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 clinical, clinical (counseling practice), and industrial/organizational psychology (including an option for 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.

Admission

Applicants must meet graduate admission requirements as detailed in the Policies and Procedures section of the university’s website (https://www.roosevelt.edu/admission/graduate/) and must have completed at least 18 credit hours in psychology at the undergraduate level 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. In such cases, undergraduate courses may be taken concurrently with some graduate courses with the permission of the program director, but these courses will not earn graduate credit.

Continuation in the program is conditional upon satisfactory completion of all undergraduate deficiencies. The priority deadline is November 1 for Spring Admission and March 1 for Fall Admission.

The program admits new students each fall and spring semester on both a full 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
- Transcript review
- 18 undergraduate credit hours of Psychology, including 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

- 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.

- 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

Program Curriculum

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

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Credit Hours</th>
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<tbody>
<tr>
<td>PSYC 407</td>
<td>INTERMEDIATE STATISTICS</td>
<td>3</td>
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<tr>
<td>PSYC 462</td>
<td>ORGANIZATIONAL PSYCHOLOGY</td>
<td>3</td>
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<tr>
<td>PSYC 463</td>
<td>PERSONNEL PSYCHOLOGY</td>
<td>3</td>
</tr>
<tr>
<td>PSYC 500</td>
<td>ADVANCED STATISTICS</td>
<td>3</td>
</tr>
<tr>
<td>PSYC 530</td>
<td>ADVANCED RESEARCH METHODS</td>
<td>3</td>
</tr>
<tr>
<td>PSYC 690</td>
<td>MA THESIS 1</td>
<td>3</td>
</tr>
<tr>
<td>or PSYC 699</td>
<td>MA INDUSTRIAL/ORGANIZATIONAL</td>
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Electives

- Four graduate Psychology courses at the 660 level (I/O Topics courses) 12
- One graduate Psychology course (400 level or higher) 3
- One graduate Psychology, Business or Public Administration course (400 level or higher) 2 3

Total Credit Hours 36

1 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 both degrees.

2 Any PADM or College of Business course may be used with permission of the MA I/O program director; 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** 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** 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 formally 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 to understand curriculum requirements and scheduling, as each student’s academic plan can look slightly different. No more than two grades of C (not C-) may be applied toward the 36 hours used for the degree. A graduate course can only be repeated once; no more than two courses can be repeated.

### Year 1

<table>
<thead>
<tr>
<th>Fall</th>
<th>Credit Hours</th>
<th>Spring</th>
<th>Credit Hours</th>
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<tr>
<td>PSYC 530</td>
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<td>3 PSYC 463</td>
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<td>3 PSYC 500</td>
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<tr>
<td>PSYC 407</td>
<td></td>
<td>3 PSYC 66X¹</td>
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<td></td>
<td>9</td>
<td>3 PSYC 4XX²</td>
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<td></td>
<td>9</td>
<td>3 PADM 4XX, PSYC 4XX, or BUS 4XX²</td>
<td>3</td>
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**Total Credit Hours 36**

¹ Can be any elective in I/O Psychology catalog between PSYC 660-684
² Can be from any business sub discipline as long as approved by I/O MA Director. May also substitute with an additional I/O Psychology or general Psychology elective.
³ General Psych Elective