

Master of Science in Industrial and Organizational Psychology

The principal objective of the Master of Science in Industrial and Organizational Psychology program is to provide students with the skills to apply the principles and methods of psychology to organizations, public and private, and to settings where people are engaged in work. To be successful, the graduate must have developed knowledge and appreciation of psychological theory and research as they apply to organizations and people at work, and mastery of the measurement and research technologies which are commonly used in the discipline.

Admission to the Program

In addition to the general requirements of the university, specific requirements for admission to classified graduate status are:

1. A minimum cumulative undergraduate grade point average of 2.5;
2. A minimum cumulative undergraduate grade point average in the major of 3.0 ("B");
3. A baccalaureate degree in psychology;
or
one of the following:
 - a. A baccalaureate degree in a major other than psychology and score at or above the 50th percentile on the Graduate Record Examination (advanced test in psychology);
 - b. A baccalaureate degree in a major other than psychology, including a course of study judged, by the Psychology Department graduate admissions committee, to be satisfactory preparation for graduate study in psychology;
4. Submission to the department graduate admissions committee of a brief statement (one or two typewritten pages) of the student's preparation for graduate study, goals in a graduate training program and professional aspirations following receipt of the master's degree;
5. Submission of three letters of recommendation from people who are in a position to make relevant comments on the student's likely success in a graduate psychology program. At least two of these letters should be from former professors who are familiar with the student's scholarly activities.

Completion of the following prerequisite courses or their equivalent:

Introduction to Psychology
Psychological Statistics
Introduction to Experimental Psychology

The following courses (or equivalent) are recommended:

Organizational Psychology or Organizational Behavior
Industrial Psychology
Tests and Measurements

Students who meet the general requirements of the university for admission to graduate study, but who do not meet the Psychology Department's specific requirements for admission to classified status or who wish to take course work prior to spring semester consideration of their application for classified status, may be admitted to the university in the unclassified postbaccalaureate status. Unclassified postbaccalaureate students may enroll, when space is available, in selected graduate courses, with the instructor's approval.

Advancement to Candidacy

To be advanced to candidacy, a student must have:

1. Achieved classified status;
2. Secured a graduate advisor to supervise the course of study;
3. Completed, with the approval of the student's advisor, at least 12 semester units of graduate course work at this university, and achieved a minimum grade point average of 3.0 ("B") in those courses;
4. Satisfied the Writing Requirement for Graduate Candidacy (WRGC).
5. Filed an approved Advancement to Candidacy form which must have the approval of the student's advisor, the department chair or chair of the graduate program committee and the Dean of Graduate Studies.

Requirements for Graduation

1. Completed a minimum of 45 semester units of approved graduate level work with at least 30 units completed in residence at this university with a grade point average of at least 3.0 ("B") and grades of "C" (2.0) or better in all courses in the program.
2. Completed and defended an original master's thesis (a three-course sequence, PSYC 6951 twice in a sequence, and PSYC 6974PSYC 6974PSYC 6974PSYC 6974, PSYC 6974, PSYC 6974PSYC 6974PSYC 6974, PSYC 6974PSYC 6974PSYC 6974).
3. The graduate Writing Assessment Requirement is met through successful completion of PSYC 6974.

Classified graduate students in the Master of Science Industrial and Organizational Psychology program must complete their degree requirements within seven years of admission to the program. Students with classified status who fail to register for at least one course in the Psychology M.S. program each semester will automatically be declassified.

Degree Requirements (45 units)

(Program code: IOPY)

PSYC 5581	Current Professional Issues in Industrial-Organizational Psychology	1
PSYC 6601	Job Analysis, Performance Management, & Compensation	3
PSYC 6602	Organizational Development, Training, and Work Groups	3
PSYC 6603	Talent Acquisition and Legal Issues	3
PSYC 6604	Motivation and Leadership	3
PSYC 6640	Advanced Methods in Psychological Research	3
PSYC 6641	Analysis of Variance	4
PSYC 6642	Regression and Nonparametric Statistics	4
PSYC 6644	Applied Psychological Measurement	3

PSYC 6675	Practicum in Applied Psychology	3
PSYC 6893	Externship in Applied Psychology	3
Three units chosen from:		3
PSYC 5582	Diversity, Work, and Family	
PSYC 5583	Occupational Health Psychology	
Three units chosen from:		3
PSYC 6643	Multivariate Methods	
PSYC 6650	Advanced Cognitive Psychology	
PSYC 6652	Advanced Learning and Motivation	
PSYC 6654	Advanced Life-Span Developmental Psychology	
PSYC 6656	Advanced Biological Psychology	
PSYC 6658	Advanced Social Psychology	
Culminating Experience (6)		6
Total Units		45

Culminating Experience (6 units)

The culminating experience for the program is a research thesis, completed under the supervision of a faculty member, and consists of the following courses:

PSYC 6951	Advanced Independent Study (taken twice for a total of 2 units)	2
PSYC 6974	Thesis	4
Total Units		6