

IUPUI GAC Reviewer Form

Documents Reviewed:

MS and PhD in Applied Social and Organizational Psychology Program Proposal

Summary of Proposal:

1. Are the goals clear and achievable?

Yes, I believe they are, especially with the recruitment of the new junior assistant professor and a more senior scholar in the new future.

2. Is the program academically sound?

I appreciate the attention given to the SIOP statement on professional competencies, APA multicultural guidelines, and their relation to the proposal submitted. I also appreciate that although there is a strong quantitative methods component to the program, there is also room for students to be exposed to mixed methods which is very important in applied career paths. Perhaps the most promising aspect of the proposal, in addition to the emphasis on Diversity Science, is the opportunity for students to have a “minor” in the area of Occupational Health. Like I/O health related careers are growing rapidly and we’ll continue to see a need for greater integration of disciplines that address diversity, work psychology, and health. That is a very exciting contribution of this program.

3. Are faculty resources available to offer this certificate without undercutting other key missions of the unit? *For a new and building program I believe the necessary components are in place. However over time, there likely will need to be more of a formal center (such as those mentioned in Table 3) or at least a practicum in which students could engage in the “proposal through tech report” process of conducting applied research. A diversity research center that would meet the needs of non-profits and other typical workplaces throughout the state and region could be considered. An alternative to a stand-alone center would be to include service-learning doctoral seminars that merge attention to theory with applied research and practice.*

4. Is there overlap, either real or potential, with any other unit that could harm the program or be exploited to help the program?

I don't believe so. My presumption is that the students who would be interested in this program would not also apply to a more conventional IO program for example, such as the one at Purdue. It is likely to grow rapidly and I would consider the need for staff support and time to process applications, assistantship recommendation, internships, etc.

5. My recommendation, comments/concerns regarding this proposal...

I would encourage the program organizers to consider the role of a formal internship, especially if they plan on recruiting students straight from their undergraduate studies. The internship gives them an opportunity to acquire experiences that can facilitate their best choosing a career path after their Ph.D., enrich their teaching if they choose that path, and pursue a more “relevant” dissertation project. All of these benefits can be gained through short term engagements through a center or practicum, but an internship gives students a greater opportunity to mature under the supervision of someone who is trained in I/O or Applied Social, but is not their faculty member.

In short, I am strongly in support of the program and will recommend it to my undergraduate students who are likely the target audience. If there is ever a Diversity Science speaker series or short course sequence provided (even online), please keep me in the loop!