

INDUSTRIAL/ ORGANIZATIONAL PSYCHOLOGY, MA

Roosevelt offers both master's and doctoral degrees in psychology: the Master of Arts (MA) and the Doctor of Psychology (PsyD). The MA degrees are in the areas of general psychology, clinical psychology (counseling practice), and industrial/organizational psychology (including an option for a combined IO MA/MBA). The PsyD is in clinical psychology.

The MA program in Industrial/Organizational (I/O) Psychology follows the scientist/practitioner model. This means that students are trained in research methodology and quantitative approaches to address practical organizational issues. Further, students are trained to apply this knowledge and scientific approach to problems in the workplace. Students typically complete this program within two years, however some choose to transfer to the MA/MBA I/O Psychology dual degree program after starting the program.

Admission

Applicants must meet graduate admission requirements as detailed in the Policies and Procedures section of the university's website (<https://catalog.roosevelt.edu/graduate/policies/>) and must have completed undergraduate courses in psychology with at least a 3.0 (B) average. Undergraduate courses must include general psychology, introductory statistics, research methods, and one junior/senior level undergraduate course. Some students may be admitted with undergraduate deficiencies, however additional requirements may be requested prior to the start of the term. Admission in the program is conditional upon satisfactory completion of all undergraduate deficiencies. The priority deadline to apply is June 1 for Fall Admission. Further consideration is done on a rolling basis, so long as space is available for the next cohort.

The program admits new students on both a full-time and part-time basis. We admit both students coming directly from undergraduate programs and mid-career students returning to the university after extensive work experience.

These are the requirements:

- Completed application
- Admissions essay (Personal Statement/Letter of Intent)
- GRE General Test Score (optional)
- Transcript (Undergraduate and Graduate, if attended)
- 16 undergraduate credit hours of Psychology, including coursework in Statistics and Research Methods
- Additional materials (such as letters of recommendation) may be requested, if the above are not enough to indicate a high probability of success in the program.

Roosevelt considers each applicant on an individual basis and seeks diversity in ethnic and cultural background, education and life experience, and sexual orientation.

Standards within program

- **General GPA standards:** Students must maintain a minimum 3.0 (B) grade point average. No more than two grades of C+, C, or C- (six semester hours) will be counted toward the MA degree. For additional

information concerning grading and academic discipline, see the general University regulations for Academic Standing (<https://catalog.roosevelt.edu/graduate/policies/academic-standing/>).

- **Time limit:** Students are allowed six years in which to complete the MA degree and only courses completed within six years of the time the student enters the program will be counted toward the degree.
- **Academic integrity:** The Department of Psychology holds graduate students to professional standards of academic integrity. The Department considers actions that present the work of another as one's own to be unethical and inappropriate. Cheating and plagiarism are never tolerated. The department defines plagiarism as presenting the ideas or words of another as one's own. Students must follow the rules for appropriate citation and quotation of the words of others, as outlined in the current edition of the American Psychological Association's publication manual, in all papers and theses. Students who violate these standards regarding cheating and plagiarism will be considered for dismissal from the program.
- **Ethical, professional, and interpersonal competency:** Because the psychology programs prepare Master's Level I/O Practitioners, the department is accountable to the public regarding the development of professional and ethical behavior. Thus, in addition to the evaluation of academic performance, students can be evaluated on appropriate professional, and interpersonal behavior. Students who fail to meet academic standards or fail to meet expectations of appropriate professional and interpersonal behavior will be considered for dismissal from the program.

Requirements

Students must maintain a minimum 3.0 (B) grade point average. No more than two grades of C+, C, or C- (six semester hours) will be counted toward the MA degree.

Program Curriculum

Students must complete the following courses to complete the MA degree:

Code	Title	Credit Hours
Core		
PSYC 407	INTERMEDIATE STATISTICS	3
PSYC 462	ORGANIZATIONAL PSYCHOLOGY	3
PSYC 463	PERSONNEL PSYCHOLOGY	3
PSYC 500	ADVANCED STATISTICS	3
PSYC 530	ADVANCED RESEARCH METHODS	3
Electives		
Four graduate Psychology courses at the 660+ level (I/O Topics courses) ²		12
One graduate Psychology course (400 level or higher) ³		3
One graduate Business or Public Administration course (400 level or higher) ⁴		3
Thesis or Internship ¹		
PSYC 699	MA INDUSTRIAL/ORGANIZATIONAL PRACTICUM	3
or PSYC 690	MA THESIS	
Total Credit Hours		36

¹ In extenuating circumstances, a 9-hour extended course option may be permitted through faculty approval in lieu of the Thesis or Practicum,

bringing the credit hour requirement to a total of 42 credit hours to obtain degree.

² IO electives include PSYC 660, PSYC 661, PSYC 662, PSYC 663 (multiple sections), PSYC 664, PSYC 665, PSYC 666, PSYC 668, PSYC 669, PSYC 670, PSYC 671, PSYC 672, PSYC 673, or PSYC 684.

³ Any PSYC course at or above the 400-level, which the student is eligible to take, and is not used toward other degree requirements may be used. Additional IO electives may be used towards this requirement as well.

⁴ Any graduate level course offered from Heller College of Business, which the student is eligible to take, and is not used toward other degree requirements may be used. May also be substituted with an additional I/O Psychology 66X Course

Capstone Experiences

Students must complete one of the three capstone options to complete the program.

- **Option 1: The internship/practicum option (PSYC 699)** requires students to complete 400 hours of work in an organization and write a literature review paper under the supervision of an I/O faculty member. Psychology students may begin an internship/practicum after completing 18 credit hours and one relevant 660-level I/O course and having the practicum approval form signed by the internship committee chair.
- **Option 2: The thesis option (PSYC 690)** requires students to complete an original piece of primary research under the supervision of an I/O faculty member.
- **Option 3: The course sequence option** requires students to complete three additional courses as approved by their I/O Psychology faculty advisor, instead of thesis or internship credit. This option results in a total of 42 credit hours to complete the program. This option requires an additional form with explanation and approval of program faculty.

Students must be advised into a capstone option by an I/O faculty member. Students should meet with a program adviser or I/O faculty member early in the program with any questions about the capstone options or eligibility for the different options.

Students who do not complete a thesis or other internship within the semester they registered for the thesis or practicum credit hours (PSYC 690 MA THESIS or PSYC 699 MA INDUSTRIAL/ORGANIZATIONAL PRACTICUM; 3 credit hours) must maintain continued registration until completion of the project. A student must register for the appropriate zero-credit course (PSYC 690Y THESIS COMPLETION or PSYC 699Y PRACTICUM COMPLETION) EACH fall and spring semester until the project is completed. Students who have not maintained continuous registration for thesis or other final projects will be required to register for all intervening fall and spring semesters prior to graduation.

Your degree map is a general guide suggesting courses to complete each term on the academic pathway to your degree. It is based on the most current scheduling information from your academic program. Your program's degree map is reviewed annually and updated as schedules change (although you retain the same course requirements as long as you are continuously enrolled in your degree program).

Always work closely with your academic advisor and make use of materials provided by the program director to understand curriculum requirements and scheduling, as each student's academic plan can look slightly different. Students must maintain a minimum 3.0 (B) grade point average. No more than two grades of C+, C, or C- (six semester hours)

will be counted toward the MA degree. A graduate course can only be repeated once; no more than two courses can be repeated.

Year 1

Fall	Credit Hours Spring	Credit Hours
PSYC 407	3 PSYC 500	3
PSYC 462 ¹	3 PSYC 530	3
PSYC 463 ²	3 PSYC 66X ³	3
	9	9

Year 2

Fall	Credit Hours Spring	Credit Hours
PSYC 66X ³	3 PSYC 66X ³	3
PSYC 66X ³	3 BUS 4XX, PADM 4XX (or PSYC 66X) ⁵	3
PSYC 4XX (or PSYC 66X) ⁴	3 PSYC 690 or 699	3
	9	9

Total Credit Hours 36

¹ If PSYC462 is not offered and/or has already been taken, student should take PSYC463 or another offered Core course

² If PSYC463 is not offered and/or has already been taken, student should take PSYC462

³ Can be any elective in I/O Psychology catalog; PSYC 660-673, or PSYC684.

⁴ General Psych Elective; Any PSYC course at or above the 400-level, which the student is eligible to take, and is not used toward other degree requirements may be used. May also substitute an additional I/O Psychology elective.

⁵ Any PADM or course offered from Heller College of Business, which the student is eligible to take, and is not used toward other degree requirements may be used; may also be substituted with an additional I/O Psychology 66X Course