

**Report of Student Learning and Achievement  
Concordia University Irvine  
Townsend Institute – Organizational Psychology Program**

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| <b>For Academic Year:</b> | 2024-2025 |
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| <b>Townsend Institute Mission</b> |
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| <b>Organizational Psychology Program Purpose</b> |
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Committed to the transformational power of competency, character, and connection, the **Townsend Institute** provides counselors, executive coaches, and organizational leaders with world-class, life-changing educational experiences that are biblically-informed, research-supported, and rooted in the Townsend growth model.

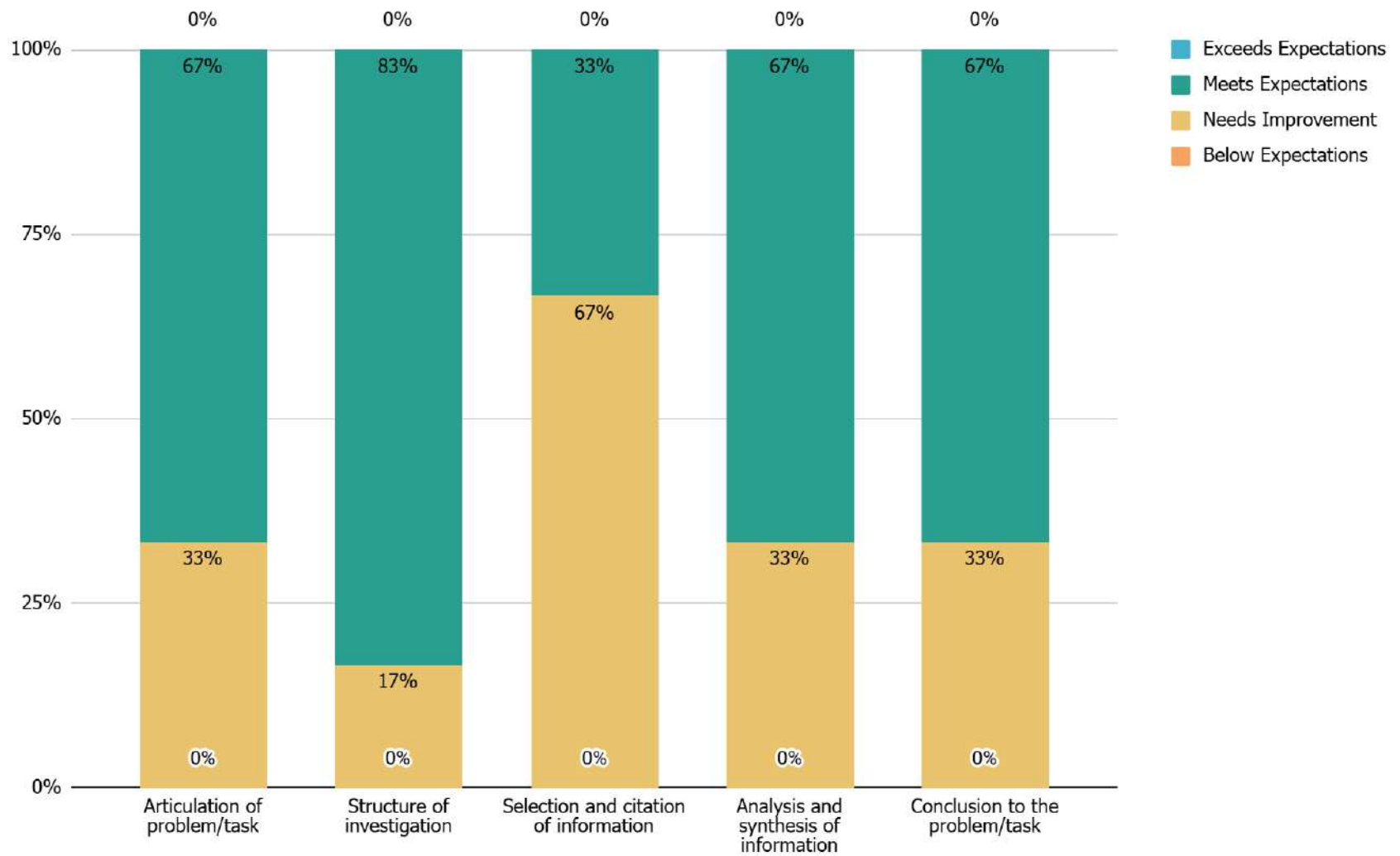
**The Organizational Psychology (OPSY)** degree will equip students to apply psychology in the workplace to enhance employee performance. As an applied psychology degree integrating scientific study from both the behavioral sciences and business, this major provides students the exposure, experience, and expertise that will give them a distinct advantage in the marketplace. Individuals desiring a career in management, human resources, consulting, or training and development would be particularly interested in this major.

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| <b>Program Learning Outcomes (PLOs)</b> |
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| 1. Research Design: Design organizational assessment instruments for groups and/or individuals, gathering and analyzing data, reporting results, and proposing interventions.       |
| 2. Critical Communication: Defend research conclusions by producing well-organized, written, and oral presentations that demonstrate critical reflection.                           |
| 3. Christian World-view: Debate how a Christian world-view integrates with the scientific study of Organizational Psychology in an ethical and socio-culturally responsible manner. |
| 4. Theoretical Analysis: Examine major concepts, theoretical perspectives, and current trends in Organizational Psychology.                                                         |
| 5. Core Competencies: Explain the Society for Industrial Organizational Psychology's core competencies for graduate programs.                                                       |

| <b>Program Assessment Overview</b><br><b>Aligns with ULO: Systematic Inquiry</b>                                                                                                            |                                           |                                                            |                                                                                                                                                          |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------|------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>PLOs Assessed</b>                                                                                                                                                                        | <b>Evidence and Assessment Instrument</b> | <b>Performance Objectives (Targets/Criteria) Measures:</b> | <b>Results for Measures of Student Learning:</b>                                                                                                         |
| Students explain a problem, articulate a (hypo)thesis, investigate using appropriate sources, analyze the information, and craft logical conclusions and creative solutions to the problem. | IOP 490 - Final Project                   | 75% of students score 3 or better on rubric.               | Percentage of students who met or exceed expectations:<br>Articulation - 67%<br>Structure - 83%<br>Selection - 33%<br>Analysis - 67%<br>Conclusion - 67% |

### Program Assessment Results



### Summary of Program Assessment Findings

The participants did meet the standards for Criteria 1, 2, 4, and 5. They did not meet the criteria for standard 2. It was difficult to fully assess because we only had access to the PowerPoint and not the video presentation from the class, which wasn't recorded. There could be additional prompts added which could address C2, so the students can meet the criteria. This fits well with the focus at Concordia on producing Wise, Honorable, and Cultivated Students.

### Summary of Achievement Outcomes

Aligns with ULO: Systematic Inquiry

| 2024-2025 PLO Assessed                | Student Evidence:<br>Final Project | Student Evidence:<br>N/A  |
|---------------------------------------|------------------------------------|---------------------------|
| Criterion Measured                    | Performance Target Was...          | Performance Target Was... |
| Articulation of Problem / Task        | Met                                |                           |
| Structure of Investigation            | Met                                |                           |
| Selection and Citation of Information | Not Met                            |                           |
| Analysis and Synthesis of Information | Met                                |                           |
| Conclusion to the Problem / Task      | Met                                |                           |

### Program Proposed Course of Action for Improvement in Learning Outcomes

In regards to continuous improvement, this program is in the sunseting phase and will not be taught again.