



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 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), which can be 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 72 credits beyond the requirements for the BA, BS, or equivalent degree, including the 36 credits for the MS degree.
- Passing a written comprehensive examination in I-O psychology.
- Demonstration of competencies in conducting research, data management, advanced quantitative analysis, science communication, leadership, collaboration, diversity, equity, inclusion, and justice, professional and research ethics, and self awareness.
- 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 in I/O psychology 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.

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) and two multidisciplinary courses in addition to the I/O psychology doctoral degree requirements. In addition to coursework, OHP trainees conduct research in occupational health psychology, participate in multidisciplinary applied occupational health projects, and coordinate, deliver, and attend OHP-related conferences, workshops and colloquia.

Expected Progress

Students entering with the bachelor's degree take 2–3 years to complete the M.S. An additional 2 years are typically necessary for students to complete required courses, the written comprehensive exam, and the doctoral dissertation. On average, students take 4–5 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 2–3 years, depending on the number of courses that transfer and quality of the empirical master's thesis.

Applied Experience & Placements

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)
- The Aldridge Group (Fort Collins, 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
- OrgVitality
- 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



I/O Program Faculty

GWENITH G. FISHER, PH.D.

PROFESSOR

PROGRAM COORDINATOR

Bowling Green State University, 2001

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

Email: gwen.fisher@colostate.edu

BRYAN DIK, PH.D.

PROFESSOR

University of Minnesota, 2005

Area of specialization: vocational psychology, calling and meaningful work, workplace spirituality, career development interventions

Email: bryan.dik@colostate.edu

KIMBERLY FRENCH, PH.D.

ASSISTANT PROFESSOR

University of South Florida, 2017

Area of specialization: Work-family, occupational health, change and dynamic processes

Email: kim.french@colostate.edu

KEATON FLETCHER, PH.D.

ASSISTANT PROFESSOR

University of South Florida, 2018

Area of specialization: Leadership and teams, employee stress and wellbeing, personality and gender differences

Email: keaton.fletcher@colostate.com

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

ALYSSA M. GIBBONS, PH.D.

ASSISTANT PROFESSOR

DIRECTOR, MAIOP PROGRAM

University of Illinois, 2007

Areas of specialization: Psychological measurement, assessment centers, safety climate

Email: Alyssa.Gibbons@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

Email: Joshua.Prasad@colostate.edu



Emerita & Emeritus Faculty

ZINTA S. BYRNE, PH.D.

EMERITA PROFESSOR

Colorado State University, 2001

JEANETTE CLEVELAND, PH.D.

EMERITA PROFESSOR

Pennsylvania State University, 1982

JACOB E. HAUTALUOMA, PH.D.

EMERITUS PROFESSOR

University of Colorado, 1967

KEVIN MURPHY, PH.D.

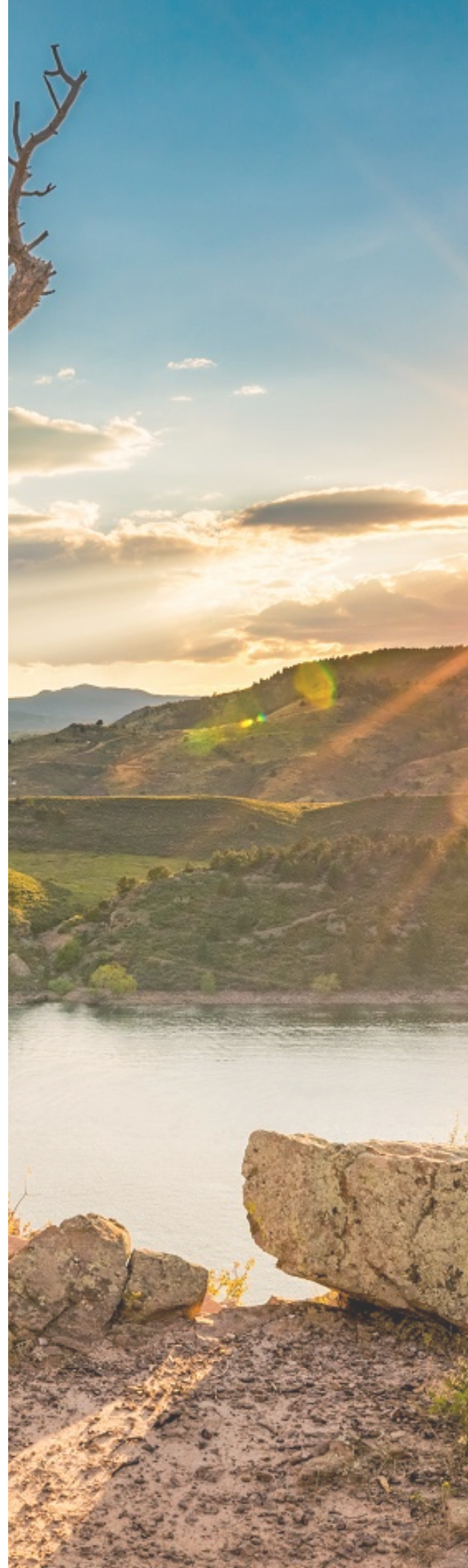
EMERITUS PROFESSOR

Pennsylvania State University, 1981

GEORGE C. THORNTON, III, PH.D.

EMERITUS PROFESSOR

Purdue University, 1966



Coursework

Course #	M.S. Requirements	Credits
PSY595D	Independent Research Study IO (First Year Project)	2-5
PSY596D	Group Study (I/O Psychology – Weekly Research Seminar)	2
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	Research Issues and Models – I/O Psychology	3
PSY600K	Advanced Psychology – Measurement	4
PSY699D	Thesis – I/O Psychology	4
Course #	Ph.D. Requirements	Credits
PSY595D	Group Study (I/O Psychology – Weekly Research Seminar)	2
PSY 727, PSY792D	Advanced Seminars – I/O Psychology Diversity, Equity, and Inclusion (DEI) and at least two others, such as Occupational Health Psychology, Careers & Vocational Psychology, and additional topics which vary from year to year based on faculty and student interests/need	9
PSY754	Multivariate Analysis in Behavioral Sciences	3
PSY792F	Advanced Seminar in Methods or Statistics	3-6
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 Psychology, Human Learning and Memory, Human Performance, Cognitive Processes, Cognitive Neuroscience, Science of Learning and Teaching, Lifespan and Development, Other PSY 600-700 level course	6 total
Varies	Advanced electives outside of Psychology (e.g., business, sociology, program evaluation, ergonomics, epidemiology, etc)	6