IUPUI GAC Reviewer Form

Documents Reviewed:

M.S. and Ph.D. in Applied Social and Organizational Psychology

Summary of Proposal:

1. Are the goals clear and achievable?

The proposal does an excellent job articulating its goals and situating them in the context of IUPUI, and aligning them with IUPUI's strategic mission.

2. Is the program academically sound?

Yes, the program is academically sound.

3. Are faculty resources available to offer this program without undercutting other key missions of the unit?

The narrative argues effectively that, far from undercutting, the Ph.D. supports existing master's programs in the department.

It is impressive that the department secured a gift specifically for this program.

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

Although the program might be interpreted to be a hybridization of programs that already exist in the state, the arguments in support of its uniqueness are sound, such as the lack of emphasis on application in traditional social psychology programs. Although the proposal uses the term only once, this program is clearly *translational* in nature. In addition, letters of support are provided from chairs of departments containing programs that might be concerned. The evidence provided indicates that this program is unique and complements existing related programs.

5. My recommendation, comments/concerns regarding this proposal

I strongly recommend the MS and PhD in Applied Social and Organizational Psychology for approval. The degrees have three minors and one concentration. This proposal stands out for being well written, comprehensive, and powerfully argued. The reviewer is convinced of the need for the new degrees.

Suggestions for improvement
All suggestions for improvement concern issues that are of relatively minor importance and that do not significantly diminish the fundamental strengths of the proposal:

- If the three interdisciplinary minors are new minors that are being first proposed in this document, they should appear on page 3. It is unclear how the Diversity Science concentration is different from the three minors. Are the three minors only for PhD students in the proposed program? If this is a new minor, it might also be mentioned earlier in the document. Equating a concentration with a minor for students in other programs on page 11 did not really make things clear. At the beginning of the document it needs to be clear what is being created and whom it is for.
- Pages 12–13: The astounding job growth projections for industrial–organizational psychologists should be highlighted in summary form at the very beginning of the document. http://www.onetonline.org/link/summary/19-3032.00 Clarify whether this job growth is in Indiana or elsewhere in the USA.
- Page 16: The size of the "large gift" is not specified. *Large* is subjective and discipline dependent. Specifics lend credibility to a proposal.
- Pages 17–18: Table 1 and 2 do not list the number of credit hours required by comparable PhD programs. 91 credit hours is normal for IU.
- Page 23: "The primary way that students will be assessed will be through course *primary*." The doctoral grades" I would suggest not using the term dissertation is the most important means of judging a doctoral student in addition to the two or more peer-reviewed journal papers that are usually related to the dissertation. (Conference papers, talks, etc., are of little value unless at top-tier venues.) The Qualifying Examination provides an early *coup de grâce* to eliminate students who are not PhD material. We expect that PhD students substantially exceed terminal master's students in their ability and determination. Therefore, merely passing courses that are taken with terminal master's students is not a sufficient indicator of future success.
- Page 24: Why are syllabi being compared to competencies in Table 4. First, Table 4 is vague. Second, one would expect competencies to be updated over time (e.g., by accreditation bodies or learned societies).
- This proposal contains redundant information. For example, page 65 and page 109 are identical. Page 74 and 118 are identical. This proposal is already very long. Remove all duplicate pages.

Minor points
- It would be easier to comment on a document with page numbers.
- Page 3, footnote 1: *However* is not a conjunction. Replace the comma preceding *however* with a semicolon.
- We do not conduct research simply to understand functioning within groups (you can read a textbook for that) but to make a substantial, novel contribution to that understanding (the body of knowledge).
- As *diversity science* is relatively new, a definition or explanation would be helpful. Anticipate readers who are not familiar with psychology.

- A citation is missing the reference:
  Kraiger, K. & Abalos, A. (2004). Rankings of graduate programs in IO psychology based on student ratings of quality. *The Industrial-Organizational Psychologist, 42*(1), 28–43. http://www.siop.org/TIP/backissues/July04/PDF/421_028to043.pdf
- Page 4: John T. Hazer is an alumnus, not an alum.
- Page 5: "The strengths… help to build on…" (not "helps")
- Page 6: No semicolon (or comma) before "but also for more specialized…" because this is a dependent clause.
- Page 16: Just after the title "Similar and related programs," font changes from Times New Roman to Cambria for no apparent reason. This happens again on page 23 after point 2 of Student Assessment.
- Page 20: The apostrophe is missing in "revised *Bloom's* taxonomy."
- Table 4 does not list the student learning outcomes. That's fine, but a link should be provided to the list. It is hard to infer an outcome from a pairing like "Research Methods" and "6 – Creating." It is ambiguous whether the students are creating methods or using existing methods to create findings?
- Page 64: Insert a space after 7 and before the open parenthesis: "Psy I-647(Attitudes and Social Cognition) (3 credit hours)" Similarly, "Psy I-579 Foundations of Diversity Science(3 credit hours)", "Psy I-581 Gender Issues in the Workplace(3 credit hours)," and "Psy I-582 Organizational Diversity and Intergroup Relations(3 credit hours)" There are many similar problems.
- Page 65: "four courses" is written out but elsewhere "4 courses." Be consistent.
- Page 66: "least3" is not one word.