Industrial and Organizational Psychology
M.A. and Ph.D. at Central Michigan University

Welcome
The Department of Psychology at Central Michigan University offers a terminal Master’s of Arts and a Ph.D. in Industrial and Organizational Psychology, including a concentration in Occupational Health Psychology. Graduates of these programs typically work as consultants to businesses or in university settings.

Industrial and Organizational (I/O) Psychology is a growing applied area of psychology. I/O psychology has a dual commitment to the science and practice involved in applying psychology to the practical problems faced by people at work in a variety of organizations.

Improving worker productivity and the quality of work-life are the underlying goals of most I/O psychologists’ efforts. Such activities include researching better ways for organizations to select and train employees and how to measure employee job performance. Other activities may be related to motivational issues at work, factors that affect work-group processes, and understanding when different types of leadership are most appropriate.

I/O Psychology Programs
The I/O psychology programs at Central Michigan University prepare students for careers as active contributors to the psychology of work. This is achieved primarily through experiences in three areas, including:
• course work;
• independent and faculty-supervised research; and
• supervised applied projects.

These experiences help students gain the knowledge and develop the skills needed to be outstanding Industrial/Organizational psychologists.

Degrees Offered
M.A. The master of arts program is designed to train students for careers in business, government, or consulting, or for continuing their education in doctoral programs. This two-year master of arts program requires 39 hours of course work, including a practicum and a thesis.

Ph.D. The doctoral program prepares students for careers in research, business, or university settings. This program requires 96 hours of course work, including a comprehensive exam, a master’s thesis, and a doctoral dissertation.

An optional concentration for Ph.D. students is in Occupational Health Psychology (OHP), an emerging specialty area. Research, education and training, and application of OHP principles focus on the mental and physical health, safety, and quality of work life of employees.

I/O Psychology Curriculum
The course work required for the master’s and doctoral programs reflects a balance of classes in personnel psychology, organizational psychology, and a research methodology.

Students enrolled in the I/O psychology graduate programs take core courses that focus on areas such as:
• Job Analysis
• Work Motivation
• Organizational Development
• Psychological Testing
• Job Performance
• Multivariate Statistics
• Personnel Selection
• Teamwork

Students also are expected to develop a background in more general theories of psychology that are related to the field of I/O psychology. Foundation courses are required in areas such as advanced social psychology, group dynamics, and cognitive psychology.

Special topics courses also are offered each year on more specific issues of interest to faculty and students. Recent topics have included legal issues in I/O psychology, meta-analysis, organizational culture, personality in the workplace, structural equation modeling, and occupational health psychology.

www.chsbs.cmich.edu/iopa
Student Internships

I/O Psychology students often complete internships at regional or national businesses. Recent locations include The Dow Chemical Company, Steelcase, Dow Corning, Merek & Co., and ICF International.

Core Faculty

The Department of Psychology at CMU has about 35 full-time faculty. The Industrial and Organizational Psychology faculty are dedicated to student success and have a variety of research interests. Core I/O Psychology faculty include:

- **Terry A. Beehr**, Ph.D., University of Michigan, 1974. I/O Program Director. Job stress, retirement, leadership, and careers. beehr1ta@cmich.edu
- **Neil D. Christiansen**, Ph.D., Northern Illinois University, 1997. Personality in the workplace, personnel selection, and structural equation modeling in I/O psychology. chris1nd@cmich.edu
- **Stephen M. Colarelli**, Ph.D., New York University, 1982. Personnel psychology, evolutionary psychology, and influences on HRM utilization. colar1sm@cmich.edu
- **Kimberly E. O’Brien**, Ph.D. University of South Florida, 2008. Job stress, organizational citizenship behavior, counterproductive work behavior, mentoring, and emotional abuse. obrie1ke@cmich.edu
- **Matt Prewett**, Ph. D., University of South Florida, 2009. Team performance management, staffing, training, group motivation, and performance appraisal. prewe1ms@cmich.edu

Financial Support

Financial support is available through Graduate Research Fellowships, Graduate Assistantships, and other sources. Students awarded Graduate Research Fellowships receive stipends and tuition waivers. Fellowship recipients conduct research under the guidance of I/O psychology faculty mentors.

Students awarded full-time or half-time Graduate Assistantships receive stipends and tuition waivers. Assistantship recipients may independently teach an undergraduate course or help faculty with research or teaching.

CMU’s Office of Scholarships and Financial Aid provides information on other funding opportunities (see www.financialaid.cmich.edu).

Psychology at CMU

The Department of Psychology at Central Michigan University provides programs at the bachelor’s, master’s, specialist’s, and doctoral levels. In addition to the Ph.D. in I/O Psychology, it also provides doctoral programs in School Psychology, Applied Experimental Psychology, and Clinical Psychology.