Department of Psychology

Mills Godwin Bldg
Norfolk, VA 23529

James Bliss, Chair

Graduate Study

The Department of Psychology offers a program of study leading to the degree of Master of Science with a major in psychology and programs leading to the Doctor of Philosophy with majors in applied experimental psychology, human factors psychology and industrial/organizational psychology.

The department also participates in a program leading to the degree of Doctor of Philosophy in clinical psychology. This program, under the direction of the Virginia Consortium Program in Clinical Psychology, is a joint venture of the Departments of Psychology at Old Dominion University and Norfolk State University and the Department of Psychiatry and Behavioral Sciences at Eastern Virginia Medical School.

Master of Science - Psychology

Matt Henson, Graduate Program Director

The master’s program in psychology offers a course of study leading to the Master of Science with a major in general psychology. The master’s degree program is appropriate for students wishing to enter a doctoral program at Old Dominion or another university or for those seeking the master’s as a terminal degree. The curriculum is designed to provide a strong background in research methods and general psychology so that the student will have a wide range of choices for future professional development.

Graduate students are encouraged to work closely with members of the faculty and to participate in the research and other professional activities that are available within the department. Faculty are involved in research in the general areas of clinical, social, health, developmental, human factors, organizational, personnel, and community psychology. Currently, faculty and students are engaged in research projects on various topics including: personal relationships, coping with discrimination and bias, parenting, work-family conflict, driving behaviors, predictors and interventions for substance abuse and health risk behaviors, hindsight bias, response to alarms, medical modeling and simulation, telework, training of women and minorities in STEM fields, and internet-based training and education.

Admission

To qualify for admission, a candidate must meet the general university admission requirements. In addition, the candidate must present:

1. undergraduate courses in statistics and research methods and nine additional hours in psychology;
2. official scores on the aptitude section of the Graduate Record Examination (GRE) (applicants who do not have a bachelor’s degree in psychology must also take the advanced psychology GRE test); and
3. transcripts of all undergraduate and graduate work.

A brief statement by the student outlining personal goals and academic objectives and three letters of reference (at least two of which are from former college or university teachers) are requested. All credentials in support of applications should be sent to the Office of Admissions.

Requirements

To qualify for the Master of Science in psychology, a student must meet the following requirements:

1. The student must maintain a B average (3.00 on a 4.00 scale) in a minimum of 36 hours of course work.
2. The student is required to successfully complete a core of courses established by the faculty with at least a B (3.00) average in these courses. The core courses consist of the following:

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Hours</th>
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</thead>
<tbody>
<tr>
<td>PSYC 713</td>
<td>Research Fundamentals</td>
<td>2</td>
</tr>
<tr>
<td>PSYC 727</td>
<td>Analysis of Variance and Experimental Design</td>
<td>8</td>
</tr>
<tr>
<td>or PSYC 728</td>
<td>and Regressional and Correlational Design</td>
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<tr>
<td>PSYC 731</td>
<td>Human Cognition</td>
<td>3</td>
</tr>
<tr>
<td>or PSYC 741</td>
<td>Sensation and Perception</td>
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</tr>
<tr>
<td>PSYC 651</td>
<td>Developmental Psychology</td>
<td>3</td>
</tr>
<tr>
<td>or PSYC 749</td>
<td>Advanced Social Psychology</td>
<td></td>
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<tr>
<td>Total Hours</td>
<td></td>
<td>16</td>
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</table>

Completion of the core is a prerequisite for beginning work on the thesis (including registration for PSYC 698 and PSYC 699). Full-time students must complete the core courses in the first year, and part-time students must do so in the first two years.

In addition to completing the core requirements, students must complete a total of 30 hours of course work plus 6 hours of research and thesis. Prior to beginning the thesis research, the student will submit a request to the graduate program director to form a thesis committee. The student will identify two members of the committee and the GPD will appoint the third member. When the student has completed the research, a written thesis must be submitted to the thesis committee. Completion of the thesis depends on acceptance of the thesis by the thesis committee and the graduate program director, as well as passing an oral exam in a public defense of the thesis.

To maintain their standing in the program students must demonstrate progress toward completing degree requirements, i.e., enrollment and satisfactory performance in courses during the FA and SP semesters.

Students who have completed all course work and are working on their thesis must register for PSYC 999 (one credit) in FA and SP semesters continuously until graduation. The graduate catalog requires students who are utilizing university resources or consulting with faculty to be registered for a minimum of one credit. Students who fail to register for one credit may be terminated from the program in at the end of the semester in which they failed to register.

If students have not completed their thesis by the end of their third year, they must submit a plan to their advisor and the GPD outlining target dates for completing the various elements of the thesis. Students may be terminated from the program if they fail to meet their target dates.

Students will not be allowed to validate courses that are older than six years. They must retake the course(s), or an alternative course that meets the current requirements, that have exceeded the six year limit.

Areas of Concentration

Students receiving a master’s degree in psychology may choose to concentrate their studies in one of four possible areas. The student must complete 12 credit hours in courses relevant to the area and maintain a minimum GPA of 3.00 in those courses. Course credit hours to fulfill the core requirements may not be used toward an area of concentration. The following is a list of the four areas and relevant courses for each area.

Applied Cognitive Psychology Concentration

**Required**

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**Other relevant courses**

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<td>PSYC 651</td>
<td>Developmental Psychology</td>
<td>3</td>
</tr>
<tr>
<td>PSYC 663</td>
<td>Intellectual Assessment</td>
<td>3</td>
</tr>
<tr>
<td>PSYC 749</td>
<td>Advanced Social Psychology</td>
<td>3</td>
</tr>
<tr>
<td>PSYC 770</td>
<td>Human Factors Psychology</td>
<td>3</td>
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Old Dominion University 1
Clinical Psychology Concentration

Required
Select one of the following:  
PSYC 661 Psychopathology  
PSYC 663 Intellectual Assessment  
PSYC 664 Personality Assessment

Total Hours 3

Other relevant courses
PSYC 651 Developmental Psychology  
PSYC 653 Personality Psychology; Theory and Research  
PSYC 745 Psychometric Theory  
PSYC 792 Advanced Seminar in Physiological Psychology

Industrial/Organizational Psychology Concentration

Required
Select two of the following:  
PSYC 745 Psychometric Theory  
PSYC 750 Organizational Psychology  
PSYC 763 Personnel Psychology

Total Hours 6

Other relevant courses
PSYC 749 Advanced Social Psychology  
PSYC 836 Multilevel Models: HLM  
PSYC 846 Structural Equation Modeling  
PSYC 851 Micro Organizational Psychology  
PSYC 853 Macro Organizational Psychology  
PSYC 864 Human Resource Development  
PSYC 865 Psychology of Personnel Selection  
PSYC 867 Human Performance Assessment

Quantitative and Assessment Concentration

Required
PSYC 745 Psychometric Theory

Total Hours 3

Other relevant courses
PSYC 663 Intellectual Assessment  
PSYC 664 Personality Assessment  
PSYC 763 Personnel Psychology  
PSYC 836 Multilevel Models: HLM  
PSYC 846 Structural Equation Modeling

Courses not listed, but relevant to an area of concentration, may be used to fulfill the requirements for the area as approved by the student’s advisor.

Doctor of Philosophy - Psychology, Applied Experimental Psychology

Admission

The graduate program in applied experimental (AE) psychology admits students at two levels: with a master’s degree or with a bachelor’s degree. Degrees held must be in psychology or a related field. Each applicant must submit:

1. Official scores on the General Test of the Graduate Record Examination (GRE); Applicants with degrees from fields outside psychology must also submit GRE scores for the Subject Test in psychology.
2. A brief statement outlining personal goals and academic objectives; three letters of reference, at least two of which are from former college/university teachers or research supervisors.
3. Transcripts of all prior academic work.
4. Applicants are encouraged to submit a writing sample.

Overview of Topical Areas

The AE program is designed to provide:

1. Broad doctoral training firmly based on psychological theory and basic behavioral science;
2. Great depth of knowledge broadly spread over the fundamental areas of experimental psychology; and
3. Concentration in an area of experimental psychology for applied settings.

The general philosophy and plan of the AE psychology program at Old Dominion University is to provide graduate training consisting of four phases:

1. A core of basic psychology, acquired primarily at the master’s level;
2. In-depth training in statistics, methodology, and grant and manuscript writing;
3. Research experience in a field of AE psychology; and
4. Completion of a dissertation representing a significant contribution to AE psychology. For example, two research fields with which numerous faculty members are involved are health psychology and developmental psychology.

Requirements

The Ph.D. degree in AE requires at least 84 semester hours of credit beyond the bachelor’s degree or at least 48 semester hours of post-master’s training. Students entering the program with a bachelor’s degree must complete the first phase of the program by meeting the requirements for the master’s degree in general psychology (i.e., 36 semester hours with appropriate course work). For the student with a bachelor’s degree, completion of the program requires approximately five years of study. For the student who holds the master’s degree upon entering the Ph.D. program, completion requires approximately three years. The student is required to complete a core of master’s-level courses with at least a B average. If the GPA falls below 3.0 the student may be placed on probation or suspended from graduate study as specified in the University Catalog. Further, if the student receives a C grade or less he or she will also be placed on probation; a second C or worse may result in dismissal from the program.

The core courses consist of the following:

PSYC 813 Research Fundamentals 2
PSYC 827 Analysis of Variance and Experimental Design 4
PSYC 828 Regressional and Correlational Design 4
PSYC 845 Psychometric Theory 3

Select one of the following:  
PSYC 651 Developmental Psychology  
PSYC 849 Advanced Social Psychology

Select one of the following:  
PSYC 831 Human Cognition  
PSYC 841 Sensation and Perception

Total Hours 19

Attaining the master’s degree requires two years of study.

Following the master’s degree requirements, the student forms a guidance committee of graduate faculty members who assist in developing a plan of
study tailored to the student’s needs and interests. The plan of study outlines the minimum of 48 hours of post-master’s training, including:

1. Completion of the remaining required course (PSYC 833, Grant and Manuscript Writing);
2. Completion of one additional quantitative course (3 credits);
3. Maintenance of a strong focus in research methods and statistics;
4. Completion of supplementary courses to support the chosen specialty (e.g., health-related courses to be taken by health specialists); and
5. Development of a viable research program.

Candidacy Examination
Prior to admission to candidacy (i.e., the beginning of formal work on the dissertation), each student is required to pass a written and oral candidacy examination. A student must pass both the written and oral parts to pass the candidacy examination. The examination may not be reported as passed if there is more than one dissenting vote. A candidacy examination cannot be passed conditionally. A pass on the examination cannot be made contingent upon other factors such as the completion of additional course work, the preparation of extra research projects, and so on. If either part (written or oral) of the candidacy examination is failed, the faculty may permit the student to take it once more at a time mutually satisfactory but within 12 months from the date of the first examination. If either part of the examination is failed, the student may be required by the faculty to retake only that part. The student is allowed two attempts on the candidacy exam. If the student fails the exam twice, he or she may be asked to leave the program. When determining failure, the faculty considers a complete scheduled exam as one attempt. Failure of one part of the exam on the first attempt (such as the written part), but then failure of a different part of the exam (even the oral part) at the attempt is considered two failures. There are two options for AE candidacy examination:

1. Qualifying Exam: questions assess
   a. Core experimental psychology topics and those related to the student's specialty (e.g., statistics, methodology, experimental principles, ethics, health, developmental, cognitive, etc.).
   b. An oral examination follows the written, during which the student defends answers to the written components (two hours).
2. Major Area Paper
   a. A review paper (quantitative or qualitative) or theoretical analysis of a research area designated by the student as an important area for contemporary applied experimental psychology.
   b. The resulting paper should define the student as an expert in that area, and be of publishable quality.
   c. The student must defend the work to the guidance committee, and submit the work for publication in a journal relevant to the student’s research specialty, as a book chapter, or as an approved grant proposal before this option is passed.

Research Emphasis
A major objective of the AE psychology program is to provide the student with substantial experience in planning, designing, conducting, and reporting results of independent research. Toward this end, a student is expected to engage in a variety of research activities. This expectation is reflected in the program’s few traditional classroom course requirements beyond the master’s degree. The time should be spent on mostly research-related activities (e.g., reading, individual study [research], and dissertation). The student is expected to acquire research experiences that go well beyond formal course requirements. These research experiences may take a variety of forms and occur in a variety of settings. For example, the student is encouraged to engage in both laboratory and field research related to the AE specialty, to serve as a member of a larger research team when appropriate or available (perhaps serving as a graduate research assistant on an externally sponsored grant), and to engage in independent non-sponsored research. The student is also encouraged to seek out opportunities to conduct research projects (including grants and contracts funded through the Old Dominion University Research Foundation) on his or her own and in collaboration with faculty members. The accumulation of these research experiences should result in presentation of papers at professional meetings, the publication of manuscripts in refereed journals, the publication of technical reports, and the submission of grant/contract proposals.

Graduate Student Teaching
Teaching is an experience that is worthwhile regardless of the eventual career role(s) that a student envisions, and the experience should be taken seriously for its professional value. Benefits associated with teaching a course include expanding and solidifying knowledge about general and AE psychology, polishing communication skills, and establishing professional identification. Although there are other ways to acquire these benefits (e.g., presentations at conferences, consulting experiences, organizing and conducting workshops), teaching a course systematically builds these experiences into a student’s plan of study. Moreover, any student who plans an academic career should teach one or more courses in preparation for that career. The student should also recognize that during the course of graduate training, financial support is often provided by the Psychology Department from graduate teaching assistant or adjunct teaching funds. This type of financial support almost always requires that the student be partially or fully responsible for teaching a course. Department policy now requires students to enroll in and complete Teaching of Psychology (PSYC 815) before being allowed to teach a course as the sole, responsible instructor.

Dissertation
The doctoral dissertation must represent an achievement in research and a significant contribution to knowledge in the major area of study. It is equivalent to no more than 24 semester hours of course work.

Dissertation Defense
An oral examination in defense of the dissertation is required. The aim of the defense is to explore with the candidate the methodological and substantive contributions of the completed dissertation.

Research Opportunities
AE faculty conduct numerous research projects on health and public health, quantitative, cognitive, developmental, social, and ethics topics. Students have access to laboratory facilities as well as field settings in which faculty work. Research is supported by a variety of funding agencies from federal (including the National Institutes of Health) to state agencies. Students are encouraged to become engaged in one of these research programs early in the process of their education.

Doctor of Philosophy - Psychology, Human Factors Psychology
Bryan Porter, Graduate Program Director

Admission
The graduate program in human factors (HF) psychology, accredited by the Human Factors and Ergonomics Society, admits students with bachelor’s or master’s degrees from psychology or related fields. Each applicant must submit:

1. Official scores from General Test of the Graduate Record Examination (GRE). Applicants with degrees from fields outside psychology must also submit GRE scores for the Subject Test in psychology.
2. A brief statement by the student outlining the prospective student’s personal goals and academic objectives.
3. Three letters of reference, at least two of which are from former college or university teachers.
4. Transcripts of all prior academic work including grades for experimental methods and statistics courses or equivalent.
5. Applicants are also encouraged to submit a writing sample.

Overview of the Topical Areas
The HF doctoral program follows the scientist-practitioner model with emphasis on psychological theory and behavioral science, statistics and research methodology, practical experience, and fundamental and innovative
areas of human factors/engineering psychology. The following is a partial list of these areas:

- aviation psychology
- behavioral modeling
- complex system operation
- display design
- driving and navigational performance
- ergonomics
- human-computer interaction
- perception and performance
- medical systems
- neuroergonomics
- simulation
- team performance
- training
- usability testing
- warnings and alarms
- virtual environments
- information processing and workload
- human-robot interaction

Requirements

The program requires at least 84 semester hours of credit beyond the bachelor’s degree with at least 48 hours being post-master’s education. For the individual entering with a bachelor’s degree, the general plan of graduate education consists of four phases:

1. A core of basic psychology, acquired while working toward the master’s degree;
2. Broad education in the general area of human factors psychology;
3. Research and applied experience in human factors psychology; and
4. Completion of a dissertation representing a significant professional contribution to human factors psychology.

For the individual entering with a master’s degree, a minimum of 48 hours of doctoral-level credits is required, based on the faculty’s and the Ph.D. program director’s review of the student’s educational background. Students who enter with a master’s degree will typically pursue a plan of study identical in spirit to the latter three phases of the plan of study followed by a student entering with a bachelor’s degree (see phases listed above). The student will form a guidance committee within the first year of entry. These are graduate faculty members who assist in developing the plan of study tailored to the student’s needs and interests. This plan of study outlines the minimum 48 hours of post-master’s education. For the student who holds the master’s degree upon entering the Ph.D. program, completion will require approximately three years.

For the student with a bachelor’s degree, completion of the program requires approximately five years of study. A student entering the program with a bachelor’s degree must complete the first phase of the program by meeting the requirements for the master’s degree in general psychology (i.e., 36 semester hours with appropriate course work). The student is required to complete successfully a core of master’s-level courses, with at least a B average in these courses. If the GPA falls below 3.0 the student may be placed on probation or suspended from graduate study as specified in the University Catalog. Further, if the student receives a C grade or less he or she will also be placed on probation; a second C or worse may result in dismissal from the program.

The core courses consist of the following:

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<th>Hours</th>
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<td>Research Fundamentals</td>
<td>2</td>
</tr>
<tr>
<td>PSYC 827</td>
<td>Analysis of Variance and Experimental Design</td>
<td>4</td>
</tr>
<tr>
<td>PSYC 828</td>
<td>Regressional and Correlational Design</td>
<td>4</td>
</tr>
<tr>
<td>PSYC 831</td>
<td>Human Cognition</td>
<td>3</td>
</tr>
</tbody>
</table>

Completion of the first phase requires two years of study. Following the student’s second year, the student forms a guidance committee of graduate faculty members who assist in developing a plan of study tailored to the student’s needs and interests. The plan of study outlines the student’s minimum 48 hours of post-master’s education.

Candidacy Examination

Prior to admission to candidacy (i.e., the beginning of formal work on the dissertation), each student is required to pass a qualifying examination covering the breadth of the general HF discipline as well as the student’s primary area of concentration. The examination consists of a written part (eight hours) and an oral part (two hours). A student must pass both the written and oral parts to pass the candidacy examination. The examination may not be reported as passed if there is more than one dissenting vote. A candidacy examination cannot be passed conditionally. A pass on the examination cannot be made contingent upon other factors such as the completion of additional course work, the preparation of extra research projects, and so on. If either part (written or oral) of the candidacy examination is failed, the faculty may permit the student to take it once more at a time mutually satisfactory but within 6 to 12 months from the date of the first examination. If either part of the examination is failed, the student may be required by the faculty to retake only that part. The student is allowed two attempts on the candidacy exam. If the student fails the exam twice, he or she may be asked to leave the program. When determining failure, the faculty considers a complete scheduled exam as one attempt. Failure of one part of the exam on the first attempt (such as the written part), but then failure of a different part of the exam (even the oral part) at the attempt is considered two failures.

Publication and Application

Prior to graduation, students are required to demonstrate their ability to assume first authorship in a refereed journal, and to create an application of research methodology and/or computing skills. An example of such an application might include a data analysis program, a simulation program or a patentable technology innovation.

Practical Experience

The student must obtain professional practice experiences during the course of graduate education. An internship is one excellent option for meeting this requirement. However, the student can also meet the requirement by participating in at least two applied research projects or consulting activities under the direct supervision of a Ph.D. psychologist (or psychologists). The student’s guidance committee establishes the criteria for meeting the professional-practice experience requirement and judges the adequacy of the experiences.

Graduate Student Teaching

Teaching a course is an experience that is worthwhile regardless of the eventual career role(s) that a student envisions, and the experience should be taken seriously for its professional value. Benefits associated with teaching a course include expanding and solidifying knowledge about general and HF psychology, polishing communication skills, and establishing professional identification. Although there are other ways to acquire these benefits (e.g., presentations at conferences, consulting experiences, organizing and conducting workshops), teaching a course systematically builds these experiences into a student’s plan of study. Moreover, any student who plans an academic career should teach one or more courses in preparation for that career. The student should also recognize that during the course of graduate training, financial support is often provided by the Psychology Department from graduate teaching assistant or adjunct teaching funds. This type of financial support almost always requires that the student be partially or fully responsible for teaching a course. Department policy now requires students
to enroll in and complete Teaching of Psychology (PSYC 815 (p. 1)) before being allowed to teach a course as the sole, responsible instructor.

**Dissertation**

The doctoral dissertation must represent an achievement in research and a significant contribution to knowledge in the major area of study. It is equivalent to no more than 24 semester hours of course work.

**Dissertation Defense**

An oral examination in defense of the dissertation is required. The aim of the defense is to explore with the candidate the methodological and substantive contributions of the completed dissertation.

**Research Opportunities**

Lab facilities are available for research in cognition, human perception and performance, modeling and simulation, and psychophysiology. Facilities include personal computers, local area networked testing stations, sound-attenuated testing chambers, driving simulators, flight simulators, and a human-computer interaction laboratory. Access to university computing and multimedia development facilities is also available. To complement the program's emphasis on modeling and simulation, students also have access to the Virginia Modeling, Analysis and Simulation Center (VMASC). VMASC is an ODU-affiliated research and development center where scientists from a number of disciplines create and test computer models and simulation applications to benefit industrial, academic, and governmental interests.

Research is supported by private sector, local, state or federal governmental organizations (e.g., National Science Foundation, National Institutes of Health, NASA, etc.), or one of the military services. Doctoral students are encouraged to become engaged in one of these research programs early in the process of their education.

**Doctor of Philosophy - Psychology, Industrial/Organizational Psychology**

Bryan Porter, Graduate Program Director

**Admission**

The Doctor of Philosophy (Ph.D.) program in industrial and organizational (I-O) psychology admits students with bachelor’s or master’s degrees from psychology or related fields. Each applicant must submit:

1. Official scores on the Graduate Record Examination including the verbal, quantitative, and analytical writing scores. Applicants with degrees from fields outside psychology must also submit GRE scores for the Subject Test in psychology;
2. A brief statement outlining the prospective student’s personal goals and academic objectives;
3. A sample of recent academic writing (e.g., a paper required in an undergraduate course);
4. Three letters of reference, at least two of which are from former college or university teachers; and
5. Transcripts for all prior academic work.

**Overview of the Topical Areas**

The program covers current theoretical and practical issues and topics within I-O psychology. The following is a partial list of these areas:

- Job analysis
- Psychological testing
- Selection systems
- Personnel training
- E-training
- Human resource development
- Human resource management
- Occupational safety and health
- Work motivation
- Work-family interface
- Job satisfaction
- Organizational commitment
- Leadership
- Group and team processes
- Organization development and change and perceived fairness in the workplace
- New forms of work organization such as telework and virtual teams
- International aspects of I-O psychology.

**Requirements**

The program requires at least 84 semester hours of credit beyond the bachelor’s degree with at least 48 hours being post-master’s education. Post-master’s credits include up to 24 dissertation research credits. For the individual entering with a bachelor’s degree, the general plan of graduate education consists of four phases:

1. Course work in general psychology, acquired while working toward the master’s degree;
2. Broad education in the general area of I-O psychology;
3. Research and professional-practice experience in I-O psychology; and
4. Completion of a dissertation representing a significant professional contribution to I-O psychology.

For the individual entering with a master’s degree, a minimum of 48 hours of doctoral-level credits is required, based on a review of the student’s educational background by the faculty and the Ph.D. programs director. The entering student holding a master’s degree must pursue a plan of study identical in spirit to the latter three phases of the student with the bachelor’s degree (see phases listed above).

For the student with a bachelor’s degree, completion of the program requires approximately five years of study. For the student who holds the master’s degree upon entering the Ph.D. program, completion requires approximately three years. A student entering the program with a bachelor’s degree must meet the requirements for the master’s degree in general psychology (i.e., 36 semester hours with appropriate course work). The student is required to complete a core of master’s-level courses with at least a B average. If the GPA falls below 3.0 the student may be placed on probation or suspended from graduate study as specified in the University Catalog. Further, if the student receives a C grade or less he or she will also be placed on probation; a second C or worse may result in dismissal from the program.

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<td>Regressional and Correlational Design</td>
<td>4</td>
</tr>
<tr>
<td>PSYC 845</td>
<td>Psychometric Theory</td>
<td>3</td>
</tr>
<tr>
<td>PSYC 850</td>
<td>Organizational Psychology</td>
<td>3</td>
</tr>
<tr>
<td>PSYC 863</td>
<td>Personnel Psychology</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td><strong>Total Hours</strong></td>
<td><strong>19</strong></td>
</tr>
</tbody>
</table>

Attaining the master’s degree requires two years of study.

By November 1 of the third fall of study for a student entering with a bachelor's degree, or the first fall of study for a student entering with a master's degree, a plan of study must be prepared with the aid and approval of the academic mentor. The plan of study is then given to the Ph.D. programs director for approval. The plan of study outlines the student’s minimum 48 hours of post-master’s education. The student must include a plan to complete three of the following four courses: Micro-Organizational Psychology (PSYC 851); Macro-Organizational Psychology (PSYC 853); Human Resource Development (PSYC 864); and Psychology of Personnel Selection (PSYC 865). The student must also complete three other elective courses, one of which can be the fourth course taken from the previous list if the student chooses to complete all four.
Candidacy Examination
Prior to admission to candidacy (i.e., the beginning of formal work on the doctoral dissertation), each student is required to pass a candidacy exam. A student must pass both the written and oral parts to pass the candidacy examination. The examination may not be reported as passed if there is more than one dissenting vote. A candidacy examination cannot be passed conditionally. A pass on the examination cannot be made contingent upon other factors such as the completion of additional course work, the preparation of extra research projects, and so on. If either part (written or oral) of the candidacy examination is failed, the faculty may permit the student to take it once more at a time mutually satisfactory but within 12 months from the date of the first examination. If either part of the examination is failed, the student may be required by the faculty to retake only that part. The student is allowed two attempts on the candidacy exam. If the student fails the exam twice, he or she may be asked to leave the program. When determining failure, the faculty considers a complete scheduled exam as one attempt. Failure of one part of the exam on the first attempt (such as the written part), but then failure of a different part of the exam (even the oral part) at the attempt is considered two failures. There are two methods a IO student might use to pass the candidacy exam:

1. The student publishes a series of manuscripts (see the IO Guide for details), at least one as first author, in peer-reviewed journals and completes an oral defense based on those manuscripts; or
2. The student completes a qualifying examination covering the student’s areas of specialization. The candidate is examined broadly in the areas, not merely in a single aspect of concentration. The examination consists of a written part (12 hours) and an oral part (two hours).

Practical Experience
The student must obtain professional practice experiences during the course of graduate education. An internship is one excellent option for meeting this requirement. However, the student can also meet the requirement by active involvement in applied research or consulting activities under the direct supervision of one or more Ph.D. psychologists. The student’s academic mentor establishes the criteria for meeting the professional-practice experience requirement and judges the adequacy of the experiences.

Graduate Student Teaching
Teaching a course is an experience that is worthwhile regardless of the eventual career role(s) that a student envisions, and the experience should be taken seriously for its professional value. Benefits associated with teaching a course include expanding and solidifying knowledge about general and I-O psychology, polishing communication skills, and establishing professional identification. Although there are other ways to acquire these benefits (e.g., presentations at conferences, consulting experiences, organizing and conducting workshops), teaching a course systematically builds these experiences into a student's plan of study. Moreover, any student who plans an academic career should teach one or more courses in preparation for that career. The student should also recognize that during the course of graduate training, financial support is often provided by the Psychology Department from graduate teaching assistant or adjunct teaching funds. This type of financial support almost always requires that the student be partially or fully responsible for teaching a course. Department policy now requires students to enroll in and complete Teaching of Psychology (PSYC 815 (p. 1)) before being allowed to teach a course as the sole, responsible instructor.

Dissertation
The doctoral dissertation is a significant and creative research achievement and a significant contribution to knowledge in I-O psychology. An oral examination in defense of the dissertation is required. The aim of the defense is to evaluate the doctoral candidate’s mastery of the methodological and substantive contributions of the completed dissertation.

Research Opportunities
Laboratory and field research programs are conducted by the I-O faculty on such diverse topics as selection systems, training systems, development and implementation of performance appraisal systems, team performance and assessment, work-family interface, workplace diversity and inclusion, occupational safety and health, innovation management, telework, virtual teams, and international I-O issues. Research is supported by a variety of agencies such as the National Science Foundation; National Institutes of Health; National Institute for Occupational Safety and Health; the NASA/Langley Research Center; the Virginia Modeling, Analysis and Simulation Center; and the military services. Students are encouraged to become engaged in one of these research programs early in the process of their education.

Doctor of Philosophy - Clinical Psychology
Robin Lewis, Graduate Program Director
The Department of Psychology participates in the Virginia Consortium Program in Clinical Psychology, a joint venture of the Departments of Psychology at Old Dominion University and Norfolk State University and the Department of Psychiatry and Behavioral Sciences at Eastern Virginia Medical School. The combined efforts of these institutions give considerable breadth and depth to this unique program. The emphasis of the program is on the training of highly skilled psychologists. The program uses a “scientist-practitioner” model that emphasizes a balanced integration of scientific and clinical training. Detailed information about the program is available at the program's website: http://www.sci.odu.edu/vcppc.

Admission
Admission information is available at the program’s website: http://www.sci.odu.edu/vcppc. To be considered for admission to the Clinical Ph.D. program, an applicant must have a baccalaureate degree, an acceptable background in psychology, and clinical and research experience. A personal interview is also required.

The applicant must also submit:
1. Official scores on the Graduate Record Examination and transcripts of academic coursework.
2. The Consortium’s supplemental application that includes: a. A personal statement outlining academic objectives and career goals and how the Virginia Consortium will assist in achieving these goals. b. A summary of clinical, research and teaching interests and experience. c. A resume or curriculum vitae.

Degree Requirements
The Clinical Ph.D. program provides students with a high level of professional training. The program consists of a minimum of five years of post-baccalaureate training. The curriculum involves a specific sequence of required courses to ensure mastery of the knowledge and skills necessary for professional competence. The first two years (six semesters) provide for an intense program of basic behavioral science, a second-year research project, and clinical courses and practica. In the third and fourth years, students complete their advanced training practice and course work as well as an empirical doctoral dissertation. The one-year full-time clinical internship is completed during the fifth year. The internship is not provided by the Virginia Consortium.

Student Evaluation
Students are regularly evaluated in both course work and practicum activities. A formal evaluation of student’s progress is conducted annually. At the end of the first semester of the third year, each student is evaluated through a written and oral comprehensive examination that covers coursework and research and clinical competence.

Dissertation Award
The David Leigh Pancost Award is given to the student in the Virginia Consortium Program in Clinical Psychology with the outstanding doctoral dissertation.