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# *Doctoral Program in Industrial/Organizational Psychology*

*At Colorado State University*

<http://www.colostate.edu/Depts/Psychology/io>

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The CSU Industrial/Organizational (I/O) psychology program is designed to train psychologists qualified in the scientific study of human behavior in the world of work. The application and supporting documents for the I/O program must be received by December 1st of any given year. Instructions 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, every effort is made to tailor the program to the individual student's interests and career objectives. Advanced courses in the department, electives in other departments, independent study projects, and research activities are selected by the student and his or her advisory committee. Seminars allow faculty and students to explore topics of current mutual interest in depth. Practicum arrangements in organizational settings expose students to some of the everyday challenges of applying their research and professional skills. Each student is required to be involved in research and is encouraged to obtain supervised teaching experience in the course of their program.

The program only admits students interested in attaining the Ph.D. degree. There is no terminal resident-instruction master's degree. Past graduates 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.

## *Program of Study*

### **Degree Requirements**

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

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

The requirements for the PhD degree include:

1. 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.
2. Completion of two comprehensive/doctoral qualifying exams: a written examination and a research study approved by the student's committee.
3. Completion of 3-4 semesters of research.
4. Completion of a dissertation based on an original investigation of a problem in psychology.
5. Passing a final oral examination.

### **Program of Study**

Students entering with a master's degree must provide evidence of successful completion of an empirical thesis prior to or upon admittance, or one will be required. Students entering with a master's degree are expected to satisfy departmental core requirements including three statistics/design courses and six advanced general courses. These requirements may be met by earning at least a "B" in appropriate courses or by achieving a satisfactory grade on an evaluation.

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Course Number	M.S. Requirements	Credit
PSY595D	Independent Research Study in IO	2-5
PSY596D	Group Study (I/O Psychology – Weekly Research Seminar)	4*
PSY643	I/O Psychology I (Industrial)	3
PSY644	I/O Psychology II (Organizational)	3
PSY652	Methods of Research in Psychology I (Statistics)	4
PSY653	Methods of Research in Psychology II (Statistics)	4
PSY655A or C	Research Issues and Models – I/O Psychology	3
PSY699D	Thesis – I/O Psychology	4
PSY600F PSY600L PSY600M PSY600G PSY600K	Advanced Psychology – Human Learning and Memory <i>or</i> Advanced Psychology – Human Performance <i>or</i> Advanced Psychology – Cognitive Processes Advanced Psychology – Social Advanced Psychology – Measurement	3 each 9 total (only one of F, L, or M)
Ph.D. Requirements		
PSY596D	Group Study (I/O Psychology – Weekly Research Seminar)	4*
PSY646	I/O Psychology in the Workplace I (Skills)	2-4
PSY792D	Advanced Seminar – I/O Psychology	6-8
PSY754	Multivariate Analysis in Behavioral Sciences	3
PSY792F	Advanced Seminar in Methods or Statistics	3-6
PSY795D	Independent Study (Research)	4-6
	<i>Complete Two Comprehensive Projects: Written examination, Empirical research</i>	
PSY 799D	Dissertation – I/O Psychology	9-18
	Additional advanced electives are encouraged (e.g., occupational health psychology, business courses, or other psychology seminars)	6

\*Two semesters must be taken. Indicated credit is over both semesters.

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### *Expected Progress*

Students entering with the bachelor's degree should take approximately two years to complete the MS. An additional one-and-one-half to two years are usually necessary for students to complete required courses and evaluation projects under staff direction. The last year is devoted to the dissertation. On average, students take about five 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 three to four years, depending on the number of courses that transfer and quality of the empirical master's thesis.

### *Research and Consulting Activities*

The following is a partial list of recent research and consulting projects in the I/O program. Many are or were funded by federal and state agencies, and private industry.

- Evaluation of supervisory and management training
- The effectiveness of assessment centers for selection, promotion, and development of managers
- An evaluation of strategies for organizational change
- Validity and fairness of pre-employment screening tests and other personnel practices for minority groups and females
- Technology and training, E-learning
- Training observers of human behavior
- Job analysis methods
- Effects of recruitment procedures on job and organizational choice
- Effectiveness of alternative forms of assessment center feedback
- Assessment of worker health and well-being
- Understanding stressors in the workplace

### *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 Prevention of Occupational Illnesses and Injuries) 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 workshops and colloquia.

### *IO Program Faculty*

#### **Zinta S. Byrne, Ph.D., Professor Coordinator of Doctoral I/O Program**

Colorado State University, 2001

Area of specialization: Employee engagement; Organizational justice; Organizational culture

E-mail: Zinta.Byrne@colostate.edu

#### **Jeanette Cleveland, Ph.D., Professor Co-Director of MAIOP Program**

Pennsylvania State University, 1982

Area of specialization: aging workforce, cross-culture, occupational health

E-mail: Jeanette.Cleveland@colostate.edu

#### **Gwenith G. Fisher, Ph.D., Associate Professor Director of Doctoral OHP Concentration**

Bowling Green State University, 2001

Area of specialization: Occupational health, aging workforce issues, work/life issues, research methods

E-mail: Gwen.Fisher@colostate.edu

#### **Alyssa M. Gibbons, Ph.D., Assistant Professor Director of MAIOP Program**

University of Illinois at Urbana-Champaign, 2007

Area of specialization: Assessment centers, safety climate and safety culture, measurement issues

E-mail: Alyssa.Gibbons@colostate.edu

#### *Emeritus Faculty*

#### **Jacob E. Hautaluoma, Ph.D., Emeritus Professor**

University of Colorado, 1967

E-mail: jackh@lamar.colostate.edu

#### **George C. Thornton, III, Ph.D., Emeritus Professor**

Purdue University, 1966

E-mail: George.Thornton@colostate.edu