

INDUSTRIAL AND ORGANIZATIONAL PSYCHOLOGY MA

College of Social & Behavioral Sciences
Department of Psychology
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The Department of Psychology offers programs of study leading to the MA degree in Industrial/Organizational Psychology and Clinical Psychology.

Application for graduate study in Industrial/Organizational Psychology should be initiated by contacting the College of Graduate Studies and Research. Admission will be expedited by also writing to the Department of Psychology Chairperson directly for detailed information on the Industrial/Organizational Psychology program. All applicants should arrange to take the GRE exams and have scores forwarded to the College of Graduate Studies and Research and the Admissions committee of the selected program.

The program in Industrial/Organizational Psychology provides theoretical and technical training which enables students to diagnose and resolve problems related to organizational effectiveness. Graduates typically pursue careers in human resource management and/or Ph.D. programs in Industrial/Organizational Psychology.

Financial Assistance. In recent years, the Department of Psychology has been able to award graduate assistantships to some students accepted into the program. Assistantships are awarded on the basis of standardized test scores and past performance as a graduate assistant.

Admission

1. A bachelor's degree from an accredited institution
2. A minimum of 15 semester credits in psychology including introductory psychology, statistics, social psychology, personality theories, and experimental or cognitive psychology. Students with deficiencies in prerequisite courses are sometimes admitted, although it is generally preferable to complete such courses prior to beginning graduate studies.
3. GPA of at least 3.0 for the last two years of undergraduate work.
4. Transcripts from all institutions of higher learning attended.
5. GRE scores (see department for specific requirements).
6. Three letters of recommendation, preferably from psychology professors who are familiar with the student's work. For applicants working in managerial positions, one letter may be submitted by the applicant's supervisor.
7. A personal statement indicating the applicant's interests and experience related to Industrial/Organizational Psychology.

INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY MA (Thesis Plan - 42 credits)

Required Core (40 credits)

PSYC 505 Motivation (4)
PSYC 519 Psychometric Theory (4)
PSYC 553 Human Factors (3)
PSYC 609 Internship (2)
PSYC 610 Research Design & Statistics (4)
PSYC 618 Multivariate Analysis (4)
PSYC 633 Job Analysis and Performance Appraisal (4)
PSYC 660 Employee Selection (3)
PSYC 662 Training & Development (3)
PSYC 689 Standards and Ethics (3)
PSYC 695 Research in Industrial/Organizational Psychology I (2)
PSYC 697 Research in Industrial/Organizational Psychology II (2)
PSYC 699 Thesis (3)

Required Elective Courses (2 credits)

Choose any 500/600 level elective courses in consultation with an advisor.

COURSE DESCRIPTIONS

PSYC 504 (4) Memory and Cognition

A survey of the research and theories describing how humans perceive, elaborate, store, recover, and use information. Emphasis is placed on understanding and evaluating the experimental strategies used to gather data about human mental processes.
Prerequisite: PSYC 201 and 207 or 211 (F,S)

PSYC 505 (4) Motivation

Major concepts of human motivation and emotion, presentation of learned cognitive and biological influences on sustained behavior.
Prerequisite: PSYC 201, 211, or 217, or consent (V)

PSYC 507 (4) Advanced Behavior Analysis

The science and technology of behavior analysis. The application of the principles of operant and respondent conditioning to the understanding and modification of human behavior. The primary mode of instruction is unit/mastery based on the text. There will also be a lab component involving human and animal experiments.
Prerequisite: PSYC 207 (F,S)

PSYC 509 (3) History of Psychology

Examination of the historical origins of the principal contemporary psychological theories.
Prerequisite: two of PSYC 404, 407, 413, or 421 (F,S)

PSYC 513 (4) Sensation & Perception

How the senses respond to environmental stimuli and how the information they provide is organized into meaningful patterns that make up our experience of the physical world. The effect of maturation and learning in altering those patterns are also considered.
Prerequisite: PSYC 201, 207, or 211 (F)

PSYC 519 (4) Psychometric Theory

An overview of development, use, and validation of psychological tests. Topics include reliability and validity, test construction, item analysis, ethics, test administration and scoring, and computerized testing.
Prerequisite: PSYC 201 (F)

PSYC 520 (4) Drugs and Behavior

Drug and alcohol use and abuse including history, biology, psychology, sociology, and clinical treatment and prevention of abuse.
Prerequisite: PSYC 521 or equivalent (V)

PSYC 521 (4) Biopsychology

Biological basis of psychological processes and behavior. Basic topics such as neuroanatomy and neuron function are presented as well as more general ones such as sensation and movement, sleep, memory and learning, schizophrenia and depression.
Prerequisite: PSYC 201, and either 207 or 211

PSYC 522 (4) Neuropsychology

This course will provide a detailed analysis of the relationship between human behavior and brain function. Basic topics will include cerebral asymmetry, memory, language, and attention as well as behavioral deficits such as learning disabilities, psychiatric disorders, and disconnection syndromes associated with neurological abnormalities.
(V)

PSYC 529 (3) Drug Dependence

Examination of psychological theories relevant to the prevention and treatment of drug abuse.
Prerequisite: PSYC 101 (F)

PSYC 533 (4) Child Psychology

Physical, social, emotional, intellectual, and personality development from conception to preadolescence. Focus on interplay between maturation and experience.
Prerequisite: PSYC 101 (F,S)

PSYC 536 (4) Adolescent Psychology

This class covers the development of the individual from the age of 11 to 19 years of age. Discussion will include aspects of both normal and abnormal development.

(F,S)

PSYC 537 (3) Youth and Sports
Psychological impact of sports on youthful participants.
(V)

PSYC 538 (3) Community Psychology
The application of psychological principles to the assessment, analysis, intervention, and prevention of social problems. Research from an applied behavior analysis perspective will be emphasized.
Prerequisite: 3 PSYC courses (V)

PSYC 541 (3) Attitudes
Examining cultural, social, and individual influences on attitude development and change through lectures and discussions of theories and findings and through experiential activities.
Prerequisite: PSYC 101

PSYC 542 (3) Group Psychology
Exploring factors affecting leadership and effective group processes through lectures and discussion of theories and findings and through experiential activities.
Prerequisite: PSYC 101 (V)

PSYC 543 (3) Advanced Social Psychology
An in-depth examination of social psychological research in laboratory and field settings.
Prerequisite: PSYC 201, 211, and 439

PSYC 548 (3) International Behavior
Images of foreign nations, cultures, people, and products in travel and cross-national contact. Effects of events, crises, news reporting, education persuasion, foreign policy decision-making, and strategies of international conflict resolution.
Prerequisite: 8 PSYC credits (V)

PSYC 551 (3) Methods of Enhancing Performance
The role of psychological factors in performance and psychological methods of performance enhancement. Factors examined will include attention, motivation, decision making, mental rehearsal, arousal, and self management.
Prerequisite: 8 PSYC credits (F)

PSYC 552 (3) Individual Differences
The nature, extent, and origins of mental, physical, and psychological differences among individuals.
Prerequisite: PSYC 201 (V)

PSYC 553 (3) Human Factors
The person-machine system: the strengths, operating limits, and tendencies of its human component.
Prerequisite: PSYC 201 and 211 or 217 (F)

PSYC 555 (4) Abnormal Psychology
This course is designed to increase the student's awareness and understanding of abnormal psychology. Students will become familiar with clinical descriptions, course of onset, and treatment regimens specific to various disorders.
Prerequisite: 8 PSYC credits (F,S)

PSYC 556 (3) Personality
Major theories of normal personality formation, organization, and structure.
Prerequisite: 8 PSYC credits (F,S)

PSYC 558 (3) Cultural Psychology
Cultural psychology is an interdisciplinary field that unites psychologists, anthropologists, linguists, and philosophers to study how cultural meanings, practices, and institutions influence and reflect individual human psychologies. Cultural influences on cognition, emotion, motivation, and well-being will be discussed.

PSYC 560 (3) Psychology of Women
Psychological study of women in historical and functional perspective. Role of hereditary, physiological, and socialization variables on women's thinking, feelings, and behavior.
Prerequisite: PSYC 101 (S)

PSYC 561 (3) Marketing Psychology
Analysis of product marketing and consumer purchasing strategies and their determinants.
Prerequisite: 8 PSYC credits (V)

PSYC 562 (3) Management Psychology
Managerial behavior, problems, and effects in planning, problem-solving, decision-making, supervision, leadership, conflict, communication, appraisal, motivation, training, and information systems in organizational environments.
Prerequisite: 8 PSYC credits (S)

PSYC 563 (4) Survey of Industrial/Organizational Psychology
An examination of the psychological aspects of human behavior in the work place. Topics include history of industrial/organizational psychology, job analysis, performance measurement, predictors of performance, making personnel decisions, training, satisfaction, social perception, motivation, communication, group process, leadership, and organizational culture.
Prerequisite: PSYC 201, 211, or 217 (F)

PSYC 564 (3) Environmental Psychology
Exploring environmental influences on group and individual perceptions, cognition, attitudes, and behaviors through lectures and discussion of theories and findings and through experiential activities. (V)

PSYC 566 (3) Psychology of Aging
Aging process and development during the adult years, psychology and psychological concerns of the aging individual, and dealing with death.
Prerequisite: PSYC 101 (S)

PSYC 573 (3) Teaching of Psychology
Methods of teaching psychology.
Prerequisite: PSYC 101 (V)

PSYC 576 (3) Behavior Therapy
Principles and procedures of behavior therapy in clinical areas. Emphasis is placed on procedures for developing more appropriate behaviors through positive and negative reinforcement, modeling, and cognitive procedures. Decreasing problematic behaviors through decelerating consequences and exposure techniques is also presented.
Prerequisite: PSYC 211 or 217 (V)

PSYC 578 (4) Behavior Medicine
The interface of behavioral and medical science is explored. Research on environmental and learning factors in the etiology and treatment of physical disease and rehabilitation is examined. Specific topics include pain management, medical compliance, behavior disorders in nursing homes, and chronic illnesses.
Prerequisite: Three courses in PSYC (V)

PSYC 590 (1-3) Workshop
Topics to be announced. May be retaken for credit. (V)

PSYC 591 (1) In-Service: Issues in Behavior Therapy
Current issues in behavior therapy are addressed. Students participate in off-campus didactic activities such as attendance at grand rounds at local hospitals; attendance at national, regional or local professional conferences; and augment learning with library research. Topics vary and students may repeat for credit.
Prerequisite: Permission of instructor. Academic and experience in human services strongly recommended.

PSYC 609 (1-4) Industrial/Organizational Psychology Internship
Enrollment limited to students in good standing in the industrial/organizational track.

PSYC 610 (4) Research Design & Statistics
Research methodology and statistical procedures involving descriptive and inferential techniques for simple and multivariate situations involving parametric and non parametric variables using manual and computer methods.

PSYC 613 (4) Behavioral Research Methodology
Covers methods for analyzing treatments and experimental (as well as quasi-experimental) manipulations that focus on the behavior of the individual subject, multiple N=1, and small group designs.
Prerequisite: PSYC 615

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PSYC 618 (4) Multivariate Analysis

Overview of multivariate statistical analyses including: multiple regression, ANCOVA, MANOVA, discriminate function analysis, and factor analysis.

Prerequisite: PSYC 610

PSYC 621 (1) Seminar Topics I

Topics in contemporary psychology. Each instructor selects topic. Sixteen contact hours in seminar format. May be repeated for credit.

Prerequisite: permission of instructor

PSYC 622 (2) Seminar Topics II

Topics in contemporary psychology. Each instructor selects topic. Thirty-two contact hours in seminar format. May be repeated for credit.

Prerequisite: permission of instructor

PSYC 623 (3) Seminar Topics III

Topics in contemporary psychology. Each instructor selects topic. Forty-eight contact hours in seminar format. May be repeated for credit.

Prerequisite: permission of instructor

PSYC 624 (4) Seminar Topics IV

Topics in contemporary psychology. Each instructor selects topic. Sixty-four contact hours in seminar format. May be repeated for credit.

Prerequisite: permission of instructor

PSYC 633 (3) Job Analysis & Performance Appraisals

An overview of techniques used to measure employee performance. Topics include: Job analysis methods and use of results, criterion development, performance appraisal methods, rater training, bias and accuracy in performance appraisal, organizational and contextual issues.

Prerequisite: PSYC 519

PSYC 649 (3) Behavior Theory and Philosophy

This course will be a seminar examining the philosophy of science underlying the field of behavior analysis and some of the implications of this approach to human behavior. The course is intended for graduate students in psychology. It will be based on student presentations.

PSYC 650 (3) Schools of Psychotherapy

The major schools of psychotherapy are considered from the perspective of their philosophy of science and empirical support. Research strategies and implications for prescriptive intervention are addressed.

Prerequisite: Admittance to clinical program or consent of instructor

PSYC 651 (4) Adult Psychopath & Therapy

The diagnosis of adult behavior disorders using the DSM-IV classifications procedures. Behavioral case formulation is emphasized. Students develop skills in cognitive and behavioral intervention strategies.

Prerequisite: admitted to clinical master's program or permission of instructor.

PSYC 653 (3) Behavioral Consultation

Detailed collaborative approaches to treatment and referral for mental health practitioners. Appropriate for those going into clinical, school, and counseling psychology, as well as those in special education, guidance and student personnel, and administration.

PSYC 654 (4) Clinical Case Management

Techniques of diagnostic assessments, clinical management, and intervention applied to behavior disordered patients. This course emphasizes interviewing, report writing, and treatment planning.

Prerequisite: admitted to clinical master's program or permission of instructor

PSYC 660 (3) Employee Selection

Overview of issues and techniques used to make hiring and promotion decisions in organizations. Topic includes: introduction of the selection process, legal and affirmative action issues, validity issues in selection, validity generalization, utility and decision making, and use of selection methods.

Prerequisite: PSYC 610

PSYC 662 (3) Training & Development

An overview of theories and techniques used to improve employee satisfaction,

employee productivity, and organizational effectiveness. Topics include: identifying problems, intervention techniques, training, determining the effectiveness of training, and intervention programs.

Prerequisite: PSYC 547

PSYC 677 (1-4) Individual Study

Individualized learning under faculty supervision. May be retaken for credit.

Prerequisite: 12 graduate credits

PSYC 682 (4) Child Psychopathology & Therapy

This course presents behavioral assessments and interventions for children and adolescents who are exhibiting a variety of psychological disorders such as oppositional defiant disorder, attention deficit disorder, fears/phobias, depression, and adjustment disorders. Data based cognitive behavioral interventions with youths, their families, and their environments will be emphasized.

Alt E Prerequisite: PSYC 683 (5)

PSYC 683 (4) Behavioral Assessment

An introduction of the basic theoretical principles and techniques of behavioral assessment in clinical psychology for targeting specific behaviors as the beginning step in treatment, and as a system for evaluating outcomes. Techniques include direct observation, self-monitoring, behavior rating scales, behavioral interviews, task analytic, and cognitive-behavioral measures.

(F)

PSYC 686 (3) Clinical Assessment

This course is designed to be a comprehensive assessment course. Multiple tests will be covered in the areas of intelligence, adaptive behaviors, behavior management measures, personality, and psychopathology. The end goal of the course is competence in administering a complete battery of tests and writing a professional report on the results.

PSYC 689 (3) Standards and Ethics

Details the principles and standards put forth by the APA to guide the profession of psychology. The course is oriented towards those going into either a career in therapy (i.e., clinical, counseling, or school psychology), research or teaching.

PSYC 691 (2) Clinical Practicum I

Students are placed in clinical settings under the supervision of a licensed psychologist. Placements vary among hospitals, private clinics, and county mental health agencies. Clinical Practicum I covers the first 150 clock hours of the 300 hours needed to fulfill the practicum requirement.

Prerequisite: admitted to clinical master's program OR permission of Director of Clinical Training

PSYC 692 (2) Clinical Practicum II

Extension of Practicum I. Students complete the second 150 hours of the 300 hours of supervised practice.

Prerequisite: admitted to clinical master's program, OR permission of Director of Clinical Training

PSYC 694 (1-2) Alternate Plan Paper

Individualized student paper based on an extensive review of literature in some area of psychology.

PSYC 695 (2) Research in Industrial/Organizational Psychology I

Developing research proposals/projects, ethic committee review, implementing consulting projects, data collection, report writing, presentation to professional societies, and submitting funding requests.

Prerequisite: consent

PSYC 696 (3) Research Clinical Psychology I

Students participate on laboratory teams with clinical faculty. Teams develop research proposals and write ethics committee proposals. Projects include clinical field studies, survey studies, and single subject intervention. Students are expected to present findings at meetings of professional associations.

Prerequisite: permission of instructors, Director of Clinical Training, and admission to clinical program

PSYC 697 (2) Research in Industrial/Organizational Psychology II

Continuation of Research in Industrial/Organizational Psychology I.

Prerequisite: consent

PSYC 698 (3) Research in Clinical Psychology II
Continuation of Research in Clinical Psychology I.
Prerequisite: Permission of instructors, Director of Clinical Training, and admission to clinical program

PSYC 699 (3-6) Thesis
Individualized student research paper which involves a literature review and original research.
