

Assessment Plan

Western Michigan University

Psychology

Outcome: Undergrad Foundations Mastery: Theories and Principles

Develop an understanding of the basic principles accounting for human behavior; develop an understanding of the biological, cognitive, and social bases of human behavior.

Track: Undergraduate Major

Start Date: 05/11/2004

Outcome Status: Active

Means of Assessment			
Assessment Method	Criterion	Schedule	Active
Mean performance of students on items administered on principles of human behavior in PSY 360	75% of students with correct performance for each item	Administered annually	Yes
Mean performance of students on items administered on language and human cognition in PSY 160	Average of 75% correct performance	Administered annually	Yes
Mean performance of students on items administered on psychological theories in PSY 160, 250, and 360	Average 75% correct performance	Administered annually	Yes

Related Courses

- * PSY 1600 - Child Psychology
- * PSY 2500 - Abnormal Psychology
- * PSY 3600 - Concepts & Principles of Behavior Analysis

Outcome: Undergraduate Applied Practical Skills

Assess and analyze behavior in applied settings; use effective strategies for solving human problems

Track: Undergraduate Major

Outcome Status: Active

Assessment Evaluation: Collect data in practica in Spring and report to undergrad committee in Fall

Means of Assessment			
Assessment Method	Criterion	Schedule	Active
Practicum ratings on assess/analyze index	Average rating of 2 or higher	Administered annually	Yes
PSY 460 application scenarios questions	Average performance of 75%	Administered annually	Yes
Practicum ratings on effective practices index	Average rating of 2 or higher	Administered annually	Yes

Related Courses

- * PSY 4600 - Survey of Applied Behavior Analysis Research

Outcome: Undergraduate Ethics

Acquire basic knowledge of ethics code; develop ethical and professional behavior appropriate to level of training

Track: Undergraduate Major

Outcome Status: Active

Assessment Evaluation: Data collected in Fall and Spring 04-05; reviewed in Fall 05

Means of Assessment

Means of Assessment			
Assessment Method	Criterion	Schedule	Active
Performance on items administered on research ethics in PSY 250 and PSY 330	Average 75% correct performance	Administered annually	Yes
Performance on items administered on APA clinical ethics code in PSY 250	Desired criterion of 75% accurate performance	Administered annually	Yes
Ratings on ethical and professional behavior in applied practicum courses	Average rating of 2 or higher	Administered annually	Yes
Scores on HSIRB required online ethics modules	Average performance of 80% or higher	Data collected and reported throughout year as people turn in scoring from individual online administration	Yes
Performance on applied scenarios of dilemmas in PSY 250	Average of 75% correct	Administered annually	Yes

Related Courses

- * PSY 2500 - Abnormal Psychology
- * PSY 3300 - Behavioral Research Methods

Outcome: Undergraduate Research Skills

Develop competence in conduct, interpretation and evaluation of natural science research methods in psychology; learn research designs, statistical analysis, reliability and validity; apply research skills in active research projects supervised by faculty

Track: Undergraduate Major

Outcome Status: Active

Assessment Evaluation: Collect data in fall semesters with feedback to undergraduate training committee in following fall

Means of Assessment			
Assessment Method	Criterion	Schedule	Active
Student performance on critical thinking items	Average 75% accurate	Administered annually	Yes
Student performance on pseudoscience assignment	Average performance of 75%	Administered annually	Yes
Student performance on statistical computation in PSY 300	Average performance of 75%	Administered annually	Yes

Related Courses

- * PSY 3000 - Statistics-Behavior
- * PSY 3300 - Behavioral Research Methods

Outcome: Applied Training/Exper in Behavior Analysis

Students will develop competence in applying behavior principles to the analysis and change of individual behavior (e.g., in clinical domains) and organizational systems.

Track: Behavior Analysis Program

Outcome Status: Active

Means of Assessment			
Assessment Method	Criterion	Schedule	Active
Frequency distribution of GSAR ratings in area II (Applied Activities), which includes the following information: specific applied activities and number of applied-training hours.	Average score of 2 or higher with 80% of students with 1 or 2 rating.	Data collected fall semester	Yes

Means of Assessment			
Assessment Method	Criterion	Schedule	Active

Outcome: BA: Effective Student Placement

Students will be placed in high-quality employment positions within their primary area of interest.

Track: Behavior Analysis Program

Outcome Status: Active

Means of Assessment			
Assessment Method	Criterion	Schedule	Active
Evaluated via survey of recently graduate students every 5 years. The percentage of alumni respondents who report being obtaining employment immediately following graduation in their primary area of interests.	90% of respondents will report obtaining employment in their interest areat	Data collection in 2007	Yes

Outcome: BA: Ethical Standards

Students will develop an appreciation of the legal and ethical issues relevant to the practice of psychology. Students will demonstrate mastery of the American Psychological Association Code of Ethics.

Track: Behavior Analysis Program

Outcome Status: Active

Means of Assessment			
Assessment Method	Criterion	Schedule	Active
Percentage of Behavior Analysis students scoring 82% or higher Psy 603 (Introduction to Professional Issues).	All students score 83% or higher in Professional Issues		Yes

Outcome: BA: Teacher Training and Instructional Methods

Students with interests in teaching will develop competency in the knowledge and execution of empirically supported approaches to instruction.

Track: Behavior Analysis Program

Outcome Status: Active

Means of Assessment			
Assessment Method	Criterion	Schedule	Active
GSAR ratings in area IV (Applied Activities), which includes the following information: courses, classes, workshops, and guest lectures taught; course-evaluation summaries. (doctoral program only)	80% of students will receive a rating of 2 or higher with an average rating of 2 or higher.	Data collection in fall	Yes

Outcome: Behavior Analysis Research Skills

Students will develop competence in the conduct, interpretation and evaluation of scientific research.

Track: Behavior Analysis Program

Start Date: 05/11/2004

Outcome Status: Active

Assessment Evaluation: First data collection occurs Fall 2004 and subsequent falls. Every 3 years the assessment plan and data collection process will be reviewed at a faculty retreat in October. The first retreat will occur in 2006.

Means of Assessment			
Assessment Method	Criterion	Schedule	Active

Means of Assessment			
Assessment Method	Criterion	Schedule	Active
Average GSAR rating in area 3 (Research and Other Scholarly Activities) which includes the following: publications, presentations, research progress, HSIRB/IACUC submissions, and hours of research involvement	Average GSAR rating of 2 or higher in area 3. 80% of students scored as 2 or higher on area 3 GSAR rating	GSAR completed each fall	Yes
% of behavior analysis students scoring 82% or higher on research proposal assignment in PSY 608			Yes

Outcome: Behavior Analytic Concepts and Principles

Students will master demonstrate proficiency and mastery of behavior analytic concepts and principles

Track: Behavior Analysis Program

Outcome Status: Active

Means of Assessment			
Assessment Method	Criterion	Schedule	Active
Mean and standard deviation of performance by BA students on the 20- item Concepts assessment at the end of PSY 610	Mean above 82% with low standard deviation	Data collected each fall	Yes
Mean and standard deviation of performance by BA students on the 50 -item principles assesment at the end of PSY 610	Average performance above 82% and low standard deviation.	Data collected each fall	Yes

Outcome: Clinical: Professional Functioning Scientist-Practitioner

Students will demonstrate effective functioning as professional psychologists. This includes completing the degree and all degree requirements aside from coursework and placement in and completion of an APA-approved clinical internship.

Track: Clinical Program

Start Date: 05/11/2004

Outcome Status: Active

Means of Assessment			
Assessment Method	Criterion	Schedule	Active
GSAR Area 6 Rating from student annual review	All students (100%) will perform at a rating of 3 or higher.	Ratings occur each fall.	Yes
Internship ratings by supervisors;	100% satisfactory to superior ratings		Yes
% of entering students completing the Ph.D. within 5.5-6 years	At least 80% of students in the most recent 5 years will complete the Ph.D> with 5.5-6 years		Yes
% of internship applicants attending APA-approved sites	90% of intenship applicants will attend an APA approved site		Yes

Outcome: Clinical: Clinical Skills

Students will develop competence in the assessment and analysis of behavior and psychological phenomena. They will develop competence in the implementation of empirically supported interventions and related assessments. Students will develop effective professional skills including those necessary for teaching, research, and clinical service delivery, which are relevant to practice across a variety of roles and settings.

Track: Clinical Program

Start Date: 05/11/2004

Outcome Status: Active

Means of Assessment			
Assessment Method	Criterion	Schedule	Active
GSAR Ratings in Area 4: Skill levels in Practica			Yes
On-site Practicum evaluations			Yes

Outcome: Clinical: Research Skills

Students will develop competence in the conduct, interpretation and evaluation of scientific research. They will master group and single case research designs, statistical analysis procedures, and concepts of reliability and validity. Students will develop competence in the conduct of research and the professional publication process. Specific student learning outcomes related to this goal include mastery of coursework in research methodology courses (i.e., PSY 608, 634, 635, 636) successful conduct of an empirical master's thesis and doctoral dissertation, ongoing participation in at least one research lab, presentation and publication of research appropriate to their level of training, and the demonstration of ability to interpret and critique the research literature in their comp exam.

Track: Clinical Program

Outcome Status: Active

Means of Assessment			
Assessment Method	Criterion	Schedule	Active
Embedded questions and assignments in coursework (e.g., 608, 634)			Yes
GSAR rating in Area 3: Dev. of Research Skills			Yes
GSAR Rating in Area 5: Personal & Professional Development			Yes
% of students who present at conferences (APAAS)			Yes
% of students who publish works (APAAS)			Yes

Outcome: Clinical: Theories and Principles

Students will be able to analyze patterns of human behavior according to the theories and principles they have mastered. Students will be able to integrate and compare major theories and systems of psychology in written and oral communications. Students will demonstrate mastery of core information in all academic courses.

Track: Clinical Program

Outcome Status: Active

Means of Assessment			
Assessment Method	Criterion	Schedule	Active
Faculty evaluation of writing assignments	???		Yes
Graduate Student Annual Review (GSAR) in Academic Performance Area	Average rating of 2.0	Completed in fall semesters	Yes

Means of Assessment			
Assessment Method	Criterion	Schedule	Active
Graduate GPA in courses	Average GPA of 3.5	Computed every 5-7 years in preparation for accreditation	Yes

Outcome: Clinical: Ethics and Multicultural Diversity

Students will develop an appreciation for contemporary issues affecting the discipline including legal issues, evolving ethical issues, and multicultural concerns in science and clinical practice. Students will develop knowledge of ethical principles and practice. Students will develop and exhibit knowledge of multicultural issues in clinical contexts and ethical and professional behavior appropriate to their level of training.

Track: Clinical Program

Start Date: 05/11/2004

Outcome Status: Active

Means of Assessment			
Assessment Method	Criterion	Schedule	Active
Embedded questions and assignments in relevant coursework (Psy 603 - Ethics; 608 - Research Methods)			Yes
On-site Practicum evaluations			Yes
GSAR rating in Area 2: Dev. of Ethical & Prof. Behavior			Yes

Outcome: IO : Research Methods

Students will develop knowledge in scientific research methods, develop mastery of group and single case research designs and statistical analyses, and develop competence in conduct of research and dissemination process.

Track: Industrial Organizational Program

Outcome Status: Active

Means of Assessment			
Assessment Method	Criterion	Schedule	Active
GSAR rating in Research Skills Category	Mean rating of 2 or higher; 80% will achieve a rating higher than 3.	Data collected each fall semester	Yes
# of HSIRB applications completed and approved	None at this time	Collected throughout the year	Yes
% of students who present at conferences/# presentations	50% of students will present at conferences	Data collected as part of GSAR	Yes

Outcome: IO: Human Principles and Theories

Students will develop an understanding of principles of human behavior and be able to analyze patterns of human behavior, master major facts, concepts, principles, and methods of respondent and operant research and master core information in all academic courses

Track: Industrial Organizational Program

Outcome Status: Active

Means of Assessment

Means of Assessment			
Assessment Method	Criterion	Schedule	Active
GSAR ratings in Academic Performance	Mean rating of 2 or higher; 80% of students rated higher than 3.	Data collected each fall	Yes
Graduate GPA	100% of students will pass courses; 80% will pass with a grade of A or B/A	Data collected each time the courses are offered	Yes
Grades in PSY 610	100% of students will pass course. 80% of students will earn A or B/A		Yes

Outcome: IO: Professional and Applied Experience

Track: Industrial Organizational Program

Start Date: 05/11/2004

Outcome Status: Active

Means of Assessment			
Assessment Method	Criterion	Schedule	Active
GSAR Rating in Personal & Professional Development Category	Mean rating of 2 or higher; 80% of students earn a rating higher than 3.	Data collected each fall	Yes
GSAR Rating in Applied Activities Category	Mean rating of 2 or higher; 80% of students earn a rating higher than 3.	Data collected each fall	Yes
% of entering students completing the MA within 2-3 years	80% of student will complete the MA within 2-3 years	Data collected every five years for students enrolled in the program for at least 2-3 years within that time span	Yes
% of students who are members of professional societies;	80% of students will be members of a professional society	Data collected each year	Yes
Practicum supervisor evaluations	80% of students will achieve satisfactory ratings by supervisors	Data collected each time practicum is offered	Yes
% of graduates obtaining jobs - Business & Industry % of graduates obtaining jobs - Government agencies % of graduates obtaining jobs - Human services agencies % of graduates obtaining jobs - Consulting agencies	None	Data collected each 5 years for all students who graduated within that span	Yes

Outcome: Undergraduate Career Preparation

Complete an undergraduate degree in a timely manner; obtain advanced study in psychology when desired; obtain an entry level job in psychology when desired

Track: Undergraduate Major

Outcome Status: Active

Means of Assessment			
Assessment Method	Criterion	Schedule	Active

Means of Assessment			
Assessment Method	Criterion	Schedule	Active
Graduating Senior Survey		Administered spring semester	Yes

Outcome: Undergraduate Professional Communication and Technology Use

Effectively use APA writing style guidelines; master analytical writing; effectively use electronic search engines to review research literature; effectively use a professional graphing program

Track: Undergraduate Major

Outcome Status: Active

Assessment Evaluation: Collect data in courses in Fall and report to committee following fall

Means of Assessment			
Assessment Method	Criterion	Schedule	Active
Average student performance on an electronic literature search on PSYCInfo in PSY 330	Goal for student performance is at least 75%	Administered annually	Yes
Average student performance on an Excel assignment	Goal for student performance is at least 75%	Administered annually	Yes
Average student performance on an APA-style writing assignment	Goal for student performance is at least 75%	Administered annually	Yes

Related Courses

* PSY 3300 - Behavioral Research Methods

Outcome: IO: Behavioral Systems Analysis

Students will develop competence in the behavioral analysis of organizational systems

Track: Industrial Organizational Program

Start Date: 05/11/2004

Outcome Status: Active

Means of Assessment			
Assessment Method	Criterion	Schedule	Active
Embedded questions and assignments in coursework (PSY 651, 652)	Average performance of 80% or higher	Data collected each time the courses are offered	Yes
GSAR Ratings in Applied Activities Category	Mean rating of 2 or higher; 80% of students earn a rating higher than 3.	Data collected each fall	Yes
Client evaluations of systems practica (PSY 652)	90% of students will earn satisfactory ratings	Data collected each time course is offered	Yes

Outcome: IO: IO Theories and Principles

Students will master coursework in the relevant IO Psychology coursework in: PSY 643 (Personnel, Selection, and Placement), PSY 644 (Personnel Training and Development), and PSY 645 (Psychology of Work)

Track: Industrial Organizational Program

Start Date: 05/11/2004

Outcome Status: Active

Means of Assessment

Means of Assessment

Assessment Method	Criterion	Schedule	Active
Embedded questions and assignments in coursework (PSY 643, 644, 645)	Mean performance of 80% accuracy	Data collected each time course is offered	Yes
GSAR ratings in Academic Performance & Teaching Activity	Mean rating of 2 or higher; 80% of students will have a rating higher than 3.	Data collected each fall	Yes
Student evaluations (for those who engage in teaching activities)	Mean ratings of teaching at the mid-point or higher of each anchor	Data collected each time an IO student teaches	Yes