals from varying cultures, gender, and ethnic groups.					
Completion of required course work	PSY 452, 453, 411, & 428	Current students of the Dev sequence	Course performance	Course instructors and supervisors	Every semester/year
Completion of a thesis	Thesis completion	Current students of the Dev sequence	Thesis proposal & defense	Thesis committee	Every semester/year
Sequence Goal: Appreciate the scientific nature of the field and understand how developmental designs can capture basic developmental processes.					
Completion of required course work	PSY 452, 453, 411, 331.01, 340, & 428	Current students of the Dev sequence	Course performance	Course instructors and supervisors	Every semester/year
Completion of a thesis	Thesis completion	Current students of the Dev sequence	Thesis proposal & defense	Thesis committee	Every semester/year

Sequence Goal: Understand and appreciate the multidisciplinary nature of the discipline.					
Completion of required course work	PSY 452, 453, 411, 331.01, 340, & 428	Current students of the Dev sequence	Course performance	Course instructors and supervisors	Every semester/year
Completion of a thesis	Thesis completion	Current students of the Dev sequence	Thesis proposal & defense	Thesis committee	Every semester/year
Sequence Goal: Possess the necessary knowledge and skills to pursue an applied career or garner placement in a doctoral program.					
Completion of required course work	PSY 452, 453, 411, 331.01, 340, 428, & professional practice	Current students of the Dev sequence	Course performance	Course instructors and supervisors	Every semester/year
Completion of a thesis	Thesis completion	Current students of the Dev sequence	Thesis proposal & defense	Thesis committee	Every semester/year
Professional accomplishments	Presentations at professional conferences and ISU graduate research symposium	Current students & Graduates of the Dev sequence	Placement in Doctoral Programs, Requests for updated vitae, resumes from past graduates	CBS sequence faculty	Every semester/year
Sequence Goal: Use and Understanding of appropriate IRB, IACUC, and APA ethical guidelines in student's research					
Completion of required course work	PSY 452, 453, 411, 331.01, 340, 428, & professional practice	Current students of the Dev sequence	Course performance	Course instructors and supervisors	Every semester/year
Completion of a thesis	Thesis completion, completion of CITI ethics training	Current students of the Dev sequence	Thesis proposal & defense	Thesis committee	Every semester/year

Quantitative Psychology Sequence					
Outcome(s)	**Data Already Available**	**What group(s) will be assessed?**	**Assessment Methods**	**Who will conduct assessment?**	**Timeline**

Sequence Goal: Develop Analytical Approach to Statistics
  A. Selection of Statistical Test/Methods
  B. Implement Statistical Methods with Statistical packages
  C. Interpret Output of Statistics packages					

Completion of required course work	PSY 440, 442, 442, 443, 444, 445, & 427	Current students of the Quant sequence	Course performance	Course instructors and supervisors	Every semester/year
Completion of a thesis	Thesis completion	Current students of the Quant sequence	Thesis proposal & defense	Thesis committee	Every semester/year
Professional accomplishments	Presentations at professional conferences and ISU graduate research symposium	Current students & Graduates of the Quant sequence	Placement in Doctoral Programs, Requests for updated vitae, resumes from past graduates	Quant sequence faculty	Every semester/year

Sequence Goal: Communication Skills
  A. Written
  B. Oral					

Completion of a thesis	Thesis completion	Current students of the Quant sequence	Thesis proposal & defense	Thesis committee	Every semester/year
Professional accomplishments	Presentations at professional conferences and ISU graduate research symposium	Current students & Graduates of the Quant sequence	Placement in Doctoral Programs, Requests for updated vitae, resumes from past graduates	Quant sequence faculty	Every semester/year
Sequence Goal: Use and Understanding of appropriate IRB, IACUC, and APA ethical guidelines in student's research					
Completion of required course work	PSY 425, 441	Current students & Graduates of the Quant sequence	Course performance	Course instructors and supervisors	Every semester/year
Completion of a thesis	Thesis completion, completion of CITI ethics training		Thesis proposal & defense	Thesis committee	Every semester/year

Industrial/Organizational & Social Psychology Sequence

Outcome(s)	Data Already Available	What group(s) will be assessed?	Assessment Methods	Who will conduct assessment?	Timeline
Sequence Goal: Understand and apply basic principles of psychological science, especially those of social psychology, to work settings.					
Completion of required course work	PSY 375, 376, 426, 475, 476, 431, & internship research	Current students of the IOS sequence	Course performance	Course instructors and supervisors	Every semester/year
Completion of a thesis	Thesis completion	Current students of the IOS sequence	Thesis proposal & defense	Thesis committee	Every semester/year
Professional accomplishments	Presentations at professional conferences and ISU graduate research symposium	Current students & Graduates of the IOS sequence	Placement in Doctoral Programs, Requests for updated vitae, resumes from past graduates	IOS sequence faculty	Every semester/year
Sequence Goal: Understand and apply quantitative and statistical computing methods used by psychologists to work settings.					
Completion of required course work	PSY 440, 441, 442, 444, & internship research	Current students of the IOS sequence	Course performance	Course instructors and supervisors	Every semester/year
Completion of a thesis	Thesis completion	Current students of the IOS sequence	Thesis proposal & defense	Thesis committee	Every semester/year
Professional accomplishments	Presentations at professional conferences and ISU graduate research symposium	Current students & Graduates of the IOS sequence	Placement in Doctoral Programs, Requests for updated vitae, resumes from past graduates	IOS sequence faculty	Every semester/year
Sequence Goal: Know and apply "micro" principles about individual members of the organization.					
Completion of required course work	PSY 375, 475, & 426	Current students of the IOS sequence	Course performance	Course instructors and supervisors	Every semester/year
Professional accomplishments	Presentations at professional conferences and ISU graduate research symposium	Current students & Graduates of the IOS sequence	Placement in Doctoral Programs, Requests for updated vitae, resumes from past graduates	IOS sequence faculty	Every semester/year
Sequence Goal: Know and apply "macro" principles about organizations as collective entities.					
Completion of required course work	PSY 376, 476, & 426	Current students of the IOS sequence	Course performance	Course instructors and supervisors	Every semester/year
Professional accomplishments	Presentations at professional conferences and ISU	Current students & Graduates of the IOS	Placement in Doctoral Programs, Requests for updated vitae,	IOS sequence faculty	Every semester/year

	graduate research symposium	sequence	resumes from past graduates		
Sequence Goal: Demonstrate skills in oral presentation, technical and professional writing, and project management.					
Completion of required course work	PSY 375, 376, 475, 476, & internship research	Current students of the IOS sequence	Course performance	Course instructors and supervisors	Every semester/year
Completion of a thesis	Thesis completion	Current students of the IOS sequence	Thesis proposal & defense	Thesis committee	Every semester/year
Professional accomplishments	Presentations at professional conferences and ISU graduate research symposium	Current students & Graduates of the IOS sequence	Placement in Doctoral Programs, Requests for updated vitae, resumes from past graduates	IOS sequence faculty	Every semester/year
Sequence Goal: Understand and apply professional ethics and standards of conduct relevant to the delivery of psychological services to the public.					
Completion of required course work	PSY 375, 475, & 426	Current students of the IOS sequence	Course performance	Course instructors and supervisors	Every semester/year
Completion of a thesis	Thesis completion	Current students of the IOS sequence	Thesis proposal & defense	Thesis committee	Every semester/year
Professional accomplishments	Presentations at professional conferences and ISU graduate research symposium	Current students & Graduates of the IOS sequence	Placement in Doctoral Programs, Requests for updated vitae, resumes from past graduates	IOS sequence faculty	Every semester/year
Sequence Goal: Be aware of and involved in professional I/O organizations.					
Professional accomplishments	Presentations at professional conferences and ISU graduate research symposium	Current students & Graduates of the IOS sequence	Placement in Doctoral Programs, Requests for updated vitae, resumes from past graduates	IOS sequence faculty	Every semester/year

Appendix A: Exit Survey

This survey has been administered initially as a paper-based survey and as an electronic survey (Select Survey). We are currently developing a new electronic version that will use Qualtrics. Do to the relatively small number of graduates each year, responses are only analyzed following multi-year collection points.

Exit Survey For Psychology Master's Degree Recipients
(Please complete all questions, in every section, as they apply to you.)

A. Demographic Data

Date of ISU degree _____(MO/YR)
 	
Program Attendance _____
 (MO/YR to MO/YR)
 	
Sequence _____
 	
_____
  Advisor (Thesis Supervisor, if applicable)
 	
Job Title (if known)
 	
  _____
 	
Race/Ethnicity
 	
  _____
 	
Gender: Female ____   Male _____ Age _____
	Explain plans for post-master's work and
	 educational pursuits.

Would you recommend the Illinois State University Psychology Master's Program to a well-motivated person who wanted to pursue graduate study in psychology? _____ Definitely _____ Probably _____ Probably Not _____ Definitely Not	

Area of Knowledge/Skill/Preparation

B. Master's Program Sequence Rating Scale

(Rating Scale: 4 = Excellent, 3 = Good, 2 = Fair, 1 = Poor, NA = Not Aplicable)

Rate each of the following items based on overall Master's program training:	Rate:
Understanding of the breadth of knowledge of basic psychological principles	
Understanding and application of data analysis and methodology	
Demonstration of professional oral communication skills	
Demonstration of professional and technical writing skills	
Appreciation for the scientific nature of the field of psychology	
Understanding and application of professional ethics relevant to human subject and animal research	
Understanding and application of professional ethics and standard conduct relevant to the delivery of psychological services to the public	

Rate the following items for only your Sequence

Cognitive and Behavioral Sciences Sequence provided:	Rate:
Understanding of human and animal behavior within Cognitive, Neuroscience, and Behavioral theoretical frameworks	
Understanding of broad meta-theoretical arguments within the disciplines	
Understanding of and appreciation for the multidisciplinary nature of the disciplines	
Ability to design and conduct data collection with analysis in mind	
Ability to formulate testable hypotheses	
Understanding of and ability to use basic observational, small-N, and experimental designs	
Ability to review and critically evaluate research literature	
Comments:	

Thank you for completing this survey. We wish you well in your profession!