The Industrial and Organizational 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 Industrial/Organizational program must be received by December 1st of any given year. Instructions and forms are located at the end of this brochure.

Program Objectives
All psychology graduate students must obtain a firm grounding in several basic areas of psychology and research methodology. Within the Industrial and Organizational program, the student is 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. Training is received 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 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, in depth, topics of current mutual interest. 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 his or her program.

The program admits only students interested in attaining the Ph.D. 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 Industrial/Organizational program are Master of Science (M.S.) and Doctor of Philosophy (Ph.D.). The MS is obtained en route towards the completion of the PhD degree. The requirements for the M.S. degree include:

1. Completion of a minimum of 34 semester credits consisting of core requirements and electives.
2. Completion of an empirical thesis.
3. Participation in two semesters of a weekly research seminar.

The requirements for the Ph.D. degree include:

1. Completion of a minimum of 90 semester credits in psychology beyond the requirements for the B.A., B.S., or equivalent degree including the required courses within the department.
2. Participation in two semesters of a weekly research seminar, in addition to that completed for the masters.
3. Completion of three comprehensive projects: a written examination, a research study, and another project approved by the student's committee (e.g., teaching a class).
4. Completion of a dissertation based on an original investigation of a problem in psychology.
5. Passing of a final oral examination.

Program of Study

Students entering with a masters must provide evidence of successful completion of an empirical thesis is required 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 "testing out."
<table>
<thead>
<tr>
<th>Course Number</th>
<th>M.S. Requirements</th>
<th>Credit</th>
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<tbody>
<tr>
<td>PSY 596D</td>
<td>Group Study (I/O Psychology – Weekly Research Seminar)</td>
<td>4*</td>
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<tr>
<td>PSY 643</td>
<td>I/O Psychology I</td>
<td>3</td>
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<tr>
<td>PSY 644</td>
<td>I/O Psychology II</td>
<td>3</td>
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<tr>
<td>PSY 652</td>
<td>Methods of Research in Psychology I</td>
<td>4</td>
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<tr>
<td>PSY 653</td>
<td>Methods of Research in Psychology II</td>
<td>4</td>
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<tr>
<td>PSY 655C</td>
<td>Research Issues and Models – I/O Psychology</td>
<td>3</td>
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<tr>
<td>PSY 699D</td>
<td>Thesis – I/O Psychology</td>
<td>4</td>
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<tr>
<td>PSY 600F</td>
<td>Advanced Psychology – Human Learning and Memory or</td>
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<td>PSY 600L</td>
<td>Advanced Psychology – Human Performance or</td>
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<tr>
<td>PSY 600M</td>
<td>Advanced Psychology – Cognitive Processes</td>
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<tr>
<td>PSY 600G</td>
<td>Advanced Psychology – Social</td>
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<tr>
<td>PSY 600K</td>
<td>Advanced Psychology – Measurement</td>
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<tr>
<th>Ph.D. Requirements</th>
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<tbody>
<tr>
<td>PSY 596V</td>
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<tr>
<td>PSY 645/646 I/O Psychology in the Workplace I</td>
</tr>
<tr>
<td>PSY 686 Pracicum I</td>
</tr>
<tr>
<td>PSY 786C Pracicum II</td>
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<tr>
<td>PSY 600A-K Two additional courses in Advanced Psychology:</td>
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<tr>
<td>Advanced Psychology – History and Systems PSY 600A</td>
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<tr>
<td>Advanced Psychology – Personality PSY 600I</td>
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<tr>
<td>PSY 792CV Advanced Seminar – I/O Psychology</td>
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<tr>
<td>PSY 754 Multivariate Analysis in Behavioral Sciences</td>
</tr>
<tr>
<td>Complete three Comprehensive Projects: Written examination, Empirical research, and Student’s choice with approval from doctoral committee</td>
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<tr>
<td>PSY 799CV Dissertation – I/O Psychology</td>
</tr>
<tr>
<td>Electives to total 60 credits for Ph.D. Usually advanced course in quantitative methods, other relevant areas of psychology, business courses, or other psychology seminars.</td>
</tr>
</tbody>
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* Two semesters must be taken. Indicated credit is over both semesters.
Graduate Program in Industrial and Organizational Psychology at CSU

Expected Progress

Students entering with the bachelor's degree should take approximately two years to complete the M.S. An additional one-and-one-half to two years are usually necessary for students to complete required courses and evaluation projects under faculty direction. The last year is devoted to the dissertation. On average, students take about 5 years to complete program requirements, not including an internship. Students entering with the master's degree usually complete the program in three to four years.

Industrial and Organizational Program Faculty

Zinta S. Byrne, Ph.D., Associate Professor
Colorado State University, 2001
Area of specialization: Employee engagement and retention; organizational justice and politics; organizational behaviors and attitudes; technology in organizations.
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Jeanette (Jan) Cleveland, Ph.D., Professor
Director of Industrial and Organizational Psychology Doctoral Program
The Pennsylvania State University, 1982
Area of specialization: Older workers, multigenerational workforce, diversity issues at home and work.
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Alyssa M. Gibbons, Ph.D., Assistant Professor
University of Illinois at Urbana-Champaign, 2007
Area of specialization: Assessment centers, employee development and feedback, safety climate and safety culture, measurement issues.
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E-mail: Alyssa.Gibbons@colostate.edu

Kurt Kraiger, Ph.D., Professor
Director of Master’s in Applied Industrial and Organizational Psychology Program
The Ohio State University, 1983
Area of specialization: Computer-based training, mentoring, training older workers.
Phone: (970) 491-6363
E-mail: Kurt.Kraiger@colostate.edu

Kevin R. Murphy, Ph.D., Affiliate Faculty
The Pennsylvania State University, 1979
Area of specialization: Legal issues in Industrial psychology, multivariate statistics and measurement.

Jacob E. Hautaluoma, Ph.D., Emeritus Professor
University of Colorado, 1967
Area of specialization: Organizational behavior, social psychology, organizational and international development.
E-mail: jackh@lamar.colostate.edu

George C. Thornton, III, Ph.D., Emeritus Professor
Purdue University, 1966
Area of specialization: Industrial psychology, management assessment and development, employment law
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Research and Consulting Activities

The following is a partial list of recent research and consulting projects in the Industrial/Organizational 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
- Teamwork and team characteristics
- Training observers of human behavior
- Perceptions of justice in organizations
- Job analysis methods
- Effects of recruitment procedures on job and organizational choice
- Leadership effectiveness
- Analysis of court decisions involving employment statistics, reductions in force, and sexual harassment
- Effectiveness of alternative forms of assessment center feedback
- Health issues for workers and organizations
- Personality and situational influences on workplace behavior
- Stress in the workplace
- Injury prevention at work

The mountains beckon…