

INDUSTRIAL/ ORGANIZATIONAL PSYCHOLOGY

Message from the Director

Welcome, Current and Prospective Students!

As the director of this graduate program, I am passionate about increasing awareness of industrial/organizational psychology. I/O psychology is the application of psychological science to the study of work, with the goal of improving employee experiences and organizational performance (focusing on topics such as efficiency, productivity, equity, training, and employee wellbeing). Grounded in the scientist-practitioner approach, it is an exciting applied field that lies at the intersection of psychology and business. If you enjoy asking challenging questions about human behavior and believe in evidence-based best practices, I/O psychology may be a good home for you.

The Industrial/Organizational Psychology program at Fairfield offers two masters-level programs of study:

- A traditional Master of Science program in Industrial/Organizational Psychology, which requires the completion of 39 credits of approved courses (36 of these credits must be in psychology). This program is typically completed across five semesters, but is flexible (some students opt to complete the program across a lighter, part-time schedule).
- An Accelerated MS program for eligible Fairfield University Psychology majors (Integrated Bachelor's/Master's degree), which requires the satisfactory completion of 11 credits at the undergraduate level and 30 additional credits at the graduate level. This program is typically completed across three graduate semesters (summer, fall, spring).

The graduate program also offers two 12 credit certificates, for those who are not ready to pursue a full master's degree but would like to pursue continuing education:

- Personnel Psychology Certificate which is ideal for those working in human resources, talent development, or talent acquisition.
- Organizational Psychology Certificate which is ideal for those working in strategic HR, management, organizational change/development, consulting, or program evaluation.

Our program focuses on breadth, to expose graduate students to the many different sides of I/O psychology and potential career options. A major curriculum update was implemented in 2022, resulting in a modern and comprehensive series of courses, covering topics such as: consulting and OD, training, teamwork, conflict management, coaching, equity, and research methodologies. The program includes one-semester of fieldwork, during which students apply the knowledge and skills they developed across their coursework to a real-world project. The final assessment for the program is a comprehensive exam, which takes place in the last semester of each student's program plan. A research thesis is not required, but students have the opportunity to collaborate with faculty from the Department of Psychological and Brain Sciences to conduct extra-curricular research.

Most graduates of the I/O Psychology MS program work in organizational settings after graduation, while others use their time in the program to strengthen their academic backgrounds in psychology before pursuing further graduate studies at other institutions. Graduates of the program can assume positions in for-profit and non-profit organizations in human resources, training, consulting, research, organizational development, recruiting and similar specialties.

Our graduates have been employed in companies such as McKinsey, Deloitte, PwC, Heidrich & Struggles, Aon Hewitt, Danone, Spectrum, Toyota, GE, Shell Oil, Gartner, Mastercard, Morgan Stanley, and Merrill Lynch; and by the Red Cross, Goodwill, the Justice Department, and the Federal Reserve Bank of NY; and a number of universities such as Loyola, UConn, and Fairfield University.

Please contact me with any questions about Fairfield's I/O Psychology graduate program.

Best,

Katie Tomlin, PhD

Associate Professor of the Practice

Graduate Program Director, I/O Psychology

ktomlin@fairfield.edu

Admission to the Industrial/Organizational Psychology Program

Applications are accepted on a rolling basis. After all components of your application are received, you will be invited for an interview with one of our faculty members. This interview is intended to clarify your understanding of the program and the profession, and to evaluate your potential success as a graduate student.

After admission, each candidate will be provided with a faculty advisor, who will outline a planned program of study. Prior to registering for courses each semester, candidates are encouraged to contact their advisor. Students may be required to take one or more English writing courses if their writing skills do not meet graduate level standards.

Notes: Students who need to be enrolled in 9 credits every semester for financial aid or visa reasons may need to take additional credits beyond the minimum required for the degree or plan in advance for an adjusted course sequence. Students should consult with the Office of Financial Aid and the Office of Student Engagement – International Student Life, respectively, and alert the Graduate Program Director to their needs.

Fieldwork

In a student's final semester, they will complete an intensive 13-week fieldwork project with a local organization. Students will use the previous semester to identify a host organization and negotiate the plan for the work they will complete – all placements and projects must have final approval from the graduate program director.

The fieldwork project is an opportunity for students to apply the knowledge and skills they have cultivated across their coursework. Students should take on a key leadership role on their fieldwork project, driving the work and holding responsibility for the completeness and quality of the final outcomes. The focus and scope of the projects varies between students, depending on the interests, strengths, and career aspirations of each student. These placements often serve as excellent networking and job preparation opportunities for students.

Comprehensive Examination

Successful completion of the master's comprehensive examination is required of all candidates.

The comprehensive examination in I/O psychology requires candidates to demonstrate mastery of relevant concepts in psychology, the ability to apply that knowledge to real-world scenarios, and the ability to communicate effectively both verbally and in writing.

Candidates are eligible to take the master's comprehensive examination after successful completion of 24 credits, 21 of which must be specifically in psychology. Candidates have a maximum of two opportunities to pass the examination.

MSIOP Handbook

The MSIOP program at Fairfield University maintains a detailed *Handbook*, which outlines the academic program, academic and professional expectations for all members of our community, and helpful resources for students. Candidates who behave unethically or who fail to maintain minimum academic standards may be dismissed from the program.

Matriculated students will be provided with the *Handbook* by the Graduate Program Director at the beginning of their studies and any revisions will be distributed to all active MSIOP students. The *Handbook* may be requested from the Graduate Program Director at any time.

Programs

- Master of Science in Industrial/Organizational Psychology
- Accelerated Master of Science in Industrial/Organizational Psychology
- Certificate in Organizational Psychology
- Certificate in Personnel Psychology

Courses

PSYC 5110 The Psychology of Work: Industrial/Organizational Psychology 3 Credits

This course introduces the application of psychological concepts, principles, and methods to process issues and problems in the work environment. Topics include personnel selection, training and development, work motivation, job satisfaction and effectiveness, work design, and organizational theory. For undergraduate students interested in the accelerated BS/MS option in Industrial/Organizational Psychology, permission of the instructor and/or Graduate Program Director is required.

PSYC 5210 Team Processes 3 Credits

Today's workplace increasingly relies on collaboration and teamwork. A thorough understanding of group and team dynamics, as well as specific approaches to team facilitation, are important for I/O psychologists – whether working on a team themselves or assessing the functioning of your organization's teams. The course will cover the characteristics of a team and common stages of development, team communication dynamics, and common team problems. During the semester, students will work in a team to develop their own team skills.

PSYC 5310 Diversity, Equity, and Inclusion at Work 3 Credits

This seminar-style course will explore the issues of diversity, equity, and inclusion at work. These are critical for today's organizations and are a primary way that I/O psychologists can advance ethical principles in the workplace. The course will discuss common equity problems (e.g., internal pay equity), best practices to ensure equity (e.g., in selection and promotion processes), and common barriers to equity. The course also discusses both the practical and personal value of diversity in the workplace, as well as some of the legal issues surrounding DEI.

PSYC 5410 Conflict Management and Negotiation 3 Credits

As an I/O practitioner, conflict management and negotiation skills are essential. This course provides theory, frameworks, tools, and skills to handle interpersonal bargaining – whether negotiating a formal consulting contract with a client or interviewing an employee who is upset about internal equity issues. The course will introduce the concepts of distributive and integrative negotiation, as well as mediation and conflict management, providing evidence-based guidance about how to approach each situation. Class sessions will provide hands-on simulations to build your comfort and confidence with negotiation situations.

PSYC 5810 Behavioral Statistics 3 Credits

Participants study descriptive and inferential statistics with an emphasis on methodological and technological applications in the behavioral sciences. Topics range from measures of central tendency to parametric and non-parametric tests of significance. Students must earn at least a B in this course for the course to count toward their degree. Candidates with a prior course in statistics may try to test out before the first class. Students must contact the instructor well in advance of the first class to make arrangements. Candidates who successfully test out of this course will substitute another approved three-credit course appropriate to their program.

PSYC 5820 Research in Psychology 3 Credits

This course emphasizes developing a critical understanding of the essential issues involved in designing, conducting, and reporting the results of psychological research. It provides the foundation necessary for more advanced courses in research design and data analysis or for developing a master's thesis proposal.

PSYC 6230 Program Evaluation 3 Credits

Prerequisites: PSYC 2820 or PSYC 2830 or PSYC 5820.

This course focuses on concepts and principles in performing evaluations of psychological and social programs. Evaluations are an amalgam of political and scientific perspectives that require numerous skills and talents. A number of topics and models of evaluation are presented. However, no two evaluations are alike. Therefore, solid training in methodology and technical techniques is imperative for performing evaluations. The objectives of this course are to develop skills in designing evaluations, to develop survey instruments, to develop proposals, and to communicate evaluation results. In each of these areas, ethical issues are addressed. Quantitative methods are emphasized, but qualitative approaches are presented.

PSYC 6260 Employee Development and Training Programs 3 Credits

Prerequisite: PSYC 5110.

Designed for prospective trainers, training specialists, personnel generalists, or line personnel in business and industry, this course focuses on designing and developing training programs for administrative professionals, management employees, and school personnel. Course assignments provide individualization and allow content to be tailored to participant needs and working environments.

PSYC 6310 Effective Interviewing and Survey Design 3 Credits

In I/O psychology, interviews and surveys are two of the most common data collection methods. This course builds upon the content from PSYC 5810 Behavioral Statistics and PSYC 5820 Research in Psychology, to give you specific skills related to the collection of data from employees, organizations, and stakeholders. The course introduces various types of interviews and the best practices for each, then covers the process for development of a valid and reliable survey. Students will perform interviews both in the classroom and in the real-world and will develop and test a survey instrument.

PSYC 6410 Consulting and Organizational Development 3 Credits

Helping organizations solve problems is a common responsibility for I/O psychologists. This course introduces you to the process of business consulting (e.g., entry, contracting, data collection, etc.), common ethical issues in consulting, differences between internal and external consulting, various contexts within which consulting takes place (e.g., business, non-profit, education), and career paths for those interested in consulting work. It will explore different types of consulting typically done by I/O practitioners, with an emphasis on organizational development. Using case studies and working with real organizations, students will apply psychological principles and organizational theory to build their consulting knowledge and skill.

PSYC 6520 Performance Coaching 3 Credits

This course focuses upon the models, strategies, and techniques for coaching and mentoring managers and employees in contemporary organizations. Students are introduced to research on interpersonal and leadership style issues that have been shown to play key roles in leadership success or failure. Students are also introduced to research related to leadership "derailment," or failure patterns observed in managers and employees who have been previously assessed as being moderate to high-potential leaders. Within this course, students learn about the most common performance coaching challenges and practice conducting performance coaching sessions.

PSYC 6850 Fieldwork in Industrial/Organizational Psychology 3 Credits

Prerequisites: Completion of 21 credits in psychology, including PSYC 5110, PSYC 2810 or PSYC 5810, PSYC 2820 or PSYC 2830 or PSYC 5820; B or better cumulative GPA.

Advanced candidates matriculated in the industrial/organizational/personnel track undertake approved, supervised fieldwork in an area related to their professional interests and program content. Course requirements include a site supervisor and a faculty supervisor for each candidate, and a fieldwork placement that involves at least 13 full days of on-site experience. Enrollment by permission only.

PSYC 6999 Comprehensive Exam in Industrial/Organizational Psychology 0 Credits

The comprehensive examination in applied psychology requires candidates to demonstrate understanding and mastery of a broad body of relevant knowledge in psychology, as well as the ability to synthesize this knowledge in the creation of sophisticated essays. Candidates are eligible to take the master's comprehensive examination after successful completion of completion of 21 graduate credits, 18 in PSYC; B or better cumulative program GPA.

Professor

Andreychik

Associate Professor of the Practice

Tomlin, *director*

Visiting Assistant Professor

Vardsveen

Lecturer

Baitch

Ciccio

Lewis

Faculty

Professors in the program are full-time faculty in the Department of Psychological and Brain Sciences. Lecturers are active practitioners in their applied areas of expertise.