

# INDUSTRIAL/ ORGANIZATIONAL PSYCHOLOGY

Industrial/organizational psychology is the branch of psychology that applies psychological theories and principles to organizations, promoting efficiency, productivity, equity, and employee wellbeing. Many graduates of the I/O Psychology MA 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 assume positions in for-profit and non-profit organizations in human resources, training, consulting, research, organization development, recruiting and similar specialties. They have been employed in companies such as GE, Shell Oil, Gartner, Survey Sampling, Bank of Montreal, Deloitte & Touche, Hewitt Associates, Toyota, and Merrill Lynch; and by the Red Cross, the Justice Department, and a number of universities such as Loyola, UConn, and Fairfield University. The skills, psychological principles, and methodologies mastered in the program may be applied in a variety of organizational settings depending upon the student's interests and career choices.

## Admission to the Industrial/Organizational Psychology Program

An interview with one or more faculty members is required for admission to the Industrial/Organizational Psychology program. The interview is intended to clarify the applicant's understanding of the program and the profession, and to evaluate the applicant's potential success as a candidate. After admission, each candidate is required to meet with a faculty advisor to outline a planned program of study. Prior to registering for courses each semester, candidates are encouraged to meet with their advisor. Students may be required to take one or more English writing courses if their writing skills do not meet graduate level standards.

The Industrial/Organizational Psychology program offers two programs of study in industrial/organizational psychology: a traditional MA program and a 5-year integrated Bachelor's/Master's degree program. Requirements for the programs include:

- Industrial/Organizational Psychology: Requires the completion of 39 credits of approved courses. 36 of these credits must be in psychology.
- 5-Year Integrated Bachelor's/Master's degree in Industrial/Organizational Psychology: Requires the completion of 9 credits at the undergraduate level and 30 credits at the graduate level.

Note: Students who need to take 9 credits every semester for financial aid or visa reasons may need to take additional credits beyond the minimum required for the degree.

## Ethics

Candidates in the Industrial/Organizational Psychology program are expected to act in accordance with the American Psychological Association's ethical principles. Candidates who behave unethically may be dismissed from the program. The ethical principles are available online. In addition, the Disposition Statement (Academic Honesty

Policy), as presented in the Academic Policies section of this catalog, is applicable to this program.

## Comprehensive Examination

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

The comprehensive examination in 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, 18 of which must be specifically in psychology. Candidates have a maximum of two opportunities to pass the examination.

## Programs

- Master of Arts in Industrial/Organizational Psychology
- Five-Year Integrated Bachelor and Master of Arts in Industrial/Organizational Psychology

## Courses

**PSYC 5110 Introduction to Industrial and 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 students interested in the five-year integrated bachelor's and master's degree in Industrial/Organizational Psychology, permission of the instructor is required. Previously PY 0420.

**PSYC 5230 Psychology of Personality** **3 Credits**

In what ways do you differ from other people, and in what ways are you similar? How did you come to be that way? The psychology of personality examines how individual differences in tendencies toward attitudes, behavior, and cognition cohere into stable constellations that people recognize as personality. Topics will include personality assessment, personality development, personality stability and change, biological and contextual influences on personality, emotion and motivation, and psychological adjustment. Although we will explore the major historical perspectives in personality research, the course will focus primarily on current empirical research and modern theories of personality. Additionally, throughout the course we will emphasize potential applications of personality science in business and industry. Previously PY 0435.

**PSYC 5240 Organizational Development** **3 Credits**  
**Prerequisite:** PSYC 5110.

This course explores and analyzes the various methods and techniques for effective organizational development in contemporary organizations. The course focuses on models, case studies, and candidate examination of organizations with which they are affiliated. Candidates identify and study key success factors such as organizational culture, leadership, and history. Previously PY 0406.

**PSYC 5320 Gender and Mental Health 3 Credits**

This course explores the relationship between gender and mental health, including gender identity, gender differences throughout the lifespan, the impact of social and societal gender expectations on functioning, as well as gender differences in the response to trauma and victimization. The course will also include an in-depth examination of sex differences in clinical disorders such as depression, anxiety, eating disorders, PTSD, and personality disorders. In addition, students will engage with literature regarding the use of "big data" to better understand the intersectionality of gender and mental health, as well as to evaluate the effectiveness of interventions aimed at addressing psychopathology. Previously PY 0432.

**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. Applied Psychology 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. Previously PY 0433.

**PSYC 5820 Research in Psychology 3 Credits**

**Prerequisite:** PSYC 5810.

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. Previously PY 0571.

**PSYC 6230 Program Evaluation 3 Credits**

**Prerequisites:** PSYC 5810, 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. Previously PY 0475.

**PSYC 6240 Consulting Theory and Practice 3 Credits**

This course is designed to assist candidates in developing an understanding of and skills in the practice of consultation in both internal and external roles. The core psychological principles and techniques apply equally well in business, non-profit, and educational settings. The course focuses upon the psychological concepts, models, and principles for effective consultation. A variety of contemporary models are examined. Candidates are expected to develop insight into their own consultation approaches and their strengths and needs. Previously PY 0480.

**PSYC 6260 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. Previously PY 0545.

**PSYC 6510 Fundamentals of Survey Design 3 Credits**

**Prerequisite:** PSYC 2810 or PSYC 5810.

This course covers the important basics of measurement and the fundamentals of un-normed survey and questionnaire design. It also will provide training in entry-level survey/questionnaire skills for those who may be required to develop simple surveys/questionnaires in their work. Previously PY 0501.

**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. Previously PY 0485.

**PSYC 6530 Effective Interviewing 3 Credits**

This course trains individuals whose work requires a high skill level in communication. The course emphasizes defining the goals of the interview and the best means for achieving these goals, attending to overt and covert language and non-language messages, and dealing with the emotional dimensions of the interview. Students learn and experiment with a variety of interviews in different contexts. Previously PY 0471.

**PSYC 6850 Field Work in Applied Psychology 3 Credits**

**Prerequisites:** Completion of 21 credits in psychology, including PSYC 5110, PSYC 5230, PSYC 5240, PSYC 5810, PSYC 5820, PSYC 6260; 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. Previously PY 0578.

**PSYC 6999 Comprehensive Exam in Applied 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 24 credits, 18 of which must be specifically in psychology. Cumulative GPA of 3.0 required to sit for the exam. Previously PY 0098.

## Faculty

### Professor

Andreychik  
McClure, *chair*

## **Associate Professor of the Practice**

Tomlin, *director*