The Industrial/Organizational Psychology Doctoral Program at Texas A&M University

February 2017
Our Program’s Goals

Maintain and enhance national reputation as center of scholarly excellence in I/O psychology by conducting high-quality basic and applied research via intense faculty & student collaborative efforts.

Maintain or improve our rank within I/O psychology doctoral programs (Current rank = 6).

Develop & train students for placement in competitive academic & applied positions.
Key Features of Our Program

- **Very strong faculty and program – both research and applied**
  - Publish in top-tier journals
  - Active at multiple professional conferences
  - Grant and contract funding

- **Working with multiple faculty is encouraged**
  - Initially assigned administrative advisor
  - Research and academic advisor based on mutual selection between student and faculty

- **Norm and climate of cooperation & success**
  - Not competition
  - “All boats rise” philosophy

- **Feedback provided regularly**
  - Culture of no negative surprises
Key Features of Our Program

- Funding provided for 4-5 years, including health insurance
- Weekly colloquia
- Very low cost of living
- Low student/faculty ratio
- Great weather
Person-Program Fit is Important

- Prestige or external reputation
- Fit with research and career interests
- Student opportunity to publish and present research
- Productivity
- Student satisfaction and climate
- Coursework
- Applied experience
- Placements
- Financial support
- Quality of life
I/O Graduate School Rankings
(Bulger, Horvath, & Zickar, 2006)

Questions to ask of all ranking systems

- What matters to you (ultimate criterion)?
- Which programs are considered in the rankings?
- What methodology is being used?

Types of rankings

- Prestige or external reputation (U.S. News & World Report)
- Student satisfaction (Kraiger & Abalos, 2004)
- Research productivity
  - Journal articles (2010 data; Gibby et al., 2002; Oliver et al., 2005)
  - Representation at SIOP conference (Payne et al., 2001; Beiler et al., 2014)
- Student presentations at IOOB (Surrette, 1989, 2002)
# Institutional Representation at 2008-2016 SIOP Conference Sessions

<table>
<thead>
<tr>
<th>1. University of Minnesota</th>
<th>11. Florida Institute of Technology</th>
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</thead>
<tbody>
<tr>
<td>2. University of Central Florida</td>
<td>12. Baruch College &amp; The Graduate Center, CUNY</td>
</tr>
<tr>
<td>5. University of South Florida</td>
<td>15. Clemson University</td>
</tr>
<tr>
<td>6. George Mason University</td>
<td>16. Wright State University</td>
</tr>
<tr>
<td><strong>7. Texas A&amp;M University</strong></td>
<td>17. Portland State University</td>
</tr>
<tr>
<td>8. University of Georgia</td>
<td>18. Colorado State University</td>
</tr>
<tr>
<td>10. Wayne State University</td>
<td>20. Purdue University</td>
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*(Keshef, 2016)*
# Productivity: Top 10 I/O Psych Journals (2003-2012; Beiler et al., 2014)

<table>
<thead>
<tr>
<th>Rank</th>
<th>University</th>
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<tbody>
<tr>
<td>1.</td>
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<td>4.</td>
<td>University of Minnesota</td>
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<td>5.</td>
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<tr>
<td><strong>6.</strong></td>
<td>Texas A&amp;M University</td>
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<tr>
<td>7.</td>
<td>University of Akron</td>
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<tr>
<td>8.</td>
<td>George Mason University</td>
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<tr>
<td>9.</td>
<td>Rice University</td>
</tr>
<tr>
<td>10.</td>
<td>University of North Carolina—Charlotte</td>
</tr>
<tr>
<td>11.</td>
<td>Bowling Green State University</td>
</tr>
<tr>
<td>12.</td>
<td>University of Illinois at Urbana-Champaign</td>
</tr>
<tr>
<td>13.</td>
<td>University of Maryland</td>
</tr>
<tr>
<td>14.</td>
<td>Georgia Institute of Technology</td>
</tr>
<tr>
<td>15.</td>
<td>University of Houston</td>
</tr>
<tr>
<td>16.</td>
<td>Baruch College, CUNY</td>
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<tr>
<td>17.</td>
<td>North Carolina State University</td>
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<tr>
<td>18.</td>
<td>The Pennsylvania State University</td>
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<td>19.</td>
<td>Portland State University</td>
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<tr>
<td>20.</td>
<td>Wright State University</td>
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</tbody>
</table>
Productivity: *JAP*
(1986-2008; [Mahoney et al., 2010](#))

<table>
<thead>
<tr>
<th>1. Michigan State University</th>
<th>11. The Ohio State University</th>
</tr>
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<tr>
<td>4. University of Florida</td>
<td>14. Queen’s University</td>
</tr>
<tr>
<td>5. University of Illinois at Urbana-Champaign</td>
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<tr>
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</tr>
<tr>
<td>7. University of Maryland</td>
<td>17. University of South Florida</td>
</tr>
<tr>
<td>9. Purdue University</td>
<td>19. University of Western Ontario</td>
</tr>
</tbody>
</table>
Fit with Research Interests
Very Strong Faculty

• Core I/O Faculty
  – Winfred Arthur, Jr.
  – Mindy Bergman
  – Stephanie Payne
  – Isaac Sabat
  – Charlie Samuelson

• Affiliated
  – Adrienne Carter-Sowell
  – Kathi Miner

• Joint
  – Ramona Paetzold

• Management Department
  – Murray Barrick
  – Len Bierman
  – Wendy Boswell
  – Matthew Call
  – Stephen Courtright
  – Ricky Griffin
  – Mike Hitt
  – Duane Ireland
  – Joel Koopman*
  – Deidra Schleicher
  – Michael Wesson
  – Richard Woodman
  – Cindy Zapata

*arriving fall 2017
Student Opportunity to Publish and Present Research

Active at Conferences
- Society for Industrial and Organizational Psychology
- Academy of Management
- Work, Stress, and Health
- Work and Family Researchers Network

On-going efforts to publish research
- Large percentage of faculty publications are with graduate student coauthors
Student Satisfaction/Climate

• Smart, motivated, and friendly
• Eager to help and collaborate
Current Students Off-site on Internships/Jobs

Jennifer Rodriguez
NASA

Amber Smittick
Hogan Assessments

Christen Dovalina
I/O Solutions

Linden Wooderson
Qualcomm

Jennifer McDonald
Korn/Ferry

Vanessa Jean
PepsiCo
# Coursework

<table>
<thead>
<tr>
<th>96 hours for the PhD (64 if you already have a masters)</th>
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</thead>
<tbody>
<tr>
<td>2 Core psychology classes (social required)</td>
</tr>
<tr>
<td>2 Core I/O classes</td>
</tr>
<tr>
<td>4 Quant classes</td>
</tr>
<tr>
<td>4 I/O seminars</td>
</tr>
<tr>
<td>2 Non-psychology classes (e.g., management, sociology, communication, statistics)</td>
</tr>
<tr>
<td>Electives, thesis, dissertation, and research hours</td>
</tr>
</tbody>
</table>

Time to complete PhD: ~5 years  •  Opportunities for interdisciplinary certificates (e.g., Advanced Research Methods, Women’s and Gender Studies)
Academic and Applied Opportunities

Academic opportunities
- Field and lab research
- Excellent facilities
- Broad research coverage
- Opportunities to teach

Applied opportunities
- On-site projects
- Practica and internships
- Grader
- TA Stats/Methods Lab
- Teach own class

Emphasis on research — both academic and applied
Recent Academic Placements

Xiaohong (Violet) Xu (2017)
Old Dominion University

Bisi Atoba (2016)
South Dakota State University

Clare Barrett (2015)
Bowling Green State University

Gonzalo M Muñoz (2014)
Universidad Adolfo Ibáñez

Ismael Diaz (2013)
California State University
San Bernardino

Rebecca Thompson (2013)
University of Baltimore
Less Recent Academic Placements

Nichelle Carpenter (2012)
University of South Carolina

Jeremy Beus (2012)
Louisiana State University

Anton Villado (2008)
Rice University

Jaime Henning (2008)
Eastern Kentucky University

Pedro Leiva (2006)
University of Chile

Satoris (Tori) Culbertson (2005)
Kansas State University
Recent Post-Doc Positions

Xiaohong (Violet) Xu
Bowling Green State University

Rebecca Thompson
Purdue University
# Applied Experiences

## Less Recent Internship Placements

<table>
<thead>
<tr>
<th>Placement</th>
<th>Students</th>
</tr>
</thead>
<tbody>
<tr>
<td>CEB/SHL (Valtera)</td>
<td>Amber Smittick, Jennifer Rasmussen, Jennifer Rodriguez</td>
</tr>
<tr>
<td>RAND</td>
<td>Andrew Naber</td>
</tr>
<tr>
<td>Atrain</td>
<td>Laura Lomeli</td>
</tr>
<tr>
<td>NASA, Johnson Space Center</td>
<td>Jennifer Rodriguez</td>
</tr>
<tr>
<td>Kenexa</td>
<td>Allison Cook, Justin Benzer, Alok Bhupatkar, Joe Hendricks</td>
</tr>
<tr>
<td>Personnel Decisions Inc.</td>
<td>Tori Youngcourt, Dave McMonagle</td>
</tr>
<tr>
<td>Texas Transportation Institute</td>
<td>Toby Kyte</td>
</tr>
<tr>
<td>Home Depot</td>
<td>Joel Philo</td>
</tr>
<tr>
<td>ACT</td>
<td>Suzanne Bell</td>
</tr>
<tr>
<td>FedEx Kinkos</td>
<td>Kristen Watrous, Natasha Hudspeth</td>
</tr>
<tr>
<td>Personnel Board</td>
<td>Maria Sanchez-Ku</td>
</tr>
<tr>
<td>HumRRO</td>
<td>Don Paul, Kathy Archulettta</td>
</tr>
</tbody>
</table>
Recent Applied Placements

Laura Lomeli (2015)  
Walmart (GOE)

Jennifer Rasmussen (2015)  
Situs RERC

Andrew Naber (2015)  
Aptima

Allison Alexander (2014)  
ICF International

Adam Kabins (2013)  
Hay Group
# Less Recent Applied Placements

<table>
<thead>
<tr>
<th>Placement</th>
<th>Student</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pearson</td>
<td>Ryan Glaze</td>
</tr>
<tr>
<td>Select International Inc.</td>
<td>Steven Jarrett</td>
</tr>
<tr>
<td>U.S. Air Force</td>
<td>Ira Schurig</td>
</tr>
<tr>
<td>VA Boston Healthcare System</td>
<td>Justin Benzer</td>
</tr>
<tr>
<td>ACT</td>
<td>Toby Kyte</td>
</tr>
<tr>
<td>U.S. Army Research Institute</td>
<td>Andrew Slaughter</td>
</tr>
<tr>
<td>American Institutes for Research</td>
<td>Alok Bhupatkar</td>
</tr>
</tbody>
</table>
Stephanie Payne

Quick biography
- Professor
- At Texas A&M since 2000
- Ph.D., George Mason University

Research interests
- How individual differences facilitate/inhibit HR practices and organizational initiatives
- Performance management and criterion development
- Predictors of turnover (e.g., work-family conflict, mentoring, commitment, diversity climate)
- The measurement, antecedents, and consequences of safety climate

Graduate courses
- 611: Personnel Psychology
- 682: Individual Differences
- 682: Performance Appraisal
Quick biography

- Professor and Area Coordinator of I/O Program
- At Texas A&M since 1987
- Ph.D., University of Akron

Research interests

- Testing, selection, validation, and measurement
- Training (individuals and teams), complex skill acquisition, and performance
- Driving and safety

Graduate courses

- 611: Personnel Psychology
- 682: Advanced Personnel Selection and Placement
- 682: Training and Development in Organizations
Mindy Bergman

Quick biography

• Professor and Associate Head for Undergraduate Studies
• At Texas A&M since 2001
• Ph.D. and AM, University of Illinois at Urbana-Champaign

Research interests

• Occupational health: safety; prejudice and harassment; stigma
• Organizational commitment
• Measurement

Graduate courses

• 610: Organizational Psychology
• 680: Commitment
Adrienne Carter-Sowell

Quick biography
• Assistant Professor of Psychology and Africana Studies
• At Texas A&M since 2010
• Ph.D., Purdue University

Research interests
• Individual differences related to coping with the occurrence of ostracism — being ignored and excluded by individuals or groups
• Measurement and effects of chronic/prolonged ostracism experiences
• Distinctions among perceived “out of the loop" experiences in the workplace

Graduate courses
• 689: Psychology of Stereotyping, Prejudice, and Discrimination
Kathi Miner

Quick biography

• Associate Professor of Psychology and Women’s and Gender Studies
• At Texas A&M since 2008
• Ph.D., University of Michigan

Research interests

• Psychology of women and gender
• Diversity, inclusion, and respect in organizations
• Gender, race, and sexual orientation microaggressions
• Social identity and workplace mistreatment
• Occupational health psychology
• How societal issues and events (e.g., national politics, natural disasters) affect employee relations
• Women/underrepresented minorities in STEM

Graduate courses

• 680: Organizational Seminar: Occupational Health Psychology, Workplace Abuse and Mistreatment, Stigmatized Social Identities in the Workplace
Quick biography

• Assistant Professor
• At Texas A&M since 2016
• Ph.D., George Mason University (2016)

Research interests

• Identifying implicit biases and instances of workplace discrimination
• Outcomes of disclosing/concealing a stigmatized identity
• Workplace health outcomes associated with societal/institutional discrimination
• Focus on LGBT, pregnancy, gender, religion, race, and others

Graduate courses

• Diversity in Organizations
Quick biography

• Associate Professor and Associate Head of Graduate Studies
• At Texas A&M since 1986
• Ph.D., University of California, Santa Barbara

Research interests

• Computer-mediated communication in work teams
• Group discussion effects in social dilemmas
• Attributions for performance in virtual teams
• Perception (and misperception) of social norms in organizations
• Collaborative interventions in multi-party disputes over environmental resources (e.g., water, fisheries, public lands) and hazardous waste

Graduate courses

• 610: Organizational Psychology
• 680: Advances in Team Processes and Performance
• 680: Advances in Behavioral Decision Making