Industrial/Organizational Psychology M.A.

The Master of Arts M.A. plan in Industrial/Organizational Psychology is designed to offer a two-year terminal degree that prepares students to contribute to an organization’s success by improving the performance and well-being of its employees. Students will learn about individual differences, their assessment and evaluation, and organizational theories and interventions. The program follows the scientist/practitioner model, providing students with knowledge of psychological theories and principles and applying those principles to understand human behavior in organizations. This program will prepare students to enter organizations in both the public and private sector in human resource management, organizational development, and management consulting. The degree requires either 42 hours with a thesis, project, or internship or 45 hours with the coursework option.

Admission

The I/O Psychology degree is a very popular program, admitting 15-20 students per year. Applicants interested in applying to the M.A. degree in Industrial/Organizational Psychology should fulfill the following requirements:

1. The expectation is that the GPA over the last 60 hours will be 3.00. Submit official transcripts from all institutions attended.
2. The expectation is that GRE scores for Verbal and Quantitative will be at least 146.
3. Coursework Requirement
   - at least 12 hours of upper-level undergraduate courses consisting of 3 hours of Introduction to Statistics and
   - 9 hours of any combination of Psychology, Management, Sociology, or Anthropology
   - If some of these courses have not been taken, applicants are still eligible to apply if all other expected requirements are met, but they would be required to take these prerequisite classes while enrolled.
4. CV/Resume describing previous education, work experience, relevant coursework, relevant volunteer activities, any honors, published papers, or other relevant life experiences. Applicants must upload an updated resume or Curriculum Vitae (CV) to your E-Services account. Once you are logged into E-Service, please view the "To Do" list and click on "Details/Upload Documentation" to upload this document.
5. Statement of Purpose: include why you are interested in I/O Psychology in general, and why you are interested in our program at UHCL. Include any relevant information that will help program faculty know you better. Upload a personal statement of 1000 words or less to your E-Services account. Once you are logged into E-Services, please view your "To Do" list and click on "Details/Upload Documentation" to upload your document.
If you are having issues logging into E-Services, please contact UHCL Tech Support at supportcenter@uhcl.edu or (281) 283-2828.

Transcripts: All transcripts and GRE scores should be sent to the UHCL Admissions Office (admissions@uhcl.edu or 281-283-2500). Domestic students with international backgrounds must now make an appointment with the Office of International Admissions and Programs (OIAP) to submit their foreign transcripts and proof of degree if they do not submit them electronically. OIAP may be reached at OIAP@uhcl.edu or (281) 283-2740.

FALL APPLICATION

All accepted students will begin the program in the fall semester. Please be sure to apply to the I/O and not Psychology, in ApplyTexas. These are different programs, and acceptance into Psychology does not equate to acceptance into the I/O program. We will begin accepting applications for admission from December 10 through February 15. We will begin reviewing applications in March and will notify applicants in April. Applicants who apply after the deadline may be given consideration to the extent that the class is not yet full. Applicants assume the responsibility to ensure that their completed application for UHCL, their completed application for I/O psychology, their GRE scores, and their supporting transcripts are received by the Office of Admissions by the deadline.

Degree Requirements
Core Course Requirements (24 hours)

For PSYC 5334, the following course may be substituted: SOCI 5430.

### Professional Issues in Industrial/Organizational Psychology
- **Credit Hours:** 3

### Personnel Psychology
- **Credit Hours:** 3

### Organizational Psychology
- **Credit Hours:** 3

### Change and Organizational Development
- **Credit Hours:** 3

### Research Design and Statistics for I/O Psychology
- **Credit Hours:** 3

### Research Design and Statistics II for I/O Psychology
- **Credit Hours:** 3

### Performance Appraisal and Feedback
- **Credit Hours:** 3

### Assessment in Industry
- **Credit Hours:** 3

#### Elective courses (12 hours)
Select from 12 hours of approved electives.

#### Capstone Option (6-9 hours)

Students should select one of the following capstone options listed below. Students selecting PSYC 6735 must also complete 6 additional hours of electives.

- **PSYC 6739**
  - **Graduate Internship**
  - **Credit Hours:** 3

- **PSYC 6839**
  - **Master’s Project Research**
  - **Credit Hours:** 3

- **PSYC 6939**
  - **Master’s Thesis Research**
  - **Credit Hours:** 3

- **PSYC 6735**
  - **Seminar in Industrial/Organizational Psychology**
  - **Credit Hours:** 3

#### Coursework Option

Students selecting the coursework option will take all 24 hours of coursework listed under the core requirements plus PSYC 6735 plus 18 hours of approved electives for a total of 45 hours.
Sample Prescribed Elective Courses

For PSYC 5532, the following may be substituted: SOCI 5532

<table>
<thead>
<tr>
<th>Course</th>
<th>Title</th>
<th>Credit Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>PSYC 5235</td>
<td>Learning Principles</td>
<td>3</td>
</tr>
<tr>
<td>PSYC 5333</td>
<td>Leadership in Organizations</td>
<td>3</td>
</tr>
<tr>
<td>PSYC 5335</td>
<td>Career Counseling</td>
<td>3</td>
</tr>
<tr>
<td>PSYC 5339</td>
<td>Training and Development</td>
<td>3</td>
</tr>
<tr>
<td>PSYC 5532</td>
<td>Advanced Social Psychology</td>
<td>3</td>
</tr>
<tr>
<td>PSYC 5536</td>
<td>Occupational Health Psychology</td>
<td>3</td>
</tr>
<tr>
<td>PSYC 6434</td>
<td>Human Factors Engineering</td>
<td>3</td>
</tr>
<tr>
<td>PSYC 6735</td>
<td>Seminar in Industrial/Organizational</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>Psychology</td>
<td></td>
</tr>
<tr>
<td>INST 5130</td>
<td>Learning Theory and Instruction</td>
<td>3</td>
</tr>
<tr>
<td>HMRS 5231</td>
<td>Legal Environment of Human Resource Management I</td>
<td>3</td>
</tr>
<tr>
<td>MGMT 5133</td>
<td>Teamwork and Leadership Skills: Theory in Practice</td>
<td>3</td>
</tr>
</tbody>
</table>

Additional Information

Only grades of "B-" or better will count toward the Master of Arts in I/O Psychology. Grades of "C+" or below are not acceptable.

1. Registering for a master's thesis, project, or internship should not be seen as an automatic right. Students wishing to complete a master's option must submit a master's option proposal. For the thesis or project, the proposal should be three to six pages in length. The proposal must be handed in by Aug 1/Dec 1/May 1 for Fall/Spring/Summer semesters respectively. It should include a literature review with references and a statement of the proposed methodology for carrying out the thesis or project. Before registering for the thesis or project, students must have the approval of a faculty member who agrees to supervise the work. Before registering for an internship, students must apply through the I/O internship coordinator and meet the required criteria, including a grade point average of 3.00 or better. The university reserves the right to deny admittance to or to remove a specific student from a specific internship.

2. In order to ensure timely completion and currency of knowledge, all M.A. students in Industrial/Organizational Psychology must complete the degree within 5 years from the date of initial enrollment in any UHCL course that would count toward the degree.

Any student who fails to complete the degree within the stated limitations on time and/or hours may be placed on permanent academic suspension from the program. Students placed on permanent academic suspension will not be allowed to apply for reinstatement. Such students will thus not complete the M.A. degree in Industrial/Organizational Psychology at University of Houston–Clear Lake.