

ACADEMIC LEARNING PLAN

Psychology/Industrial-Organizational, M.A.

Mission Statement

The 42 sh Industrial-Organizational (I/O) concentration combines traditional personnel psychology (selection, performance appraisal, test construction and validation, fair employment practices, and legal issues) with the more interpersonal emphasis of organizational psychology (motivation, job satisfaction, leadership, interpersonal communication, organizational diagnosis, and change). The curriculum meets the needs of students who plan to be employed at the master's level in organizational settings as well as those who wish to pursue a doctoral program in a related field at another University.

Student Learning Outcomes

UWF Psychology/Industrial-Organization, M.A. graduates should be able to do the following:

Content

- Describe major theoretical and empirical contributions of industrial/organizational psychology.

Critical Thinking

- Use and evaluate psychological research to solve industrial/organizational questions.

Communication

- Articulate logical, evidence-based arguments related to industrial/organizational psychology in public speaking.
- Articulate logical, evidence-based arguments related to industrial/organizational psychology in written work.

Integrity/Values

- Justify professional decisions based on relevant ethical codes and principles in industrial/organizational psychology.

Assessment of Student Learning Outcomes

At class level, our Curriculum Plan incorporates targeted outcomes across required courses in the I/O Concentration.

Currently, our two-year program includes an early evaluation of SLOs at the First Year Evaluation and the end-of-program evaluation (Thesis/Internship Evaluation). After the First Year Evaluation, students' progress is evaluated and feedback meetings are held to discuss any needs for remediation. Feedback is provided to each student regarding their strengths, opportunities, and recommendations for best use of their remaining time in the program. The end-of-program evaluation then allows us to assess if improvements in SLOs were made during the I/O program.

Job Prospects for Psychology/ Industrial-Organizational MA

Graduates of the program typically obtain positions of employment in the following areas:

- Business Consultant
- Junior College Faculty
- Occupational Health Specialist
- Data Analyst
- Training and Development Specialist
- Applied Research Scientist
- Human Resources Professional
- Vocational Consultant
- Organizational Change and Development Specialist
- Recruiter; Talent Management Specialist

Find out more about Psychology/ Industrial-Organizational MA at UWF:

<https://uwf.edu/programs/ukcoh/psychology-ma/>