MS in Industrial/Organizational Psychology (MSIOP) Program at Texas A&M University

Stephanie Payne & Winfred Arthur, Jr.
February 6th, 2018
Industrial/Organizational (I/O) Psychology

• Scientific study of human behavior at work, and the application of that science to workplace challenges facing individuals, teams, and organizations

• TAMU Undergraduate Courses
  – PSYC 251: I/O Psychology
  – PSYC 352: Organizational Psychology
  – PSYC 353: Personnel Psychology
  – PSYC 354: Conflict & Negotiation
  – PSYC 432: Diversity & Inclusion in Organizations
Our Program’s Goals

- Develop and maintain a reputation as a program of scholarly excellence in I/O psychology
- Train students for placement in competitive applied positions
- Build a network of relationships that are reciprocally beneficial for all
Key Features of Our Program

- **Strong faculty**
  - Varied training and expertise in a wide-range of topics
  - Active research programs publishing in top-tier journals
  - Consulting and litigation experience

- **“In-demand” knowledge and skills**
  - Applied projects in each class
  - Opportunities for development to mastery through feedback

- **Required internship**
  - Opportunity to apply knowledge and skills
  - Networking opportunities

- **Norm and climate of cooperation & success**
  - Not competitive with one another
  - Mentoring across cohorts and programs
Program Objectives

• Focus on the science of human behavior at work, with a strong core in psychological theories and statistics

• Build knowledge and skills to implement evidence-based workplace practices

• Develop internship and placement opportunities to foster your network with local and national corporations

• Provide an engaging learning environment that benefits from the resources available at Texas A&M University
Employability

• The Bureau of Labor Statistics projected that I/O Psychology was the fastest growing occupation, with an anticipated growth rate of 53% between 2014 and 2022

• A growing and dynamic field with multiple opportunities for employment
  – Industry, government, non-profit (internal)
  – Consulting (external)
Employability

- Data from **SIOP Income & Employment Report: 2016**

<table>
<thead>
<tr>
<th>Years Since Degree</th>
<th>&lt;2</th>
<th>2 - 4</th>
<th>5 - 9</th>
<th>10 - 14</th>
<th>15 - 19</th>
<th>20+</th>
</tr>
</thead>
<tbody>
<tr>
<td>N</td>
<td>16</td>
<td>74</td>
<td>75</td>
<td>42</td>
<td>16</td>
<td>21</td>
</tr>
<tr>
<td>Mean</td>
<td>$86,895</td>
<td>$74,260</td>
<td>$86,900</td>
<td>$110,029</td>
<td>$123,661</td>
<td>$139,206</td>
</tr>
<tr>
<td>Percentile&lt;sup&gt;90&lt;/sup&gt;</td>
<td>$202,100</td>
<td>$101,500</td>
<td>$122,400</td>
<td>$153,500</td>
<td>$195,700</td>
<td>$214,000</td>
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<tr>
<td>Percentile&lt;sup&gt;75&lt;/sup&gt;</td>
<td>$76,500</td>
<td>$85,000</td>
<td>$96,000</td>
<td>$124,750</td>
<td>$148,610</td>
<td>$175,000</td>
</tr>
<tr>
<td>Percentile&lt;sup&gt;50&lt;/sup&gt;</td>
<td>$60,600</td>
<td>$70,000</td>
<td>$83,000</td>
<td>$101,816</td>
<td>$119,375</td>
<td>$125,000</td>
</tr>
<tr>
<td>Percentile&lt;sup&gt;25&lt;/sup&gt;</td>
<td>$51,250</td>
<td>$59,500</td>
<td>$72,500</td>
<td>$87,500</td>
<td>$98,500</td>
<td>$106,000</td>
</tr>
<tr>
<td>Percentile&lt;sup&gt;10&lt;/sup&gt;</td>
<td>$40,731</td>
<td>$47,500</td>
<td>$63,900</td>
<td>$66,800</td>
<td>$72,950</td>
<td>$73,502</td>
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I/O Faculty

• Director of the Program - TBD
• PhD Faculty
  – Winfred Arthur, Jr.
  – Mindy Bergman
  – Adrienne Carter-Sowell
  – Kathi Miner
  – Stephanie Payne
  – Isaac Sabat
  – Charlie Samuelson
• Lecturer - TBD
Marketable Skills

• Conduct a job analysis
• Create good (employment) tests and validate them
• Develop a survey and summarize the results
• Write a technical report
• Evaluate an intervention or program
• Analyze data and present the results
• Advise managers on evidence-based practices
## Coursework Overview

### 33 Semester Hours

<table>
<thead>
<tr>
<th>Course Type</th>
<th>Number of Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>3 Personnel Psychology Classes</td>
<td>3</td>
</tr>
<tr>
<td>3 Organizational Psychology Classes</td>
<td>3</td>
</tr>
<tr>
<td>2 Statistics Classes</td>
<td>2</td>
</tr>
<tr>
<td>1 Current Topics Class</td>
<td>1</td>
</tr>
<tr>
<td>1 Professional Seminar</td>
<td>1</td>
</tr>
<tr>
<td>Required Internship</td>
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No thesis required or expected

Written comprehensive exam at the end of the fall of the second year
# First Year Coursework

## First Semester (Fall 2018) 9 hours

<table>
<thead>
<tr>
<th>Course</th>
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<tbody>
<tr>
<td>PSYC 689: ANOVA</td>
</tr>
<tr>
<td>PSYC 610: Organizational Psychology</td>
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<tr>
<td>PSYC 611: Personnel Psychology</td>
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</tbody>
</table>

## Second Semester (Spring 2019 tentative) 9 hours

<table>
<thead>
<tr>
<th>Course</th>
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<tbody>
<tr>
<td>Regression</td>
</tr>
<tr>
<td>Organizational Psychology Seminar I: Groups/Teams and Leadership</td>
</tr>
<tr>
<td>Personnel Psychology Seminar I: Advanced Selection &amp; Training; Performance Management &amp; Evaluation</td>
</tr>
</tbody>
</table>
## Second Year Coursework

### Summer After First Year (2019) 3 hours
- Internship

### Fall Semester (2019 tentative) 11 hours
- Personnel Psychology Seminar II (Psychometrics & Survey Design)
- Organizational Psychology Seminar II: Motivation and Employee Attitudes
- Current Topics in I/O Psychology (e.g., Diversity, Occupational Health Psychology, Ethics)
- Professional Seminar in I/O Psychology (consulting, presentation, & writing skills)
Overlap with PhD Program

- Faculty
- Classes: PSYC 610 and 611
- Friday Colloquium
- Network of students and alumni

- However → MSIOP is not intended to be a stepping stone or gateway to the PhD
## Investment in Your Future

<table>
<thead>
<tr>
<th></th>
<th>Tuition &amp; Fees*</th>
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<tbody>
<tr>
<td>First semester</td>
<td>$7180</td>
</tr>
<tr>
<td>Second semester</td>
<td>$7180</td>
</tr>
<tr>
<td>Summer semester</td>
<td>$1442</td>
</tr>
<tr>
<td>Last semester</td>
<td>$8299</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$24,101</strong></td>
</tr>
</tbody>
</table>

* Tuition and fee rates based on 2018-2019 rates
Fall and Spring semesters include a $3500 master’s program fee
Books and room & board not included
Application Process

• Deadline: March 1, 2018
• Apply Texas application
• $65 application fee ($95 for international students)
• No need to send transcripts from TAMU
• GRE scores (and TOEFL if ESL)
• 3 letters of recommendation
• Personal statement
• Resume or curriculum vitae
FAQs

• Only fall admission; full-time enrollment; daytime classes
• Anticipate entering class of 10-15 students
• Begin extending offers around March 15th through end of April
• Competitive scores: 3.0+ GPR and 310 or higher on the GRE
Industrial/Organizational Psychology Master's Degree Program

Industrial/Organizational (I/O) Psychology is the scientific study of human behavior at work, and the application of that science to workplace challenges facing individuals, teams, and organizations. This continues to be a growing and dynamic field with multiple opportunities for employment.

Want to develop marketable workplace skills?
The Bureau of Labor Statistics projected that I/O Psychology was the fastest growing occupation, with an anticipated growth rate of 53% between 2014 and 2022. People with master’s degrees in I/O psychology programs are qualified for positions in consulting, private practice, government, and corporations.

Want to learn from the best?
The I/O psychology faculty members at TAMU are leaders in the field. They all publish internationally recognized research on work challenges and strategies, and collaborate with local businesses and agencies. In fact, two are in the top 2% of authors cited in popular I/O psychology textbooks.

Visit our website to learn more:
https://psychology.tamu.edu/masters-in-i-o-psychology/

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Department of Psychological and Brain Sciences
https://psychology.tamu.edu

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