Curriculum Map Annual Assessment Report

Department _____Psychology_________ College____Science and Engineering______

Degree Program(s) _____Master of Science, Industrial/Organizational Psychology________

1. Please present your curriculum map.

   a. Degree Requirements
      i. Minimum 37 units over 2 years
      ii. Written English Proficiency Requirement Level Two – Satisfactory completion of the Comprehensive Written Examination (PSY 896 and PSY 896EXM) or Master’s Thesis (PSY 898).
      iii. Students complete 300 hours in an applied field experience as part of PSY 768 and PSY 769.

   b. Courses
      i. Data Collection and Analysis Courses (7 units total)
         1. PSY 770 Research Methods and Techniques – 3 units
         2. PSY 772 Applications of Multiple Regression to Psychology Research – 4 units
      ii. Core IO Courses (21 units total)
         1. PSY 761 Industrial and Organizational Psychology – 3 units
         2. PSY 760 Seminar in Organizational Psychology – 3 units
         3. PSY 762 Seminar in Industrial Psychology – 3 units
         4. PSY 765 Industrial Training Program Development – 3 units
         5. PSY 766 Psychological Foundations of Organizational Change – 3 units
         6. PSY 768 Seminar to Accompany Field Experience in Industrial / Organizational Psychology – 3 units
         7. PSY 769 Field Experience in Industrial / Organizational Psychology – 3 units
      iii. Electives (6 units total). Select with the approval of an advisor. Example elective courses include:
         1. PSY 740 Seminar in Social Psychology (3 units)
         2. PSY 742 Seminar in Survey Research (3 units)
         3. PSY 799 Supervised Selected Research (2 – 6 units)
         4. PSY 899 Independent Study (1 – 3 units)
         5. PSY 771 Analysis of Variance and Experimental Design (3 units)
         6. BUS 776 Data Analysis for Managers (3 units)
         7. BUS 788 Management Principles and Organizational Behavior (3 units)
         8. MGMT 656 Seminar in Managing Teams (3 units)
         9. MGMT 640 Managing Diversity in the Workplace (3 units)
        10. LABR 525 Diversity in the Workplace (3 units)
        11. CSC 869 Data Mining (3 units)
        12. CSC 890 Topics in Big Data Analysis (3 units)
        13. COUN 720 Career Counseling (3 units)
iv. Culminating Experience (3 units total)
14. PSY 896 Direct Reading & PSY 896EXM Culminating Experience Examination (3 units) or PSY 898 Master’s Thesis (3 units)
   a. PSY 896 Description: Prerequisite: Restricted to graduate students in psychology or School Psychology Credential Program. Special problems in psychology, chosen on the basis of individual interests and studied under the direction of a member of the faculty. May be repeated for a total of 9 units.
   b. PSY 896EXM Description: Prerequisites: Consent of instructor, committee chair, and approval of Advancement to Candidacy (ATC) and Culminating Experience (CE) forms by Graduate Studies. ATC and Proposal for Culminating Experience Requirement forms must be approved by the Graduate Division before registration. Enrollment in 896EXAM required for students whose culminating experience consists of an examination only. Not for students enrolled in a culminating experience course numbered PSY 895 and PSY 898, (CR/NC, RP).
   c. PSY 898 Description: Prerequisites: Restricted to graduate students in psychology; consent of candidate's committee chair; and approval of Advancement to Candidacy (ATC) and Culminating Experience (CE) forms by Graduate Studies. The student formulates, conducts, and presents an intensive research thesis which must be defended before a committee drawn from the psychology faculty. ATC and Proposal for Culminating Experience Requirement forms must be approved by the Graduate Division before registration. (CR/NC grading only.)


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### I/O MS Degree Roadmap

**Fall – Year 1**
- PSY 761
- PSY 765
- Elective

**Spring – Year 1**
- PSY 760
- PSY 762
- PSY 770
- PSY 772

**Fall – Year 2**
- PSY 769
- PSY 768
- Elective

**Spring – Year 2**
- PSY 766
- PSY 896 with PSY 896EXM or PSY 898
a. Program Learning Objective 1 – To develop knowledge of theory-based research on employee selection, performance appraisal, training and development, work motivation, employee attitudes, and teamwork and leadership in organizations.

b. Program Learning Objective 2 – To attain skills in how to conduct a job/task analysis, selection procedures, a training needs assessment, a program evaluation, an organizational change initiative, and surveys in organizations.

c. Program Learning Objective 3 – To develop an understanding of the legal and ethical guidelines relevant to I/O psychology.

d. Assessment Plan
   i. The Master of Science in Psychology – I/O Psychology Concentration was evaluated by the Psychology Department Assessment Committee in AY 2016-2017 (see Appendix I). The Psychology Department Assessment Committee will continue to evaluate all Graduate Programs every four years using comprehensive methods, such as surveys and focus groups of students.

2. Who was involved in the development of your curriculum map and how did the work go forward?

All full-time tenured/tenure track faculty in the I/O concentration (Kevin Eschleman, Diana Sanchez, and Chris Wright), and the Psychology department curriculum committee (Kevin Eschleman, Ezequiel Morsella, Diane Harris, Jeffrey Cookston, and Guarav Suri)

3. As the map was being developed, what did you learn about your curriculum as a whole?
   - Were all PLOs adequately supported along the path from introduced to mastered? **Yes**
   - Did all courses contribute to one or more PLOs? **Yes**
   - Was there too much emphasis on a few PLOs and not enough on others? **No**
   - Are your courses and PLOs adequately aligned or is some refinement needed? **Yes**

4. What is the next step you will take as a department to improve your program? For example, do you want to look more closely at the content of courses and how they support the PLOs? Are you ready to identify the course and assignment that will be used to assess a PLO? Do you need to develop new courses or adjust the scope and sequence and/or structure of your curriculum to fill in gaps in fulfilling PLO's and facilitate in student learning?

The next step is to complete the elevation of the I/O Psychology degree to a stand-alone MS program, which is currently under review. This will help the program comply with Executive Order 1071. SF
State is unique to most CSU psychology departments in that students can pursue an MS in Psychology in concentrations of I/O, Clinical, or School Psychology. Alignment amongst the three concentrations is impossible due to external accreditations that require a greater number of units for both Clinical (60 units) and School (57 units) compared to I/O psychology (37 units) that has no external accreditation requirements. Once elevation is approved, we will examine individual course assignments and how they address specific PLOs.