

Department of Psychology
University of Oklahoma
M.S. and Ph.D. in Industrial and Organizational Psychology

THE PROGRAM

The Industrial and Organizational Psychology Program (I/O) at the University of Oklahoma follows a scientist-practitioner model. The program provides students with the knowledge and research skills needed to study human performance in the workplace. Students are also provided with the opportunity to work on real-world projects, in both academic and industrial settings, that examine the application of psychological principles and findings to workforce management.

The primary objective of the Industrial and Organizational Psychology program is to train individuals seeking the M.S. or Ph.D. degree to conduct research/practice in the areas of industrial psychology and organizational behavior. Students receive state-of-the-art training in the theories and methods of I/O psychology and management. This integrated program relies on the expertise and dedication of both Psychology and Management faculty members. Topics addressed within the program should enable students to work with organizations in the areas of:

Employee Selection and Placement	Leadership Development
Performance Management & Feedback	Team Building
Employee Motivation and Productivity	Group Dynamics and Decision Making
Organizational Design and Development	Human Resources Planning
Training and Development	Job and Task Analysis
Complex Skill Acquisition	Employee Satisfaction
Career Development	Occupational Health and Well-being
Compensation and Benefits	Industrial and Labor Relations
Emotions in the Workplace	Innovation in Organizations
Diversity and Discrimination	

PROGRAM FEATURES

The approach we take to student development is based on an active learning model. As part of their education, students are expected to apply what they learn in the classroom in faculty-directed research or consulting projects. Students receive training in:

- Designing and conducting research studies
- Preparing and presenting research proposals
- Working with clients in organizational settings
- Developing and implementing new techniques for human resource management

In this active learning model students often work as part of a team addressing a broader organizational or research problem. With experience, students are given the opportunity to take responsibility for a significant aspect of a project. Some examples of work currently being done by students include:

- Developing new procedures for assessing organizational leaders
- Designing studies to examine small group dynamics and group decision making
- Conducting analyses to identify the skills needed by information technology workers in the future
- Examining how values influence decision making
- Investigating the roles of emotion and personality in the workplace
- Exploring individual and situational factors in workplace aggression and counterproductive work behavior
- Identifying the determinants of expertise
- Exploring the cognitive mechanisms in rater appraisals of performance
- Examining the role of integrity in science
- Understanding the process associated with innovation in the workplace
- Investigating the effectiveness of collaborative learning protocols in training complex skills
- Assessing the determinants of long-term skill retention

POST GRADUATE EMPLOYMENT

Students who have earned I/O degrees at OU have been very competitive for jobs in academia, consulting, and research. They have been immediately employable when they complete or near completion of their dissertations, and roughly equal numbers of recent graduates have obtained academic and applied jobs. Some examples of consulting and research companies that have employed OU graduates in I/O include:

Developmental Dimensions International
Army Research Institute
Office of Naval Research
Federal Aviation Administration

Office of Personnel Management
SkillsNet Corporation
Tinker Air Force Base
Oklahoma Health Care Authority

FINANCIAL ASSISTANCE

Although we cannot guarantee every student funding, over the past five years most of our students have been supported through research assistantships, teaching assistantships, or internships. Stipends range between \$12,000 and \$17,000 a year, and many of these stipends carry tuition waivers.

REQUIREMENTS

M.S. Coursework: A total of 30 credit hours are required for the M.S. degree. Twenty-six hours are typically devoted to courses commonly taken by all I/O students, while four hours are devoted to thesis research.

Ph.D. Coursework: Requirements for the Ph.D. follow those established by the Graduate College and the Department of Psychology. A total of 90 credit hours are required. Generally, students consult with a faculty committee to design a course of study that matches the student's interests and career aspirations. Successful completion of all coursework, the Ph.D. general exams, and the dissertation is required for the Ph.D. The M.A. degree, with the thesis option described above, is typically completed en route to the Ph.D. Recommended coursework for the M.S. and Ph.D. are shown in Attachment 1, along with an example of what a Ph.D. course schedule would look like over the course of five years.

COURSE STRUCTURE

The program offers both an MS and a Ph.D. degree. Normal time for completion of the MS degree is two years while normal time for completion of the Ph.D. is five years. Students are expected to be actively involved in research and field work throughout their time in the degree program.

HOW TO APPLY

To apply, simply complete the required application process of the Department of Psychology, which can be found in the accompanying brochure or at our WEB site at:

<http://www.ou.edu/cas/psychology/>

CORE FACULTY

The program draws on the expertise of faculty members in Psychology and Management. Some of the key faculty members involved in the program include:

Michael Buckley, Professor, Management. Dr. Buckley earned his Ph.D. in 1985 from Auburn University in the area of industrial/organizational psychology. Dr. Buckley's current interests include the validity of the interview process, compensation satisfaction, research methods, and feedback.

Shane Connelly, Assistant Professor of Psychology, Associate Director CASR. Dr. Connelly earned her Ph.D. from George Mason University in 1995. Her research interest focus on leadership, emotions in the workplace, verbal analytic methods for assessing credibility, and research integrity.

Eric Day, Assistant Professor of Psychology. Dr. Day earned his Ph.D. from Texas A&M University in 1998. His research interests include assessment center technology, training and development, complex skill acquisition, small group dynamics, and group decision-making. Dr. Day has developed assessment and training tools for a variety of clientele, including The George Bush School of Public Policy and Government.

Jorge Mendoza, Professor of Psychology. Dr. Mendoza earned his Ph.D. in 1974 from the University of Oklahoma in the area of quantitative psychology. Dr. Mendoza's current interests include the topics of selection, validation, validity generalization, and multivariate statistics.

Michael Mumford, Professor of Psychology. Dr. Mumford earned his Ph.D. in 1983 from the University of Georgia in the area of industrial/organization and psychometrics. His current interests lie in the assessment and development of high level talent, specifically identification and measurement of creative thinking skills; skills that leaders must possess to perform well in dynamic organizational settings; work place structure as it relates to skill growth; and potential applications of life history data as a tool for understanding career development.

Lori Anderson Snyder, Assistant Professor of Psychology, earned her Ph.D. from Colorado State University in 2004. Her research interests focus on multisource feedback, Occupational Health Psychology, and workplace diversity and discrimination.

Robert Terry, Associate Professor of Psychology. Dr. Terry earned his Ph.D. in 1989 from the University of North Carolina at Chapel Hill in the area of quantitative psychology. Dr. Terry's current interests include the measurement of individual differences, test construction and evaluation, and interpersonal perception.

ATTACHMENT 1
RECOMMENDED M. S. and Ph. D. COURSEWORK for I/O

I/O CREDIT HOURS BY COURSE CATEGORIES

Course Category	Master's	Ph.D.
Psychology Core	2	8
Methods	9	15
Psychology Minor	0	9
I/O Psychology	6	12
Outside Psychology*	0	12
Electives**	9	24
Thesis research	4	4
Dissertation research	---	6
Total Number of Hours	30	90

*Outside courses include management, industrial engineering, education, counseling, sociology, and other courses approved by a student's advisory committee.

**Ph.D. students are encouraged to devote their electives to a combination of I/O seminars, directed research, and directed readings.

COURSE OFFERINGS BY CATEGORIES

Psychology Core

Foundations of Psychological Science I (1 hour)*
 Foundations of Psychological Science II (1 hour)*
 History and Systems
 Social Psychology**
 Cognitive Psychology**
 Developmental Psychology**
 Personality**
 Physiological Psychology**
 Animal Cognition**

Methods

Psychological Statistics I*
 Psychological Statistics II*
 Experimental Design*
 Statistical Models of Test Scores***
 Quantitative Methods – Evaluation Research***
 Factor Analysis***
 Multivariate***
 Categorical Data

I/O Psychology

Survey of Industrial/Organizational Psychology*
 Topics in Organizational Psychology*
 Advanced Seminar in Cognition in Organizations
 General Seminar in Training and Development
 Advanced Seminar in Groups and Teams
 General Seminar in Selection
 General Seminar in Techniques in I/O Psychology
 Advanced Seminar in Work Motivation
 General Seminar in Leadership
 General Seminar in Occupational Health Psychology
 Advanced Seminar in Performance Management
 Advanced Seminar in Process Management
 Directed Readings in I/O Psychology
 Directed Research in I/O Psychology

*Required for both the Master's and Ph.D.

**Advanced seminars are also available toward a Psychology Minor; see the OU Psychology webpage for information:

www.ou.edu/cas/psychology.

***Strongly recommended for Ph.D.

EXAMPLE Ph.D. COURSE STRUCTURE

Fall of First Year

Foundations in Psychological Science
Psychological Statistics I
Survey of Industrial/Organizational Psychology
Social Psychology

Fall of Second Year

Experimental Design
Management
General Seminar in Training and Development
Thesis Research (1 hour)

Fall of Third Year

Multivariate
History and Systems
General Seminar in Techniques in I/O Psychology

Fall of Fourth Year

Quantitative Methods – Evaluation Research
Industrial Engineering
Directed Readings (3 hours)

Fall of Fifth Year

Advanced Seminar in Social Psychology
Directed Research (3 hours)
Dissertation Research (3 hours)

Spring of First Year

Foundations in Psychology
Psychological Statistics II
Topics in Organizational Psychology
Thesis Research (2 hours)

Spring of Second Year

Statistical Models of Test Scores
Counseling
General Seminar in Leadership
Thesis Research (1 hour)

Spring of Third Year

Advanced Seminar in Work Motivation
Personality Psychology
Directed Research (3 hours)

Spring of Fourth Year

Advanced Seminar in Social Psychology
Sociology
Directed Research (3 hours)

Spring of Fifth Year

Directed Readings (3 hours)
Directed Research (3 hours)
Dissertation Research (3 hours)