

Industrial and Organizational Psychology



2025-2026 Masters' Program
Graduate Handbook
Central Michigan University

<https://www.cmich.edu/colleges/class/Psychology/Graduate/IOpsychology/Pages/default.aspx>

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Program Mission and Goals

The Master of Arts (M.A.) in Industrial-Organizational Psychology is designed to prepare students for professional practice in applied settings or for further study at the doctoral level. The program emphasizes the scientific study of individuals in organizations, with a focus on enhancing employee well-being and organizational performance.

Students learn to apply psychological principles and research methods to address workplace challenges, including talent assessment, performance management, training and development, occupational health, job design, and organizational change. The program equips students with research and measurement skills that can be used to solve practical problems and guide evidence-based human resource and leadership practices.

The M.A. program is structured for both full-time and part-time students and is available in on-campus and online formats. While not required, applicants are encouraged to have prior coursework in general psychology, psychological testing, research methods, and statistics.

Students complete the program by fulfilling one of two capstone options:

- Plan A: Thesis (available only to on-campus students)
- Plan B: Applied Research (available to both online and on-campus students)

On-campus courses are delivered in 16-week semesters, while online courses follow an accelerated 8-week term format to accommodate working professionals.

I/O Faculty

Neil D. Christiansen, Ph.D., Northern Illinois University, 1997. **Director.** Personality in the workplace, personnel selection, and structural equation modeling in I/O psychology.
<https://www.cmich.edu/people/NEIL-DOUGLAS-CHRISTIENSEN>

Kimberly E. O'Brien, Ph.D. University of South Florida, 2008. Job stress, organizational citizenship behavior, counterproductive work behavior, and mentoring. <https://www.cmich.edu/people/KIMBERLY-O'BRIEN>

Matt Prewett, Ph. D., University of South Florida, 2009. Team performance management: staffing, training, group motivation, and performance appraisal. <https://www.cmich.edu/people/MATTHEW-SCOTT-PREWETT>

I/O Affiliated Faculty

Kyunghee Han, Ph.D., University of Minnesota, 1993. Scientific study of culture, quantitative methods, psychological test/scale development and evaluation. <https://www.cmich.edu/people/KYUNGHEE-HAN>

Deferred Admission

Newly admitted students may petition the Admissions Committee for deferred admission. Granting deferred admission is at the discretion of the Admissions Committee. However, deferred admission is normally granted for no more than 12 months from the original matriculation date.

Policy on Degree Time Limits

It is the Program's policy that all course requirements for M.A. degree be completed within seven years after matriculation. See the *Graduate Studies Bulletin* for details at <https://bulletins.cmich.edu/>

Financial Aid

Students may qualify for student loans at favorable terms based on completion of the Free Application for Federal Student Aid (*FAFSA*):

<https://studentaid.gov/h/apply-for-aid/fafsa>

Federal student loans usually require that graduate students be enrolled in at least 5 credits per semester.

Tuition and living expenses at CMU are low compared to many universities. Thus, a modest loan may get you through graduate school at CMU. This is a good investment because graduates of the program can usually repay the loan quickly.

Degree Requirements for I/O M.A. Program (30 hours)

Required Content Courses I (9 hours)

PSY 535 - Organizational Psychology (3)

PSY 536 - Personnel Psychology (3)

PSY 636 - Advanced Personnel Psychology (3)

Required Content Courses II (3 hours)

PSY 537 – Organizational Behavior Modification (3-0)

PSY 538 - Organizational Health Psychology (3-0)

PSY 736 - Interventions in Social Systems (3)

Required Quantitative Courses (9 hours)

PSY 510 - Principles of Psychological Measurement (3)

PSY 511 - Statistics in Psychology (3)

PSY 611 - Research Design (3)

PSY 612 - Applied Multiple Regression and Correlation (3)

Required Application Course (3 hours)

PSY 790 - Practicum I A: Professional Services (3)

PSY 791 - Practicum I B: Professional Services (3)

Capstone (6 hours)

Plan A: Thesis

PSY 798 - Thesis (1-12)

Plan B: Applied Research

PSY 696 - Directed Research (1-12)

PSY 890 - Practicum II A: Professional Services (3)

M.A. Program Course Schedule Examples

Exact schedules vary based on student interest and department offerings. For the M.A. degree, a grade lower than a C will not count towards your degree. See the *Graduate Bulletin* for details at <https://bulletins.cmich.edu/> for course descriptions.

Full-time On-campus Study Example: Applied Research Concentration

YEAR 1		
Term	Courses	Credits
Fall	PSY 511 – Statistics in Psychology	3
	PSY 535 – Organizational Psychology	3
	PSY 536 – Personnel Psychology	3
Spring	PSY 510 – Psychological Measurement	3
	PSY 538 – Occupational Health Psychology	3
	PSY 636 – Advanced Personnel Psychology	3
YEAR 2		
Fall	PSY 790 – Practicum I	3
	PSY 612 – Applied Multiple Regression and Correlation	3
Spring	PSY 890 – Practicum II	3
	PSY 696 – Directed Research (Capstone Plan B)	3
	TOTAL	30

Example of Part-time On-campus: Applied Research Concentration

YEAR 1		
Term	Courses	Credits
Fall	PSY 535 – Organizational Psychology	3
Spring	PSY 510 – Psychological Measurement	3
YEAR 2		
Fall	PSY 511 – Statistics in Psychology	3
Spring	PSY 538 – Occupational Health Psychology	3
YEAR 3		
Fall	PSY 536 – Personnel Psychology	3
Spring	PSY 636 – Advanced Personnel Psychology	3
YEAR 4		
Fall	PSY 612 – Applied Multiple Regression and Correlation	3
	PSY 790 – Practicum I	3
Spring	PSY 890 – Practicum II	3
	PSY 696 – Directed Research (Capstone Plan B)	3
	TOTAL	30

Example of Full-time Online Study

YEAR 1		
Term	Courses	Credits
Fall I	PSY 535 – Organizational Psychology	3
	PSY 511 – Statistics in Psychology	3
Fall II	PSY 736 – Interventions in Social Systems	3
Spring I	PSY 536 – Personnel Psychology	3
	PSY 510 – Psychological Measurement	3
Spring II	PSY 636 – Advanced Personnel Psychology	3
Summer I	PSY 696 – Directed Research (Capstone Plan B)	3
YEAR 2		
Fall I	PSY 790 – Practicum I	3
	PSY 612 – Applied Multiple Regression and Correlation	3
Fall II	PSY 890 – Practicum II	3
	TOTAL	30

Example of Part-time Online Study

YEAR 1		
Term	Courses	Credits
Fall I	PSY 535 – Organizational Psychology	3
Spring I	PSY 510 – Psychological Measurement	3
YEAR 2		
Fall I	PSY 511 – Statistics in Psychology	3
Spring I	PSY 536 – Personnel Psychology	3
YEAR 3		
Fall I	PSY 612 – Applied Multiple Regression and Correlation	3
Spring II	PSY 636 – Advanced Personnel Psychology	3
Summer I	PSY 696 – Directed Research (Capstone Plan B)	3
YEAR 4		
Fall I	PSY 790 – Practicum I	3
Fall II	PSY 736 – Interventions in Social Systems	3
Summer II	PSY 890 – Practicum II	3

CMU Policy on Incomplete and Deferred Grades

Incomplete Grade. An “I” (Incomplete) grade is a temporary grade used by the instructor in cases when a student is unable to complete course requirements because of illness or other justifiable circumstances. An incomplete grade does not indicate enrollment for the period of time in which the work is done. It is assigned only in cases in which the student has completed satisfactorily the major portion of the course requirements, and has convinced the instructor of the student's ability to complete the remaining work without re-registering for the course. It is not to be given to a student who is already doing failing work. A form must be completed and signed by the faculty member (and the student, when possible) whenever a grade of “I” is assigned. The form is to be kept on file in the departmental office. An instructor who assigns a grade of “I” also submits a formal statement to the department chairperson of requirements to be satisfied for removal of the Incomplete grade. A copy of the statement of requirements, including deadlines for their completion, shall be made available to the student.

It is the student's responsibility to contact the instructor to make arrangements for completing the remaining work. The required work should be completed and a grade reported by the end of the student's next semester in residence, but in no case later than one calendar year following the receipt of the “I” grade. A student not completing the remaining work by the end of one calendar year following the receipt of an “I” would retain an “I” only if the instructor chooses not to change the “I” to a specific grade ranging from A to E by the end of the calendar year. An “I” may not be removed by registering again for the course. Students will not be allowed to register for the same course with an outstanding grade of I. If the instructor of the class in which the “I” was incurred is no longer a member of the faculty, the student should contact the department chairperson, who shall act on behalf of the former instructor. Exceptions to these regulations can be made only when requested by the student and approved by the instructor or the department chairperson and the dean of the college, and certified by the dean of the college to the Registrar.

Deferred Grade. The “Z” (deferred) grade may be recorded for students registered for independent study, for thesis, International Program Studies courses, or for other courses specifically approved for “Z” grades in the Bulletin, if the instructor believes that the quality and quantity of work completed by the end of the semester justifies an extension of time. An instructor who assigns a grade of “Z” shall submit, on the proper form, a statement to the department chairperson of remaining requirements for removal of the deferred grade. A copy of the statement of requirements, including deadlines for their completion, shall be made available to the student.

(Academic Senate, 2/16/21)

For students on financial aid, see also [Satisfactory Academic Progress toward your Degree](#).

Graduate Repeat Course Policy

To improve a grade previously earned at CMU, a student may repeat any course except an Independent Study course up to two times at the graduate level. This includes repeats where the student has earned a grade of A through E, or attempts where the student was awarded grades of CR, NC, I, W, or Z. The last grade and credit hours earned at CMU completely replace the previous grade and credit hours in computing the grade point average, although the earlier record remains a part of the student's transcript. A grade of A through E must be earned in a repeat course to replace the previous grade in computing the average. If the designator or the course number has changed since the student's previous attempt, the student is encouraged to email the Registrar's Office at records@cmich.edu. This will ensure that the repeat will be noted and will be included in the current semester calculations. A graduate student cannot transfer in a course previously taken at CMU in order to earn credit. For exceptions to this limitation policy, a student may appeal to the Office of Graduate Studies. *(Graduate Committee, 10/11/17)*

Dismissal

Failure to maintain satisfactory progress, ethical violations, and other inappropriate behaviors (e.g., plagiarism, destructive interpersonal relationships) will lead to action by the I/O Psychology Program faculty. Depending on the nature of the offense, actions might range from letters of warning to dismissal. Dismissing a student from the I/O Program is an extraordinary action and only happens after the student has been given clear feedback about the difficulties and had an opportunity to remedy the problem. Students always have the right to be heard and appeal disciplinary actions.

Continuous Registration

A graduate student requiring continuous and ongoing access to student resources (e.g., remote access to library, data storage on servers, email access) associated with a CMICH global ID requires enrollment in at least one course per academic year. Reinstatement of access to these services commences upon reenrollment.

In addition, a program/department may require a graduate student to enroll in at least one CMU graduate credit hour each fall or spring semester for one or more of the following reasons:

- Continuous registration is part of the program curriculum (e.g., student has completed the required coursework, but does not have an approved prospectus);
- Significant university resources (e.g., faculty time) are necessary.

The Continuous Registration credit (course 619) within the student's home department can fulfill this one graduate credit hour requirement. Regardless of whether the student has registered for Continuous Registration credit(s), the student must still complete the degree within the time-to-degree limitations set forth under the degree requirements.

Students may also apply for Extended Access <https://www.cmich.edu/offices-departments/office-research-graduate-studies/graduate-studies/student-services/forms> for a period of exactly one semester in lieu of registering for the Continuous Registration credit (course 619). Extended Access may only be granted once during a student's course in the program.

(Approved by Academic Senate, November 5, 2019)

Leave of Absence

Requests for a leave of absence from the program must be submitted in writing to the I/O Program Director. The rationale for the leave and the length of time being requested should be specified. Permission for a leave of absence requires approval from the Director. Students should be aware that the seven-year limit for completing program requirements typically remains in effect even when a leave of absence is approved.

Period of Inactivity

Once a graduate student enrolls and the semester starts, they are considered a matriculated student. A matriculated student who does not continuously enroll has up to three years from the last semester of

enrollment to return and register for courses. A matriculated student who does not enroll for more than three years will be considered an inactive student. An inactive student will not be eligible to enroll in courses until they submit a new admission application and are approved for registration. An inactive student is not required to pay the application fee when they submit a new application. As of Fall 2017, the electronic files for inactive students are kept indefinitely.

Approved by the Academic Senate, 11/19/19

THESIS OPTION (PLAN A)

On-campus M.A. students may pursue the thesis option in agreement with a faculty research supervisor. These students need to complete 6 to 12 credit hours of PSY 798 for the degree requirement.

Thesis Committees

Thesis committees must consist of at least three members. The chair must be an I/O faculty member. The first committee member must be from the Psychology Department, and the second committee member may be from outside the Psychology Department and must have graduate faculty status (contact the department main office to verify an individual has grad faculty status). At least one member must be from outside of the I/O area.

Thesis Proposal

Students should have their Thesis Prospectus approved by Fall of their second year. Please request the “Revised 2024 Thesis/Dissertation Verbiage” document from the program secretary for a complete set of steps involved in the thesis proposal. An abridged list is here. Note- A *Prospectus for Theses* must be completed to begin research on a thesis. Students may not enroll for more than three thesis credits until the project prospectus has been approved by the department and ORGS. The *Graduate Studies Bulletin* (<https://bulletins.cmich.edu/>) outlines all University policies relating to theses. See also the *Guidelines to Beginning Research and the Prospectus Process*: <https://www.cmich.edu/offices-departments/office-research-graduate-studies/graduate-studies/student-services/forms>

- a. Email your advisor-approved thesis document to committee members and request to schedule the prospectus (i.e., proposal) meeting.
- b. Email the Program Secretary to notify of the prospectus meeting.
- c. After successful proposal, complete the IRB application online. See: <https://www.cmich.edu/offices-departments/office-research-graduate-studies/office-of-research-compliance/institutional-review-boards/irb-mount-pleasant/irbmanager-for-human-subjects>
- d. Once IRB approval is received, complete the electronic Prospectus Form available at <https://stage-www.cmich.edu/offices-departments/office-research-graduate-studies/graduate-studies/student-services/forms>. The required signatures will be requested electronically and forwarded to the Graduate Office. You will be required to attach a Technical Synopsis and Layperson Summary and IRB approval prior to submitting the form. Details on requirements of technical synopsis can be found here: https://www.cmich.edu/docs/default-source/academic-affairs-division/research-and-graduate-studies/graduate-studies/2024-2025prospectusguidelines.pdf?sfvrsn=26c75282_7

Timely submission of prospectus is important! Projects undertaken prior to final approval of prospectus may be denied, the project deemed invalid, and the student will have to begin the process anew.

- e. After approval has been received from the College of Graduate Studies, you can register for your additional thesis credits.

Thesis and Dissertation Requirements

Journal Article and Book-style documents

- A. Requirements for submitting a Journal Article or Book-style thesis or dissertation
 - Each journal article/chapter needs to be content that has either been published, or you intend to submit the work for publication AND the student or faculty member is the lead author. See NOTE in B for co-authored articles.
 - You may use the (intended) journal's formatting requirements in a journal article/chapter. Graduate Studies tries to be flexible; students should let the Graduate Studies reviewer know if revisions are requested that are contrary to the requirements of their publisher or journal(s).
- B. How many 'journal articles' are needed?
 - One or more journal articles can replace a traditional thesis.
 - Two or more journal articles can replace a traditional dissertation.
 - NOTE: Articles co-authored but not written by the student may be included in an Appendix, but they do not count towards this requirement.
- C. An introduction and/or discussion section can be included in addition to the journal article(s), depending on your program requirements.

Formats of Traditional Theses/Dissertations and ALL Preliminary Pages

- A. What is the format for Traditional Theses/Dissertations?
 - APA format: most current edition of the Publication Manual of the American Psychological Association.
 - Exceptions to APA style requirement may include references, footnotes and endnotes where students can use discipline-appropriate styles.
- B. What is the format of Preliminary Pages for ALL theses/dissertations/journal articles/books?
 - Use APA style for the Preliminary Pages, e.g. title page, abstract, table of contents.
- C. APA Formatting Resources
 - APA Style Website (<https://apastyle.apa.org/>)
 - Style and grammar guidelines: <https://apastyle.apa.org/style-grammar-guidelines/>
 - Handouts and guides: <https://apastyle.apa.org/instructional-aids/handouts-guides>
 - Tutorials: <https://apastyle.apa.org/instructional-aids/tutorials-webinars>
 - Purdue OWL Website (<https://owl.purdue.edu/>)
 - APA Style Introduction: https://owl.purdue.edu/owl/research_and_citation/apa_style/apa_style_introduction.html
 - APA Style Overview and Workshop: https://owl.purdue.edu/owl/research_and_citation/apa_style/apa_overview_and_workshop.html
 - YouTube Videos- APA Style-Professional Paper Formatting: https://youtu.be/jDd_tiDaY4E

Preliminary Pages Requirements

- A. Every thesis/dissertation/ book(s)/journal article(s) must include: title page, abstract, table of contents, list of tables/figures (if they appear within the chapters), and bibliography. Use APA format as described above.
- B. The title page must include the title, student name, document type, program, and month and year of oral defense.
- C. The following pages are optional and may be included: copyright, dedication, acknowledgements, list of tables/figures (if they appear after the chapters at the end of your document), and appendix.
- D. Please review the example/template paper available on the Graduate Studies website (<https://www.cmich.edu/offices-departments/office-research-graduate-studies/graduate-studies/student-services/thesis-dissertation>) for a visual on how these requirements should appear.

Policy on the use of AI

Review of iThenticate/Plagiarism and Copyright Permissions

- A. The CMU Academic Integrity policy states: “Written or other work which students submit must be the product of their own efforts and must be consistent with appropriate standards of professional ethics.” Therefore, all Theses and Dissertations are expected to be written by the graduate student without the use of any generative AI model (e.g. ChatGPT) assistance.
 - An additional consideration before using generative AI is the risk of uploading sensitive or confidential scholarly data that are subject to ethical or legal requirements.
- B. Ask your committee chair to run your document through iThenticate to check for plagiarism before your oral defense (or sooner).
 - If your committee chair needs an iThenticate account, they should contact Graduate Studies at cgstheis@cmich.edu or 989-774-1318.
 - How to interpret iThenticate reports:
 - The overall Similarity percentage is not helpful or used by OGS to determine plagiarism. You need to click on the % in the gray box to see the detailed report and scroll through the entire report.
 - Of highest concern are two or more sentences in a row that are identical/nearly identical to a source or multiple sources (patchwork plagiarism). Multiple, scattered sentences that are identical/nearly identical to a source are also a problem. To avoid plagiarizing, significant changes in wording and sentence structure are required, i.e. sufficient paraphrasing is needed.
- C. Ask your committee chair to review your document for Copyright issues.
 - If you include any image(s) from any publications, including your own, you must reference the author AND include the copyright permission to use the image(s) from the publisher.
 - Include all permission emails or memos as an appendix in your document.

Service of a Typist

- A. A typist is allowed to produce the final draft of a thesis/dissertation/book(s)/journal article(s) for formatting purposes only.
- B. All arrangements, including the financial aspect, are handled directly between the typist and the student.
- C. Revisions required by Graduate Studies are sent directly to the typist. The student and typist will receive confirmation when the thesis/dissertation/book(s)/journal article(s) is finalized. Any possibility of using an editor is a decision to be made by the program or department. A list of

available typists is available on the Graduate Studies website: <https://www.cmich.edu/offices-departments/office-research-graduate-studies/graduate-studies/student-services/thesis-dissertation>

Thesis Research Support

The College of Graduate Studies provides small grants for thesis-related costs. Please see the application for specific details pertaining to the use of the funds. The information for these grants can be found at the following websites:

Graduate Student Research & Creative Endeavors Grant:

See “Student Grants” at <https://stage-www.cmich.edu/offices-departments/office-research-graduate-studies/graduate-studies/student-services/forms>

APPLIED RESEARCH OPTION (PLAN B)

Directed Research (PSY 696) and Advanced Practicum (PSY 890)

Students in the M.A. program may complete an applied research sequence taking 3 to 12 credits of PSY 696 and 3 credits of PSY 890 for a minimum of 6 total credits. Directed research and advanced practica credits need to be supervised by a faculty member. The directed research may include an in-depth paper on a topic of student interest or collection and analysis of applied data to answer a problem or question of interest. Advanced practicum projects generally require the student to find a relevant project in an organization to work on under faculty guidance.

Part-Time and Off-Campus Faculty

Individuals who apply to teach I/O courses on a part-time basis, either on or off-campus, must be approved by the I/O Program faculty. Those who wish to be considered to teach graduate level (500 or above) courses in the I/O Psychology should meet the following criteria:

1. A Ph.D. in I/O Psychology or a closely related field.
2. Recent teaching experience, particularly in the area he or she wants to teach.
3. Evidence of teaching competence.
4. Evidence of recent and ongoing scholarly activity (i.e., publishing). Successful candidates’ research records should be equal to the records of candidates that would be on our “short list” for a full-time tenure track position on campus.

Graduation Commencement Ceremony

Students must complete and submit “Graduation Application” to the College of Graduate Studies. This can be done through your Degree Progress or the form is available at <https://stage-www.cmich.edu/offices-departments/office-research-graduate-studies/graduate-studies/student->

[services/forms](#). **Students must finish all requirements for their degrees before they can participate in graduation ceremonies.**

Academic Integrity Policy

Because academic integrity and ethical behavior are vital to an academic environment and to the development of qualified psychologists, graduate students are responsible for learning and upholding professional standards of research, writing, assessment, and ethics in psychology. In the academic community, the high value placed on truth implies a corresponding intolerance of scholastic dishonesty. Written or other work that a student submits must be the product of his/her own efforts and must be consistent with appropriate standards or professional ethics. Whether intentional or unintentional, academic dishonesty, which includes plagiarism, cheating and other forms of dishonest behavior, is prohibited. Ethical standards, as articulated in the standards of the American Psychological Association and American Psychological Society, must be observed by all graduate students. Allegations of academic dishonesty or unethical behavior will be handled according to the policies given here. Appeals of decisions are processed according to the policies set forth in the “Academic Integrity Policy for Graduate Students,” which is published in the *Graduate Bulletin*.

Although no specific timelines are included in this policy, it is understood that matters should be handled expeditiously.

1. In cases where an instructor, supervisor, or fellow student believes a student has demonstrated academic dishonesty or professionally unethical behavior, the instructor, supervisor, or fellow student should report the incident to the Program Director.
2. The Program Director will discuss the allegation(s) with the person(s) making them. If the Program Director believes that there is evidence to support the allegation(s), the Director will notify the student of the charges, in writing.
3. In the letter to the student, (s)he will be told the allegation(s) and told that the Program faculty will be asked to review the allegation(s), look at the evidence, and determine what, if any, sanctions should be issued. The student will be offered the opportunity to admit to the violations, remain silent, meet with the committee to share his/her perceptions of the incident, or submit a written rebuttal to the charges. The student will be given a response deadline, at least two weeks in the future.
4. The Program faculty will review allegation(s) of academic dishonesty or unethical behavior. In any case where a member of the Program faculty made the original allegation(s), the faculty member will be excluded from judging the particular case.
5. If the student elects to meet with the committee to present his/her version of the events under investigation, the student may bring another person (but not a lawyer) to the meeting to provide support and advice.
6. The Faculty’s decision on culpability and appropriate sanctions will be communicated in writing to the department Chairperson. If the student is found not culpable or if sanctions, other than dismissal or suspension from the program, are issued, this will be communicated in writing to the student.

7. If the sanction is dismissal or suspension from the program, the sanction will be communicated through the department Chairperson to the Dean of the College of Graduate Studies who will communicate the decision to the student.
8. If sanctions are issued, committee records will be retained for at least one year.

Important Contact Information

Career Development Center is located in Ronan 240, Telephone (989) 774-3068 or email at: careers@cmich.edu. Or visit their website at: <https://www.cmich.edu/offices-departments/career-development-center>

Multicultural Academic Student Services is located in Bovee University Center 108, Suite 112, Telephone (989) 774-3945 or email at: mass@cmich.edu. Or visit their website at: <http://www.cmich.edu/ess/cid/MASS/Pages/Default.aspx>

Student Disability Services is located in Park Library 120, Telephone (989) 774-3018 or email at sds@cmich.edu. Or visit their website at: <https://www.cmich.edu/ess/studentaffairs/SDS/Pages/default.aspx>

CMU Health is located in Foust Hall 200, Telephone (989) 774-6599 or visit their website at: <https://www.cmuhealth.org/services/mount-pleasant-clinics>

Counseling Center is located in Foust Hall 102 Telephone (989) 774-3381 or visit their website at: <https://www.cmich.edu/ess/StudentAffairs/CounselingCenter/Pages/default.aspx>

Industrial/Organizational Psychology Association (IOPA)

Students are encouraged to join IOPA. This student organization is active in arranging a speaker series, trips to professional conferences, and social events. The IOPA organization provides a forum for graduate and undergraduate students to learn more about I/O Psychology. Topics of interest include personnel psychology, organizational psychology, EEO, affirmative action, and occupational stress. There is an annual membership fee of \$15.

Advisor: Neil Christiansen
Phone: (989) 774-6495
E-mail: chris1nd@cmich.edu

President: Nadia Schellenberg
E-mail: schell1n@cmich.edu

To find more information, visit our website:
<https://cmich.campuslabs.com/engage/organization/industrial-organizational-psychology-association>

Employment

Our students find outstanding employment opportunities coming out of our graduate program. The following list is a sample of recent placements:

Example I/O Alumni Placements

- 3M
- AON
- Apple
- APT Metrics
- Booz Allen Hamilton
- Cargill
- Development Dimensions International
- Dow Chemical
- Dow Corning
- Ford Motor Company
- Home Depot
- HumRRO
- OutSolve
- People Answers
- PepsiCo
- Shaker Consulting Group
- SHL
- SIXT
- SoCal Gas
- Steelcase
- Twitter
- Walgreen's
- Walmart

Recent Student Theses

The following section describes some of the recent theses completed by CMU I/O Psychology graduate students.

Lawrence, Frederick, (March, 2025). Will They Stay and What Will They Say: Examining the Relationships Between Job Stress, Job Satisfaction, and Behavioral Intentions of Interns.

Pai, Anita, (March, 2025). Recovering from Mistakes: The Impact of Self-Reflection and Goal Orientation on Negative Feedback Reactions.

Grodnik, Rhiannon, (December 2024). Well-Being Interventions for Entrepreneurs.

Astorga, Angeles, (July 2024). Telework and Abusive Supervision: The Mediating and Moderating Roles of Virtuality on LMX

Krites, Maci, (June 2024). Representation in the Workplace: Moderators of the Relationship Between Representation of Employees with Disabilities and Disclosure.

Vespi, Carter, (September 2023). Sex Differences in Job Attribute Preferences: An Evolutionary Perspective

Clark, Mable, (September 2023). Must Leaders Choose Between Career and Family? Examining Familial Tradeoffs and Preferences

Trease, Michael, (January 2023). A Closer Look at the Motivational Forces of Attachment and Withdrawal Framework

Alamuri, Naga, (December 2022). Power Distance as a Moderator of Applicant Reactions to Inappropriate Biodata Items and Applicant Workload in a Selection Process

Fales, Charles, (July 2022). The Mediating Effect of Ego Depletion on the Relationship Between Personality and Health

Stockner, Cassaundra, (April 2022). Guardian and Warrior Policing: The Effect of Personality on job Crafting in Law Enforcement Officers

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