INDUSTRIAL-ORGANIZATIONAL PSYCHOLOGY, PH.D.

Saint Louis University's graduate program in industrial-organizational psychology prepares doctoral-level professionals with the knowledge, research abilities, assessment skills and intervention approaches to impact organizational issues at the individual, group and system levels to improve individual well-being, group functioning and organizational effectiveness.

Some important topics within these levels include:

- Individual differences
- Performance management
- Selection
- Motivation
- Groups/teams
- Organizational development
- Occupational health
- Systems and process consultation
- Organizational assessment

Curriculum Overview

This program requires that students complete a minimum of 73 credits (or the equivalent for students who enroll with a master’s degree in industrial-organizational psychology). In addition to coursework and professional training activities, industrial-organizational psychology students must complete and successfully defend an empirical thesis and dissertation.

Fieldwork and Research Opportunities

In SLU's doctoral program in industrial-organizational psychology, students will learn to conduct research on and in organizations as well as how to apply psychological theory, models and principles in the workplace.

Through supervised research and professional experience, students are trained as science-practitioners and are expected to develop competence in research and, if their career goals warrant, organizational consultation.

Supervised applied experience is essential for good training in the doctoral psychology program. While it is not required, most students take advantage of a vast network of professional connections that the program has established in St. Louis and complete practica (i.e., short-term projects) and/or internships (a one-year minimum commitment). Many students finish the program with two to three years of professional experience, making them attractive to potential employers.

Careers

Graduates are fully prepared to practice as industrial-organizational psychologists, applying the principles of psychology to human resources, management, marketing and more. The Bureau of Labor Statistics lists the mean annual salary of this occupation as $90,070.

Alumni are employed at organizations such as:

- Ameren UE
- Center for Creative Leadership
- Monsanto
- Pfizer
- Nike
- FedEx
- Collarelli, Meyer, & Associates
- United States Secret Service
- Metropolitan Life
- Embry-Riddle University
- Northern Illinois University
- DePaul University
- Appalachian State University
- Virginia Commonwealth University
- University of West Florida

Admission Requirements

Applicants should possess an undergraduate GPA of 3.5 or higher, a psychology major (i.e., a minimum of 18 upper-division credits in psychology, including statistics/research methods), a minimum combined score at the 50th percentile (verbal and quantitative reasoning) of the GRE, and a review of TOEFL scores (for international applicants).

Application Requirements

- Application form and fee
- Transcript(s)
- Three letters of recommendation
- GRE scores
- Résumé
- Interview
- Professional goal statement

Requirements for International Students

All admission policies and requirements for domestic students apply to international students along with the following:

- Demonstrate English Language Proficiency (http://catalog.slu.edu/academic-policies/office-admission/undergraduate/english-language-proficiency)
- Proof of financial support must include:
  - A letter of financial support from the person(s) or sponsoring agency funding the time at Saint Louis University
  - A letter from the sponsor’s bank verifying that the funds are available and will be so for the duration of study at the University
- Academic records, in English translation, of students who have undertaken postsecondary studies outside the United States must include the courses taken and/or lectures attended, practical laboratory work, the maximum and minimum grades attainable, the grades earned or the results of all end-of-term examinations, and any honors or degrees received. WES and ECE transcripts are accepted.

Assistantship Application Deadline

Students who want to be considered for an assistantship must submit their application by Dec. 1.
Review Process
Applications are reviewed by a committee of I/O program psychology department faculty members.

Scholarships, Assistantships and Financial Aid
For priority consideration for graduate assistantship, applicants should complete their applications by the program admission deadlines listed. Fellowships and assistantships provide a stipend and may include health insurance and a tuition scholarship for the duration of the award.

For more information, visit the student financial services office online at http://www.slu.edu/financial-aid.

Learning Outcomes
1. Graduates will be able to assess the relevant scientific literature in Industrial-Organizational Psychology.
2. Graduates will be able to apply the major research methodologies in Industrial-Organizational Psychology.
3. Graduates will be able to use knowledge for Industrial-Organizational Psychology to address applied problems.
4. Graduates will be able to articulate explanations about Industrial-Organizational Psychology’s approaches that are appropriate to the audience being addressed (e.g., professional or general audience).
5. Graduates will be able to evidence professional integrity as an Industrial-Organizational Psychologist.

Requirements
Bachelor’s Option
This option is for students entering with a bachelor’s degree.

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<tr>
<th>Code</th>
<th>Title</th>
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<tr>
<td>PSY 6030</td>
<td>Human Diversity</td>
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<tr>
<td>PSY 6800</td>
<td>Ethics and Professional Issues</td>
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Research Methods and Statistics

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<tr>
<td>PSY 5790</td>
<td>Applied Univariate Statistics in Behavioral Science</td>
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<tr>
<td>PSY 6500</td>
<td>Applied Multivariable and Multivariate Statistics in Behavioral Science</td>
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Industrial-Organizational Psychology Electives
Select 33 credits

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<tr>
<td>PSY 6990</td>
<td>Dissertation Research</td>
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Total Credits 67

1 At least one taken each semester in residence

Master’s Option
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Total Credits 58

1 At least one taken each semester in residence

Non-Course Requirements
• Involvement in research/professional practice activities each semester.
• Written and oral preliminary examinations.

Continuation Standards
Students must maintain a cumulative grade point average (GPA) of 3.00 in all graduate/professional courses.

Roadmap
Roadmaps are recommended semester-by-semester plans of study for programs and assume full-time enrollment unless otherwise noted.

Courses and milestones designated as critical (marked with !) must be completed in the semester listed to ensure a timely graduation. Transfer credit may change the roadmap.

This roadmap should not be used in the place of regular academic advising appointments. All students are encouraged to meet with their advisor/mentor each semester. Requirements, course availability and sequencing are subject to change.
### Year One

#### Fall
- **Course**: PSY 5460  
  **Title**: Advanced Organizational Psychology  
  **Credits**: 3
- **Course**: PSY 5080  
  **Title**: Advanced Quantitative Research Methods  
  **Credits**: 3
- **Course**: PSY 5790  
  **Title**: Applied Univariate Statistics in Behavioral Science  
  **Credits**: 3
- **Course**: PSY 5850  
  **Title**: PRC: Applied Psychology (IO Professional Activity Group. PAG Required for Six Semesters.)  
  **Credits**: 0
  
  **Total Credits**: 9

#### Spring
- **Course**: PSY 6500  
  **Title**: Applied Multivariable and Multivariate Statistics in Behavioral Science  
  **Credits**: 3
- **Course**: Individual- or Group- or System-Level IO Graduate Course  
  **Credits**: 3
- **Course**: Individual- or Group- or System-Level IO Graduate Course  
  **Credits**: 3
- **Course**: PSY 5850  
  **Title**: PRC: Applied Psychology  
  **Credits**: 0
  
  **Total Credits**: 9

#### Summer
- **Course**: PSY 5990  
  **Title**: Thesis Research  
  **Credits**: 3
  
  **Total Credits**: 3

### Year Two

#### Fall
- **Course**: Advanced Graduate Methods or Statistics Course  
  **Credits**: 3
- **Course**: Individual- or Group- or System-Level IO Graduate Course  
  **Credits**: 3
- **Course**: Individual- or Group- or System-Level IO Graduate Course  
  **Credits**: 3
- **Course**: PSY 5850  
  **Title**: PRC: Applied Psychology (IO Professional Activity Group)  
  **Credits**: 0
  
  **Total Credits**: 9

#### Spring
- **Course**: Advanced Graduate Methods or Statistics Course  
  **Credits**: 3
- **Course**: Individual- or Group- or System-Level IO Graduate Course  
  **Credits**: 3
- **Course**: PSY 5990  
  **Title**: Thesis Research  
  **Credits**: 3
- **Course**: PSY 5850  
  **Title**: PRC: Applied Psychology (IO Professional Activity Group)  
  **Credits**: 0
  
  **Total Credits**: 9

#### Summer
- **Course**: PSY 6800  
  **Title**: Ethics and Professional Issues  
  **Credits**: 3

  **Complete Professional Activity Project 1**  
  **Credits**: 0
  
  **Total Credits**: 3

### Year Three

#### Fall
- **Course**: Individual- or Group- or System-Level IO Graduate Course  
  **Credits**: 3
- **Course**: Elective Graduate Course 1 in IO Psychology  
  **Credits**: 3
- **Course**: Elective Graduate Course 2 in IO Psychology  
  **Credits**: 3
- **Course**: PSY 5850  
  **Title**: PRC: Applied Psychology (IO Professional Activity Group)  
  **Credits**: 0
  
  **Complete and Successfully Defend Master's Thesis**  
  **Credits**: 0
  
  **Total Credits**: 9

#### Spring
- **Course**: Elective Graduate Course 3 in IO Psychology  
  **Credits**: 3
- **Course**: Elective Graduate Course 4 in IO Psychology  
  **Credits**: 3
- **Course**: PSY 6030  
  **Title**: Human Diversity  
  **Credits**: 1
- **Course**: PSY 5850  
  **Title**: PRC: Applied Psychology (IO Professional Activity Group)  
  **Credits**: 0
  
  **Complete Professional Activity Project 2**  
  **Credits**: 0
  
  **Total Credits**: 3

### Year Four

#### Fall
- **Course**: PSY 6990  
  **Title**: Dissertation Research  
  **Credits**: 6
  
  **Complete and Successfully Defend Dissertation**  
  **Credits**: 0
  
  **Total Credits**: 6

#### Spring
- **Course**: PSY 6990  
  **Title**: Dissertation Research  
  **Credits**: 3
  
  **Complete Professional Activity Project 3**  
  **Credits**: 0
  
  **Total Credits**: 3

### Year Five

#### Fall
- **Course**: PSY 6990  
  **Title**: Dissertation Research  
  **Credits**: 3
  
  **Complete and Successfully Defend Dissertation**  
  **Credits**: 0
  
  **Total Credits**: 3

### Program Notes
Additional information regarding coursework and other program requirements can be found in the Industrial-Organizational Graduate Student Handbook. This roadmap is provided for informational purposes and does not constitute a contract. Graduation, general regulations and curricula are subject to change. Students should also be familiar with the policies and regulations contained in the Saint Louis University Graduate Education Catalog.