

# 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.

Graduate Handbook (<https://www.slu.edu/arts-and-sciences/psychology/pdfs/industrial-organizational-psychology-handbook.pdf>)

## Fieldwork and Research Opportunities

In SLU's doctoral program in industrial-organizational psychology, students will learn to conduct research on and in organizations and 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 \$113,320 in 2021.

Alumni are employed at organizations such as:

- Ameren UE
- Center for Creative Leadership
- Bayer
- 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), and a review of TOEFL scores (for international applicants).

## Application Requirements

We evaluate applications on several criteria including:

- Application form (no fee required)
- Number of courses demonstrating both depth and breadth of Psychology (we anticipate that successful applicants will have had a minimum of 18 credits in psychology)
- Coursework in Research Methodology and Statistics.
- GPA (we anticipate that successful applicants will report undergraduate GPAs that are at and above 3.50)
- Professional Goal Statement (should detail previous research/applied experience and clearly align student research/applied interests with faculty research/applied programs).
- Academic Vitae

While the criteria listed above are standard, we invite applications that may fall below any of the requirements, as strengths in some areas may compensate for weaknesses in other areas.

## Requirements for International Students

All admission policies and requirements for domestic students apply to international students. International students must also meet the following additional requirements:

- Demonstrate English Language Proficiency (<https://catalog.slu.edu/academic-policies/office-admission/undergraduate/english-language-proficiency/>)
- Financial documents are required to complete an application for admission and be reviewed for admission and merit scholarships.
- Proof of financial support that must include:
  - A letter of financial support from the person(s) or sponsoring agency funding the student's 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 the student's study at the University
- Academic records, in English translation, of students who have undertaken postsecondary studies outside the United States must include:
  - 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
  - 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.

## Tuition

Tuition	Cost Per Credit
Graduate Tuition	\$1,310

Additional charges may apply. Other resources are listed below:

Net Price Calculator (<https://www.slu.edu/financial-aid/tuition-and-costs/calculator.php>)

Information on Tuition and Fees (<https://catalog.slu.edu/academic-policies/student-financial-services/tuition/>)

Miscellaneous Fees (<https://catalog.slu.edu/academic-policies/student-financial-services/fees/>)

Information on Summer Tuition (<https://catalog.slu.edu/academic-policies/student-financial-services/tuition-summer/>)

## Scholarships, Assistantships and Financial Aid

For priority consideration for a graduate assistantship, apply 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.

Explore Scholarships and Financial Aid Options (<https://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

Code	Title	Credits
<b>Required Courses</b>		
PSY 5460	Advanced Organizational Psychology	3
PSY 6030	Human Diversity	1
PSY 6800	Ethics, Supervision, and Consultation	3
<b>Research Methods and Statistics</b>		
PSY 5080	Advanced Quantitative Research Methods	3
PSY 5790	Applied Univariate Statistics in Behavioral Science	3
PSY 6500	Applied Multivariable and Multivariate Statistics in Behavioral Science	3
Elective Advanced Methods or Statistics Course		3
Advanced research methods or statistics course		3
<b>Specialized Industrial-Organizational Psychology Courses</b>		
Individual-level Courses		6
Group-level Courses		6
System-level Courses		6
<b>Industrial-Organizational Psychology Electives</b>		
Select 15 credits		15
<b>Research</b>		
PSY 5990	Thesis Research	6
PSY 6990	Dissertation Research	12
<b>Total Credits</b>		<b>73</b>

## 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.

Course	Title	Credits
<b>Year One</b>		
<b>Fall</b>		
PSY 5460	Advanced Organizational Psychology	3

PSY 5080	Advanced Quantitative Research Methods	3
PSY 5790	Applied Univariate Statistics in Behavioral Science	3
PSY 5850	PRC: Applied Psychology (IO Professional Activity Group. PAG Required for Six Semesters.)	0
<b>Credits</b>		<b>9</b>
<b>Spring</b>		
PSY 6500	Applied Multivariable and Multivariate Statistics in Behavioral Science	3
Individual- or Group- or System-Level IO Graduate Course <sup>1</sup>		3
Individual- or Group- or System-Level IO Graduate Course <sup>1</sup>		3
PSY 5850	PRC: Applied Psychology	0
<b>Credits</b>		<b>9</b>
<b>Summer</b>		
PSY 5990	Thesis Research	3
<b>Credits</b>		<b>3</b>
<b>Year Two</b>		
<b>Fall</b>		
Advanced Graduate Methods or Statistics Course <sup>2</sup>		3
Individual- or Group- or System-Level IO Graduate Course		3
Individual- or Group- or System-Level IO Graduate Course		3
PSY 5850	PRC: Applied Psychology (IO Professional Activity Group)	0
<b>Credits</b>		<b>9</b>
<b>Spring</b>		
Advanced Graduate Methods or Statistics Course		3
Individual- or Group- or System-Level IO Graduate Course		3
PSY 5990	Thesis Research	3
PSY 5850	PRC: Applied Psychology (IO Professional Activity Group)	0
<b>Credits</b>		<b>9</b>
<b>Summer</b>		
PSY 6800	Ethics, Supervision, and Consultation	3
Complete Professional Activity Project 1		0
<b>Credits</b>		<b>3</b>
<b>Year Three</b>		
<b>Fall</b>		
Individual- or Group- or System-Level IO Graduate Course		3
Elective Graduate Course 1 in IO Psychology <sup>3</sup>		3
Elective Graduate Course 2 in IO Psychology <sup>3</sup>		3
PSY 5850	PRC: Applied Psychology (IO Professional Activity Group)	0
Complete and Successfully Defend Master's Thesis		0
<b>Credits</b>		<b>9</b>
<b>Spring</b>		
Elective Graduate Course 3 in IO Psychology		3
Elective Graduate Course 4 in IO Psychology		3
PSY 6030	Human Diversity	1
PSY 5850	PRC: Applied Psychology (IO Professional Activity Group)	0
<b>Credits</b>		<b>7</b>

<b>Summer</b>		
PSY 6630	Consultation Skills: Theory & Practice <sup>4</sup>	3
Complete Professional Activity Project 2		0
<b>Credits</b>		<b>3</b>
<b>Year Four</b>		
<b>Fall</b>		
Completion of Preliminary Doctoral Examination		0
<b>Credits</b>		<b>0</b>
<b>Spring</b>		
PSY 6990	Dissertation Research	6
<b>Credits</b>		<b>6</b>
<b>Summer</b>		
PSY 6990	Dissertation Research	3
Complete Professional Activity Project 3		0
<b>Credits</b>		<b>3</b>
<b>Year Five</b>		
<b>Fall</b>		
PSY 6990	Dissertation Research	3
Complete and Successfully Defend Dissertation		0
<b>Credits</b>		<b>3</b>
<b>Total Credits</b>		<b>73</b>

- <sup>1</sup> Individual- or Group- or System-Level Industrial-Organizational Graduate Course defined by IO Psychology Graduate Student Handbook. Two courses at each level required.
- <sup>2</sup> Advanced Graduate Methods or Statistics Course defined by Industrial-Organizational Psychology Graduate Student Handbook.
- <sup>3</sup> Elective Graduate Courses in Industrial-Organizational Psychology and Statistics and methods defined by Industrial-Organizational Psychology Graduate Student Handbook. Five elective courses required.
- <sup>4</sup> Recommended: Satisfies Elective Graduate Course 5 in Industrial-Organizational Psychology

## 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.

## Contact Us

For additional information about our program, please contact:

Richard Harvey, Ph.D.  
 Coordinator of Graduate Admissions, Industrial-Organizational Psychology  
 richard.harvey@health.slu.edu