

ASSESSMENT REPORT 2022-2023

Psychology Graduate

(Instructional Degree Program)

M.S.

(Degree Level)

Program Mission:

It is the mission of the Master's program in Psychology at NMHU to train master level psychologists who can utilize critical thinking skills, demonstrate an understanding of the scientific method, and apply their knowledge of major disciplines of psychology to their work as teachers, researchers, or practitioners. The program is designed to prepare students for either work as Master level clinicians or continued study in psychology at the doctoral level. This mission is achieved through a high level of professor-to-student interaction, ample opportunities for research and practical experience, and exposure to a multicultural community setting.

Student Learning Outcome 1:

Develop hypotheses based on a body of research, and design and implement a research methodology to test those hypotheses and present the results in both written and oral form.

NMHU Traits Specifically Linked to Student Learning Outcome 1

- Mastery of Content Knowledge and Skills
- Effective Communication Skills
- Critical and Reflective Thinking Skills
- Effective Use of Technology

First Means of Assessment for Outcome 1:

Grades from the Psychology 6020, Behavioral Research Methods final project will be used for this assessment. Successful completion of this outcome will be indicated by at least 80% of students will receiving a B or above on this project.

Summary of Data:

Number of Students Meeting Criterion:	12	Number of Students Not Meeting Criterion:	1
Total Number of Students Assessed:	13	Percent of Students Meeting Criterion:	92%

Second Means of Assessment for Outcome 1:

Composite scores from the midterm and final exams in Psychology 6010, Data Analysis and Statistics will be used for this assessment. Successful completion of this outcome will be indicated by at least 85% of students receiving a C or above on this composite score.

Summary of Data:

Number of Students Meeting Criterion:	8	Number of Students Not Meeting Criterion:	0
Total Number of Students Assessed:	8	Percent of Students Meeting Criterion:	100%

Interpretation of Results for Outcome 1:

All of our students met both requirements. Our department feels confident that this SLO that is crucial for developing strong research skills that will serve graduate students in future doctoral programs and science-oriented careers is being met.

Student Learning Outcome 2:

Prepare students to be M.S. level counselors or doctoral candidates in other graduate institutions.

NMHU Traits Specifically Linked to Student Learning Outcome 2

- Mastery of Content Knowledge and Skills
- Effective Communication Skills
- Critical and Reflective Thinking Skills

First Means of Assessment for Outcome 2:

We conduct an annual survey of alumni who received their degrees three years prior to the year the survey is administered. The survey includes a question regarding employment status. Successful completion of this outcome will be indicated by at least 80% of our alumni demonstrating employment or graduate studies in some area of Psychology.

Summary of Data

12 out of 13 (92.3%) alumni surveyed indicated that they were employed in the field of Psychology.

Second Means of Assessment for Outcome 2:

For those students who take a state exam to become a licensed counselor, we expect a 90% rate of passing. We will obtain this information from the self-report of our alumni.

Summary of Data:

13 out of 13 (100%) of surveyed alumni reported that they had passed the licensing exam.

Third Means of Assessment for Outcome 2:

Grades from the final paper in Psychology 6710, Advanced Psychopathology will be used for this assessment. Successful completion of this outcome will be indicated by at least 80% of students receiving a B or above on this paper.

Summary of Data:

Number of Students Meeting	10	Number of Students Not Meeting	0
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Criterion:		Criterion:	
Total Number of Students Assessed:	10	Percent of Students Meeting Criterion:	100%

Interpretation of Results for Outcome 2:

Students are meeting this SLO as well which gives the department confidence that their education at NMHU is leading them to careers in Psychology. We are still seeing consistent rates in the quality of student outcomes and future employment and licensure with increased cohort sizes as well.

Student Learning Outcome 3:

Adopt a high standard for ethical behavior and work performance.

NMHU Traits Specifically Linked to Student Learning Outcome 3

- Mastery of Content Knowledge and Skills
- Effective Communication Skills
- Critical and Reflective Thinking Skills

First Means of Assessment for Outcome 3:

Each year the department will compile data from the “Faculty Review of Graduate Students.” This form is completed at the end of the first two semesters of graduate work. It reflects a consensus opinion of the Psychology faculty regarding the student’s performance. Successful completion of this outcome will be indicated by 80% of students receiving at least a 4 out of 5 on the items “Overall job performance” and “Professionalism” at the end of their second semester in the program.

Summary of Data

Number of Students Meeting Criterion:	7	Number of Students Not Meeting Criterion:	0
Total Number of Students Assessed:	10	Percent of Students Meeting Criterion:	70%

Second Means of Assessment for Outcome 3:

Each year the department will compile data from the Field Supervisors’ review of practicum students placed in that year. This is a qualitative review of practicum student performance. Successful completion of this outcome will be indicated by at least 75% of practicum students receiving ratings indicating that their performance was considered above average by their supervisors and with no students receiving ratings indicating that their performance was below average or worse.

Summary of Data

Number of Students Meeting Criterion:	5	Number of Students Not Meeting Criterion:	1
Total Number of Students Assessed:	6	Percent of Students Meeting Criterion:	83%

Third Means of Assessment for Outcome 3:

The final grade in Psychology 6510, Professional Ethics and Issues will be used for this assessment. Successful completion of this outcome will be indicated by at least 80% of students receiving a final grade of 90% or better.

Summary of Data:

Number of Students Meeting Criterion:	7	Number of Students Not Meeting Criterion:	1
Total Number of Students Assessed:	8	Percent of Students Meeting Criterion:	87.5%

Interpretation of Results for Outcome 3:

Students met expectations for job performance and professionalism within the department and ethical behavior overall. However, we did find that outcomes fell short in the end of the year evaluations. We did see an increase in Field Supervisor ratings from last year, with work by the department to address the issues that we suspected may be influencing poor evaluations in both working closer with field supervisors and aiding in the training of students.

On the other hand, the lower scores for job performance is likely do to issues out of the department's hands concerning student ability to preform their jobs and engage effectively in class due to work/life transitions, availability of resources to support student research, and the need for students to balance GA/TA responsibilities, practicum, thesis, commutes, and second jobs.

By Spring 2022 many of these issues on our end were addressed to be more flexible and support student concerns and issues. Additionally, the faculty has been advocating for higher GA pay and better industry standard resources to support students in their ability to perform as RAs and TAs in the department. With graduate classes also being smaller in size than undergraduate ones, we also see a minority of student issues skewing results as with 10 total students being evaluated, 2 students falling short means we do not hit our goals.

Student Learning Outcome 4:

Apply knowledge of cross-cultural differences to the understanding and practice of psychology.

NMHU Traits Specifically Linked to Student Learning Outcome 4

- Mastery of Content Knowledge and Skills
- Effective Communication Skills
- Critical and Reflective Thinking Skills

First Means of Assessment for Outcome 4:

Each year the department will compile data from the Field Supervisors' review of practicum students placed in that year. This is a qualitative review of practicum student

performance. Successful completion of this outcome will be indicated by at least 75% of practicum students receiving comments indicating that their practicum involved work with diverse populations and that they performed well in these settings (at above average or higher).

Summary of Data

Number of Students Meeting Criterion:	5	Number of Students Not Meeting Criterion:	1
Total Number of Students Assessed:	6	Percent of Students Meeting Criterion:	83%

Second Means of Assessment for Outcome 4:

The final grade in Psychology 6770, Multicultural Psychotherapy will be used for this assessment. Successful completion of this outcome will be indicated by at least 80% of students receiving a final grade of B or better.

Summary of Data

Number of Students Meeting Criterion:	4	Number of Students Not Meeting Criterion:	0
Total Number of Students Assessed:	4	Percent of Students Meeting Criterion:	100%

Interpretation of Results for Outcome 4:

We believe that our program has been strong in meeting this SLO and are happy that the Field Supervisors are pleased with their work in this domain as well. Despite one student not being rated above average, that student was rated average by the Practicum Supervisor. The results still indicate 0 students were rated below average.

Student Learning Outcome 5:

Apply theoretical knowledge and interpersonal skills to therapeutic relationships.

NMHU Traits Specifically Linked to Student Learning Outcome 5

- Mastery of Content Knowledge and Skills
- Effective Communication Skills
- Critical and Reflective Thinking Skills

First Means of Assessment for Outcome 5:

Each year the department will compile data from the Field Supervisors' review of practicum students placed in that year. This is a qualitative review of practicum student performance. Final evaluation of the semester. Successful completion of this outcome will be indicated by at least 75% of practicum students receiving ratings indicating that their performance was considered above average by their supervisors and with no students receiving ratings indicating that their performance was below average or worse.

Summary of Data

Number of Students Meeting Criterion:	5	Number of Students Not Meeting Criterion:	1
Total Number of Students Assessed:	6	Percent of Students Meeting Criterion:	83%

Second Means of Assessment for Outcome 5 (5.2):

Students in the Clinical/Counseling program are required to take PSYC 6720 Introduction to Counseling and Therapy course. In this course, students complete 3-4 mock therapy sessions. These mock sessions simulate clinical situations and require students to demonstrate basic clinical skills, motivational interviewing skills, Cognitive Behavioral Therapy (CBT) skills, and if time permits, Acceptance and Commitment Therapy (ACT). This means of outcome assessment would be measured by students' average performance on mock sessions. Successful completion of the outcome will be indicated by at least 75% of the students receiving an average mock session grade of B (80%) or higher.

Summary of Data:

Number of Students Meeting Criterion:	6	Number of Students Not Meeting Criterion:	0
Total Number of Students Assessed:	6	Percent of Students Meeting Criterion:	100%

Interpretation of Results for Outcome 5:

We are confident that our program is training students in the requisite clinical skills as evidenced by their Field Supervisor's ratings. After re-evaluations on how this means of assessment is calculated from AY21-22, using scores later in the semester as they were more indicative of whether students are meeting this criteria instead of an average across the entire semester. With this assessment for final ability in mock data sessions, all students met the SLO, consistent with final scores last semester. Additionally, while not 100% above average ratings were received by Practicum Supervisors, all of our students 6/6 were rated average or higher, with 1 student at average and 5 above average or higher.

Utilization of Results:

We will utilize this outcome report to further strengthen the program in areas where we are successful, especially outcomes 1, 2, & 4. We plan to evaluate a few of our assessments to determine whether more clarity or specificity is needed.

Changes to Program Based on Results:

Since our last Outcomes Assessment report, our department continues to internally collect data within the Psychology department which has led to more rapid results and gives us more control over what questions are being asked to our alumni.

As we review this Outcomes Assessment report, we will be evaluating making changes to surveys from Field Supervisors and whether our Means of Assessment need more

clarity and specificity. We are also working on continuing methodology to examine aspects of student success outside of just grades in Methods and Statistics.

Retention Strategies:

While the non-thesis option and past methods have shown success, we are seeing a decline in retention. Prior to Fall 2023, we have lost 4 students enrolled in the program. One student was unable to maintain their outside and current workload due to the cost of the program and the lack of support through their GA ship. This student dropped out of the program despite their high grades and success as a GA. The other 3 students, all international students, cited this concern (GA support, even at a full GA level) and lack of industry standard infrastructure in the department to provide them the needed support and training to pursue a PhD after achieving their terminal Masters. All 3 students left for universities that could at the very least provide them the research training and funding to succeed.

We as a department are continuing our push for industry standard software and resources for our students. However, despite being on our budget requests and strategic plans for years, these needs have yet to be addressed.