

# DOCTOR OF PHILOSOPHY IN PSYCHOLOGY WITH SPECIALIZATION IN INDUSTRIAL-ORGANIZATIONAL PSYCHOLOGY

96 credit hours minimum  
 Comprehensive exam  
 Dissertation and oral defense  
 Internship

The Ph.D. program in industrial-organizational psychology includes coursework in both personnel and organizational psychology. Two semesters of internship in an organizational setting are required. Students in this program frequently are advised to supplement departmental offerings with selected courses in management or other related fields.

## Curriculum

### Doctor of Philosophy in Psychology Common Requirements

The four-course core psychology sequence (PSYC 501, PSYC 502, PSYC 503, and PSYC 504) constitutes the Ph.D. qualifying exam. All Ph.D. in Psychology students must complete these four courses within the first two years in the program with a minimum of "B" average and no more than one "C" in these four courses.

All students are expected to show competency in methodology and research design, as well as in the specific content of their program areas. Before beginning dissertation research, a student must present a dissertation proposal for approval by a committee of the faculty. The final requirement of the Ph.D. program is an oral examination restricted to defense of the dissertation and conducted by a committee nominated by the department and appointed by the Dean of Graduate Studies.

### Specialization in Industrial and Organizational Psychology Requirements

Code	Title	Credit Hours
<b>Required Courses</b>		<b>(39)</b>
PSYC 501	Biological Bases of Behavior	3
PSYC 502	Social Bases of Behavior	3
PSYC 503	Learning and Cognition	3
PSYC 504	Individual and Cultural Differences	3
PSYC 511	Psychometric Theory	3
PSYC 529	Personnel Selection and Evaluation	3
PSYC 545	Graduate Statistics I	3
PSYC 546	Graduate Statistics II	3
PSYC 554	Survey of Multivariate Statistics	3
PSYC 555	Seminar in Industrial Training	3
PSYC 556	Organizational Psychology	3
PSYC 558	Industrial Psychology Internship I	3
PSYC 559	Industrial Psychology Internship II	3
<b>Personnel Electives</b>		<b>(6)</b>
Select six credit hours from the following:		6
PSYC 517	Performance Appraisal Seminar	3
PSYC 535	Seminar in Personnel Selection	3
<b>Organizational Electives</b>		<b>(6-9)</b>
Select six to nine credit hours from the following:		6-9
PSYC 531	Organizational Attitudes and Behavioral Seminar	3
PSYC 532	Occupational Health Psychology	3
PSYC 580	Seminar in Leadership	3
<b>I/O Electives</b>		<b>(3-15)</b>
Select 3-15 credit hours from the following:		3-15
PSYC 530	Meta-Analysis	3

2 Doctor of Philosophy in Psychology with Specialization in Industrial-Organizational Psychology

PSYC 552	Legal Issues in Human Resource Management	3
PSYC 571	Structural Equation Modeling	3
PSYC 588	Graduate Psychology Seminar <sup>1</sup>	3
<b>General Electives</b>		<b>(0-9)</b>
Select zero to nine credit hours from the following:		0-9
PSYC 711	Multilevel Data Analysis	1.5
PSYC 714	Assessment Centers	1.5
PSYC 715	Organizational Assessment and Planning	1.5
PSYC 720	Individual Assessment for Industrial/Organizational Psychology	1.5
PSYC 721	Network Analysis	1.5
PSYC 722	Consulting Fundamentals	1.5
Any 500-level MBA course <sup>2</sup>		3
<b>Master's Research Courses Applied to Elective Credit</b>		<b>(0-8)</b>
PSYC 591	Research and Thesis M.S. <sup>3</sup>	0-8
<b>Research Courses</b>		<b>(24-32)</b>
PSYC 691	Research and Thesis Ph.D.	24-32

**Minimum degree credits required: 96**

<sup>1</sup> This topics course may be taken multiple times if the content differs. Students should consult with their adviser on the appropriateness of the course content for their program of study.

<sup>2</sup> Students should consult with their adviser on the appropriateness of the course content for their program of study.

<sup>3</sup> Students entering the program with a prior earned Master of Science degree in psychology with an empirically-based thesis may qualify for a waiver of the PSYC 591 thesis requirement (six credit hours). Please contact your academic adviser for more details.