COLORADO STATE UNIVERSITY

Ph.D. in Industrial Organizational Psychology
Introduction

The CSU Industrial/Organizational (I/O) psychology doctoral program trains psychologists in the scientific study of human behavior in the world of work. Instructions and deadlines for application to the I/O doctoral program are available on the CSU psychology website.

Program Objectives

All psychology graduate students must obtain a firm grounding in several basic areas of psychology and research methodology. Within the I/O program, students are expected to become competent in theory, research, and applications of psychology as they relate to human behavior in organizations. The program emphasizes the contributions of both industrial and organizational psychology to the understanding of people in their world of work. Students receive training in the conduct of basic and applied research, and in the applications of theory and research to organizational and human resource management problems in organizations.

Beyond the core requirements common for all students, opportunities exist for students to tailor the program to their individual interests and career objectives. Students and their advisory committees select advanced courses in the department, electives in other departments, independent study projects, and research activities to create an individualized program. Seminars allow faculty and students to explore topics of current mutual interest in depth. Each student is required to be involved in research, and is encouraged to obtain supervised teaching experience, as well as applied and professional experience solving challenging workplace issues in local organizations.

The program only admits students interested in attaining the Ph.D. degree. There is no terminal resident-instruction master’s degree. Individuals interested in a master’s degree only should explore our online Master’s in Applied Industrial and Organizational Psychology (MAIOP), found on the CSU psychology website.
Program of Study

Degrees obtained in the I/O program are Master of Science (MS) and Doctor of Philosophy (PhD). Students obtain the MS while in progress towards the completion of the PhD degree. The requirements for the MS degree include:

- Completion of a minimum of 36 semester credits consisting of core requirements and electives.
- Completion of an empirical thesis and passing an oral examination.
- Participation in two semesters of a weekly research seminar.

The requirements for the PhD degree include:

- Completion of a minimum of 74 semester credits in psychology beyond the requirements for the BA, BS, or equivalent degree, including the 36 credits for the MS degree.
- Completion of two comprehensive/doctoral qualifying exams: a written examination and a research study approved by the student’s committee.
- Completion of 3–4 semesters of research.
- Completion of a dissertation based on an original investigation of a problem in psychology and passing a final oral examination.

Students entering with a master’s degree must provide evidence of successful completion of an empirical thesis in I/O psychology and a copy of the thesis for review by CSU I/O faculty for review prior to or upon admittance. If an empirical thesis is not completed prior to or upon admittance, one will be required after admission to CSU. Students entering with a master’s degree must satisfy departmental core requirements, including three statistics/design courses and six advanced general courses, regardless of prior courses taken or completed elsewhere. Students can meet these requirements by earning at least a “B” in appropriate courses or by achieving a satisfactory grade on an evaluation.

Optional Concentration in Occupational Health Psychology

The CSU Department of Psychology offers training in Occupational Health Psychology (OHP) funded by the NIOSH Mountain & Plains Education and Research Center (ERC). OHP is the application of psychological theories and research methods to protect and promote worker safety, health and well-being.

OHP trainees are required to complete additional coursework in occupational health (Occupational Health Psychology, Principles of Ergonomics, and Epidemiology) beyond the I/O psychology doctoral degree requirements. In addition to their coursework, OHP trainees conduct research in occupational health psychology, participate in multidisciplinary applied occupational health projects, and coordinate, deliver, and attend OHP-related workshops and colloquia.

Expected Progress

Students entering with the bachelor’s degree take 2–3 years to complete the MS. An additional 1.5–2 years are necessary for students to complete required courses and evaluation projects for the PhD. The last year is typically devoted to the dissertation. On average, students take 5–6 years to complete program requirements, not including an internship (which is not required). Students entering with the master’s degree usually complete the program in 3–4 years, depending on the number of courses that transfer and quality of the empirical master’s thesis.
As a program focused on training students in both the science and practice of I/O psychology, students are required to obtain practical experience. This requirement may be achieved by participating in a supervised practicum or an internship. Examples of recent internship placements include:

- Amazon (Seattle, WA)
- Center for Health, Work, & Environment (Aurora, CO)
- CMA Consulting (St. Louis, MO & Denver, CO)
- DDI (Bridgeville, PA)
- Hulu (San Francisco, CA)
- Innovative Connections (Fort Collins, CO)
- Johnson & Johnson (New Brunswick, NJ)
- Mattingly Solutions LLC (Pittsburgh, PA)
- National institute for Occupational Safety and Health (NIOSH; Cincinnati, OH)
- O.E. Strategies (Cleveland, OH)
- Propulo (Denver, CO)
- Rand Corporation (Santa Monica, CA)
- Stellar Performance (Denver, CO)
- U.S. National Security Agency (NSA; Baltimore, MD)

Graduates of the doctoral program have moved comfortably into jobs in research departments of industrial and governmental organizations, psychology departments and business schools of universities, consulting firms, and research institutes.

Examples of recent graduate job placements include:

**Applied Positions:**
- BetterUp
- Clairvoyance, LLC
- Deloitte
- FMI
- HumRRO
- JetBlue
- Kaiser Permanente
- Medtronic
- NewMeasures, LLC
- Nordstrom
- Procter & Gamble
- Mattingly Solutions, LLC

**Academic Positions:**
- Dominican University of California
- Louisiana State University
- Fort Lewis University
- San Francisco State University
- University of Wisconsin – Whitewater
- Washington State University
IO Program Faculty

GWENITH G. FISHER, PH.D.,
ASSOCIATE PROFESSOR
Bowling Green State University, 2001
Area of specializations: Occupational health, aging workforce issues, work/life issues, research methods
Email: gwen.fisher@colostate.edu

DANIELLE GARDNER, PH.D.,
ASSISTANT PROFESSOR
Michigan State University, 2021
Areas of specialization: Workplace diversity and discrimination, stigmatized and underrepresented identities, workplace equity
Email: Danielle.Gardner@colostate.edu

JOSHUA PRASAD, PH.D.,
ASSISTANT PROFESSOR
Michigan State University, 2019
Areas of specialization: use of assessments across diverse groups, vocational interests, determinants of performance over time
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ALYSSA GIBBONS, PH.D.,
ASSISTANT PROFESSOR
DIRECTOR OF THE MAIOP PROGRAM
University of Illinois at Urbana–Champaign, 2007
Areas of specialization: Assessment centers, safety climate and safety culture, measurement issues
Email: Alyssa.Gibbons@colostate.edu
Emerita & Emeritus Faculty

KEVIN MURPHY, PH.D.,
EMERITUS PROFESSOR
Pennsylvania State University, 1981
Email: Kevin.Murphy@colostate.edu

JEANETTE CLEVELAND, PH.D.,
EMERITA PROFESSOR
Pennsylvania State University, 1982
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JACOB E. HAUTALUOMA, PH.D.,
EMERITUS PROFESSOR
University of Colorado, 1967
Email: jackh@lamar.colostate.edu

GEORGE C. THORNTON, III, PH.D.,
EMERITUS PROFESSOR
Purdue University, 1966
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<th>M.S. Requirements</th>
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<td>PSY596D</td>
<td>Group Study (I/O Psychology – Weekly Research Seminar)</td>
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<td>Research Issues and Models – I/O Psychology</td>
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| PSY792D | Advanced Seminar – I/O Psychology  
- Diversity, Equity, and Inclusion (DEI)  
- Additional topics vary from year to year based on faculty and student interests/need | 6* |
| PSY754  | Multivariate Analysis in Behavioral Sciences | 3 |
| PSY792F | Advanced Seminar in Methods or Statistics | 3 |
| PSY795D | Independent Study (Research) | 4-6 |
| PSY799D | Dissertation – I/O Psychology | 9-18 |

**Total Degree Requirements (Not necessarily MS or PhD)**

| Varies | Advanced Psychology Courses – Social, Human Learning and Memory, Human Performance, Cognitive Processes, Cognitive Neuroscience, Science of Learning and Teaching, Vocational Psychology, Lifespan and Development, Other PSY 600-700 level course | 6 total |
| Varies | Advanced electives outside of Psychology (e.g., business, sociology, program evaluation, etc) | 6 |