Doctor of Philosophy
Psychology with a Concentration in Industrial and Organizational Psychology (PhD)

James F. Paulson, Graduate Program Director

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
- Career Development
- Job Satisfaction
- Organizational Commitment
- Leadership
- Group and Team Processes
- Organization Development and Change
- Organizational Justice
- New Forms of Work Organization, such as Telework and Virtual Teams
- International Aspects of I-O Psychology

Admission
The PhD in Psychology with a concentration in Industrial and Organizational 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);
2. A brief statement outlining personal goals and academic objectives;
3. Three letters of reference, at least two of which are from former college/university teachers or research supervisors;
4. Transcripts of all prior academic work;
5. A sample of recent academic writing (e.g., a paper required in an undergraduate course). Applicants are encouraged to submit a writing sample.

Curriculum 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 they will also be placed on probation; a second C or worse may result in dismissal from the program.

Core Requirements
The Ph.D. in Psychology 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 Psychology (i.e., 36 semester hours with appropriate course work). For the student with a bachelor’s degree, completion of the program requires approximately four 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 grade of C or lower, they 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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<thead>
<tr>
<th>Core Courses</th>
<th>Credits</th>
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<tbody>
<tr>
<td>PSYC 713</td>
<td>3</td>
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<tr>
<td>PSYC 727</td>
<td>4</td>
</tr>
<tr>
<td>PSYC 728</td>
<td>4</td>
</tr>
<tr>
<td>PSYC 899</td>
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</tbody>
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Total Credit Hours: 23

Industrial and Organizational Psychology Concentration
In addition to the core requirements for the PhD in Psychology, the PhD concentration in Industrial/Organizational Psychology requires the following courses:

<table>
<thead>
<tr>
<th>Course</th>
<th>Credits</th>
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<tbody>
<tr>
<td>PSYC 745/845</td>
<td>3</td>
</tr>
<tr>
<td>PSYC 750/850</td>
<td>3</td>
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<tr>
<td>PSYC 763/863</td>
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<tr>
<td>PSYC 810</td>
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<td>PSYC 822</td>
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<tr>
<td>PSYC 851</td>
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1. Psychology with a Concentration in Industrial and Organizational Psychology (PhD)
A course include expanding and solidifying knowledge about general and I- taken seriously for its professional value. Benefits associated with teaching eventual career role(s) that a student envisions, and the experience should be Teaching a course is an experience that is worthwhile regardless of the Graduate Student Teaching practice experience requirement and judges the adequacy of the experiences. The academic mentor establishes the criteria for meeting the professional-the direct supervision of one or more Ph.D. psychologists. The student's by active involvement in applied research or consulting activities under this requirement. However, the student can also meet the requirement of graduate education. An internship is one excellent option for meeting The student must obtain professional practice experiences during the course of 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-