Annual Industrial/Organizational Psychology Doctoral Student Evaluation

Name: _____

Advisor: _____

Date: _____

Year Started Program: _____

Started Program With: ☐ Bachelor's ☐ Master's

Career Intentions: ☐ Academic ☐ Applied ☐ Undecided

Table of Contents

PROCEDURE
1. Student will complete Part I annually
2. Student will email completed Part I to their primary advisor by the last day of finals in the spring semester along with his/her CV
3. Primary advisor will generate preliminary ratings
4. All I/O faculty will meet and review the ratings (sometime in May)
    a. Discrepancies in ratings will be discussed and consensus will be reached
    b. Primary advisor will record feedback and finalize ratings
    c. Completed evaluation will be sent to the student for review
5. Primary advisor and student will schedule a formal meeting in order to discuss ratings and provide and receive developmental feedback, respectively (sometime in June)
6. Evaluation will be added to the student's personnel file

PARTS OF THE EVALUATION.
I. STUDENT INFORMATION.
II. RATINGS BY ADVISOR.

PART I. STUDENT INFORMATION.

1. <u>RESEARCH EXPERIENCE</u> (Create a section for each semester and briefly describe projects, dates, and faculty supervisor.)

2. <u>TEACHING EXPERIENCE</u> (Create a section for each semester and identify the course, faculty supervisor, dates, and level of responsibility [e.g., graded papers, lectured, had full responsibility for the course; if available, provide teaching ratings and comments for the classes and/or labs instructed].)

3. <u>FIELD EXPERIENCE</u> (Create a section for each semester and briefly describe [i.e., one sentence] experiences in ongoing organizations of a research, consulting, or practicum nature. Where possible, include organization, location, dates, and faculty supervisor.)

4. <u>PUBLICATIONS AND PRESENTATIONS</u> (Use APA style)

5. <u>I/O PROGRAM ACTIVITIES</u> (Briefly describe activities that contribute to the functioning of the I/O program [e.g., organizing speaker's visits, housing visiting students, contacting prospective students, organizing social events for the program].)

6. <u>PROFESSIONAL MEMBERSHIPS</u>

7. <u>OTHER</u> (Other activities that should be noted in your evaluation.)

8. <u>GOALS</u> (Describe specific goals for the upcoming semester(s) [e.g., What progress or milestones do you expect to accomplish? Will you be submitting papers for publication, conferences? Will you apply for any grants or funding? What skills would you like to improve upon?].)

Coursework and Grades

Course	Grade		Course	Grade
Fall First Year			**Spring First Year**	
Fall Second Year			**Spring Second Year**	
Fall Third year			**Spring Third Year**	
Fall Fourth Year			**Spring Fourth Year**	

Program Progress (Please identify the specific semester and year you aim to complete each program milestone and when the milestones were met.)

	Optimal Timeline	Optimal Completion[A]	Current Goal (Semester/Year)	Actual Completion
Propose thesis	Fall of 2nd yr	Fall ____		
Defend thesis	Summer of 2nd yr	Summer ____		
Written comprehensive exam	Summer of 3rd yr	Summer ____		
Oral comprehensive exam	Fall of 4th yr	Fall ____		
Propose dissertation	Spring of 4th yr	Spring ____		
Defend dissertation	Summer of 5th yr	Summer ____		

Note. [A]**Optimal Completion** = Given the optimal timeline **and** when you entered the program, when should you have or are you expected to complete the specified task? Thus, for example, if you entered in the program in Fall 2018, the optimal completion date for the thesis proposal would be Fall 2019.

Master's Thesis Advisor: _____

Doctoral Dissertation Advisor: _____

Comments:

PART II. RATINGS BY ADVISOR

Performance in Courses

	Below Expectations	*Meets Expectations*	*Insufficient Information*	*Not Applicable*
Grades in courses	☐	☐	☐	☐
Participation in courses	☐	☐	☐	☐
Quality of coursework	☐	☐	☐	☐

Comments:

Research Performance

	Unacceptable	*Below Expectations*	*Meets Expectations*	*Exceeds Expectations*	*Insufficient Information*
Developing research questions	☐	☐	☐	☐	☐
Designing and implementing studies	☐	☐	☐	☐	☐
Data analysis and drawing inferences from data	☐	☐	☐	☐	☐
Writing manuscripts	☐	☐	☐	☐	☐
Time-to-completion of manuscript milestones (e.g., writing Method section)	☐	☐	☐	☐	☐

Comments:

Teaching Performance

	Unacceptable	*Below Expectations*	*Meets Expectations*	*Exceeds Expectations*	*Insufficient Information*
Assignments/grading time management	☐	☐	☐	☐	☐
Responsive to students	☐	☐	☐	☐	☐
Responsive to supervisor/faculty instructor	☐	☐	☐	☐	☐
Grading	☐	☐	☐	☐	☐

Comments:

Professionalism

	Unacceptable	*Below Expectations*	*Meets Expectations*	*Exceeds Expectations*	*Insufficient Information*
Communication with students and faculty	☐	☐	☐	☐	☐
Represents TAMU well at conferences	☐	☐	☐	☐	☐
Attendance at program activities (e.g., colloquium)	☐	☐	☐	☐	☐
Responsive to constructive feedback	☐	☐	☐	☐	☐

Comments:

Oral Communications and Presentations

	Unacceptable	Below Expectations	Meets Expectations	Exceeds Expectations	Insufficient Information
Delivers high quality presentations in courses and colloquia	☐	☐	☐	☐	☐
Articulate in communicating research	☐	☐	☐	☐	☐
Demonstrates mastery of content	☐	☐	☐	☐	☐

Comments:

Written Communication

	Unacceptable	Below Expectations	Meets Expectations	Exceeds Expectations	Insufficient Information
Follows appropriate stylistic guidelines (e.g., APA, business communications [emails]) as warranted	☐	☐	☐	☐	☐
Communication of scholarly work	☐	☐	☐	☐	☐
Terminology, grammar, and writing style	☐	☐	☐	☐	☐

Comments:

Application of Knowledge and Skills in Field Settings

	Unacceptable	Below Expectations	Meets Expectations	Exceeds Expectations	Insufficient Information
Demonstrates mastery in scholarly and applied contexts	☐	☐	☐	☐	☐
Time management	☐	☐	☐	☐	☐
Ability to work autonomously	☐	☐	☐	☐	☐

Comments:

Professional Development

	Unacceptable	Below Expectations	Meets Expectations	Exceeds Expectations	Insufficient Information
Engagement in activities to further professional development (e.g., DAIOP, HAIOP, professional listservs and other groups, etc.)	☐	☐	☐	☐	☐

Comments:

Overall Evaluation (Holistic summary of all the preceding factors.)

Unacceptable	Below Expectations	Meets Expectations	Exceeds Expectations	Insufficient Information
☐	☐	☐	☐	☐

Comments: