

MSIO

HANDBOOK OF THE MASTERS OF SCIENCE, INDUSTRIAL/ORGANIZATIONAL PROGRAM

2009-2010

Department of Psychology ♦ California State University, Long Beach

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I. INTRODUCTION

The Psychology Department began its graduate program in 1952 with a general Master of Arts (MA) degree. This degree covered basic academic psychology in the traditional fashion, with additional applied courses available as electives. The MA program was, and continues to be, well-suited to the needs of students seeking a general background in psychology, and to those planning to enter doctoral programs, teach at community colleges, and/or practice some types of clinical counseling.

The MA program served the needs of students interested in industrial psychology or community-clinical psychology. It was clear, by the end of the 1960s, that each of these expanding applied professional areas could be better taught in separate programs.

Accordingly, in 1972, the Master of Science degree was initiated, with options in Industrial Psychology (MSI) and Community-Clinical Psychology (MSCC). In 1988 the MSI degree was renamed Master of Arts in Industrial-Organizational Psychology (MAIO), and in 2008 changed to a Master of Science (MSIO).

The primary goal of the MSIO program is to provide each student with the skills necessary to succeed in applying psychology to organizational and industrial problems. The program also provides an adequate background for PhD study in psychology. Necessary skills for success include: research methodology, statistics, written expression, oral expression, and content knowledge.

The program builds on a comprehensive undergraduate degree program. Students who are lacking this prerequisite training are required to complete five courses, four of which must be completed prior to applying to the department (see page 3 for prerequisite list).

Each student is introduced to two specialties within industrial psychology: personnel issues and organizational behavior.

Specifically, the MSIO program strives to cultivate the following in each graduate:

1. Extensive knowledge of the IO psychology literature.
2. Familiarity with and ability to execute all major IO psychology methodologies.
3. Knowledge of and comfort using a variety of statistical approaches commonly employed in IO psychology.
4. Familiarity with computer applications commonly used in psychological research and industry.
5. Clear understanding of and ability to appropriately use psychological concepts in technical writing and oral reports.

These goals were designed for a successful Masters-level professional degree program. There is currently a strong demand in business and other organizations for persons with such training in IO psychology.

A. Origin of the MSIO Program

B. Goals of the MSIO Program

II. GENERAL PROCEDURES

1. Orientation

Students interested in pursuing an MSIO degree must apply to the Psychology Department as well as the University.

After gaining acceptance into the graduate program, students will be invited to attend an informative orientation session. The orientation session is held during the summer before the Fall semester.

2. Registration

Prior to registration each semester, students will receive information from the University regarding registering for courses; instructions are listed via the online Schedule of Classes. A tentative list of Psychology graduate level courses will be posted on the department web site as soon as available.

3. Writing Proficiency Exam (WPE)

Every degree candidate must pass the Writing Proficiency Examination (WPE) to be certified proficient in written composition in English. It consists of a 75 minute essay. Students who meet/fulfill the WPE requirement during their baccalaureate degree program at CSULB or at another CSU campus are exempt from retaking the WPE as a graduate student. Confirmation from other CSUs is required. CSULB also recognizes scores of 4.0 or higher on the essay portions of both the GRE and GMAT. Graduate students should satisfy the WPE requirement *by the end of their first semester*. Instructions are on the CSULB web site (www.csulb.edu/centers/testing/wpe_bulletin.htm) and in the Schedule of Classes (available online and at campus bookstore).

4. Advancement to Candidacy

Advancement to Candidacy is the filing of an approved Program (formal listing of required coursework on “Advancement to Candidacy” form) with the Graduate Coordinator. This form will be forwarded to Enrollment Services and is the document that is used to perform the student’s “grad check.” After the student completes a minimum of 6 units towards fulfillment of the MSIO degree, and successfully passes the WPE, the student should advance to candidacy. (This is usually at the beginning of the second semester in the program.) Program coursework listings are available from the Graduate Office and also appear on the last page of this handbook. MSIO students should make themselves familiar with their required coursework. Students should make an appointment to meet with the Graduate Advisor to complete the Advancement to Candidacy form. A student must be advanced to candidacy before the last semester of his or her coursework and prior to filing for a “grad check.”

5. Grad Check

At least one semester prior to graduation, the student is required to file a graduation check through the University. This process will inform and advise the student of progress made toward completing his or her graduation requirements. Please note that the WPE requirement must be fulfilled before a grad check can be requested.

6. GPA

All students must maintain a cumulative 3.0 GPA throughout the program. Students whose cumulative GPA falls below this level will be placed on academic probation (see CSULB Catalog for details). ***There is no “repeat/delete” for graduate students.*** A minimum 3.0 GPA in IO program coursework is required to graduate.

7. MSIO Student Program Responsibility

The CSULB MSIO program is a full time, two year program, in which students go through their courses as a cohort. It is strongly advised that academic coursework take precedence over internship experiences or other extra-curricular activities. Students who do not follow the proper sequence of coursework within the two years are subject to Administrative Academic Probation, and possible dismissal from the MSIO program.

8. Communication

Be sure to continually update and keep the Psychology Graduate Office, as well as Enrollment Services (via MyCSULB), informed of your current email and home address. Information will be disseminated via email and mailings, and also posted on the Grad office bulletin boards and our department web site (<http://www.csulb.edu/psychology>).

9. Student Responsibility

Students are responsible for information covered through university publications, including the *Catalog* and *Schedule of Classes*. These publications cover such topics as plagiarism, GPA requirements, educational leave, academic probation and disqualification, registration instructions and deadlines, and much, much more. Both the CSULB *Catalog* and the *Schedule of Classes* are available on-line at www.csulb.edu; the *Catalog* is also available as hard copy from the university Bookstore. The MSIO program adheres to CSU Executive Order #970 (Student Conduct Procedures: <http://www.calstate.edu/eo/EO-970.html>).

III. DEGREE PREREQUISITES AND REQUIREMENTS

Program Prerequisites

1. A bachelor's degree with a major in Psychology OR a bachelor's degree in another field of study and 24 upper division semester units of Psychology.
2. PSY 220 (Research Methods), PSY 310 (Intermediate Statistics), PSY 314 (Psychological Assessment) OR PSY 315 (Principles of Psychological Testing), PSY 332 (Cognition) OR PSY 333 (Learning), and PSY 351 (Social Psychology) OR PSY 381 (Introduction to Industrial/Organizational Psychology) OR PSY 453/553 (Group Dynamics). Students may be admitted to the MSIO program if they lack only one required course (with the exception of PSY 314 or 315 AND PSY 381 or 351 or 453/553, which are prerequisites for the first semester program coursework). The missing course must be completed during the first semester of graduate study.

Degree Requirements

1. The student must complete a minimum of 36 units of Psychology graduate courses including: 515; 581; 582; 585; 681; 683; 686; 688; four units of 698; two of the following: 511, 512, or 523; and one course chosen from 518, 527, 553, 575, 634, 637, 651, 656, or HRM 445.

Students with credit in dual-numbered courses taken as undergraduates (e.g., 411/511, 412/512, 423/523, or 482/582) may petition to substitute a maximum of 3 units from related areas towards their 36-unit program. In the extreme case of a student who has taken 2 of these courses as an undergraduate, the student who has taken 411 or 412 could take the other stat course at the 500 level, and the student who has taken 482 could substitute another course (see section IV for course descriptions).

2. A preliminary oral examination on the thesis proposal and a final oral examination in defense of the completed thesis is required.

IV. DESCRIPTION OF COURSES

Prerequisites

220. Research Methods (4 units)
Prerequisites: PSY 100 and 210. Introduction to basic research methods in Psychology. Principles of experimentation, naturalistic observation, correlational studies.
310. Intermediate Statistics (4)
Prerequisite: PSY 210 or Introductory statistics course. Basic theoretical concepts of statistics and the use of these concepts in selection and development of model testing, hypothesis testing and parameter estimation procedures. Both single measure (univariate) and correlation (bivariate) concepts are included. (Lecture 3 hours, laboratory 2 hours.)
314. Psychological Assessment (3)
Prerequisites: PSY 210 and 220. Principles of assessment applied to the measurement of individual behavior and to programs intended to affect behavior. Includes interviews, tests and other methods.
315. Principles of Psychological Testing (3)
Prerequisite: PSY 210 and 220. Principles and practices of group and individual testing in the fields of intelligence, aptitude, achievement, personality and interest. Emphasis on the evaluation of tests as measuring devices, their applicability and limitations.
332. Cognition (3)
Prerequisites: PSY 241 and 220. Study of higher-order processes basic to the acquisition of knowledge. Includes thinking, problem solving, creativity, information processing, decision making, judgment, concepts and imagination.
333. Psychology of Learning (3)
Prerequisites: PSY 241 and 220. Learning is a relatively permanent change in behavior resulting from experience. Emphasizes interaction of biological and environmental variables in the processes of instinct, habituation, sensitization, Pavlovian conditioning, instrumental learning, and cognition; examination of methods, theory and applications.
351. Social Psychology (3)
Study of individuals and groups as they are affected by social interactions. Topics may include social cognition, attitudes and persuasion, social influence, interpersonal perception and attraction, aggression, altruism, and group dynamics.
381. Introduction to Industrial/Organizational Psychology (3)
Introduction to theories, methods, findings, and applications of industrial-organizational (IO) psychology. Topics covered include job analysis, employee recruitment and selection, performance appraisal, employee training and development, work stress, teams, satisfaction, motivation, and leadership.
- 453/
553. Principles of Group Dynamics (3)
Prerequisite: PSY 351, or consent of instructor.
Behavior in groups with attention to such factors as leadership, followership, interaction and influence including organization, management, morale, and efficiency. Problems, techniques and methods of investigation.

- 511/411. Statistical Design and Analysis of Experiments (3 units)
Prerequisite: PSY 310 or equivalent or consent of instructor. Focuses on the logic, application, and interpretation of analysis of variance (ANOVA) models in addition to other statistical procedures. Various issues of research design and experimentation are also covered. (Lecture 3 hours.)
- 512/412. Multivariate Statistical Analysis (3)
Prerequisite: PSY 310 or equivalent or consent of instructor. Covers logic, application, and limitations of multivariate (multiple independent and dependent variables) statistics. Topics may include multivariate analysis of variance, single and multiple correlation/regression, logistic regression, factor analysis, and path analysis. (Lecture 3 hours.)
515. Test Construction Theory and Practice (3)
Prerequisite: PSY 310 and either PSY 314 or 315. Consideration of problems in the construction of tests for personnel selection, educational screening, personality assessment, aptitude estimating, and measurement of academic achievement. Practice in the development of tests. (Lecture 2 hours, laboratory 2 hours.)
- 523/423. Qualitative Methods and Analysis (3)
Overview of qualitative research methods and analysis. Students learn to conduct observations, focus groups and qualitative interviews. Inductive analysis techniques such as content analysis and narrative analysis. Application of these skills in a qualitative evaluation of a real-world program.
581. Organizational Psychology (3)
Prerequisites: PSY 351 or 453/553 or consent of instructor. Analysis of organizational behavior and practices from a systems point of view. Consideration of employee motivation, power, leadership, communication, decision-making, and organizational change. Research methods for studying organizations.
- 582/482. Research in Industrial and Organizational Psychology (3)
Prerequisites: PSY 220 and 310. Research methods and problems in industrial psychology. Includes direct observational, psychophysical, regression, survey, experimental, and quasi-experimental methods. (Lecture 2 hours, laboratory 3 hours.)
585. Proseminar in Personnel Psychology (3)
Prerequisites: PSY 314 or 315. Advanced consideration of problems and procedures in personnel psychology. Includes both differentiation and synthesis of major areas within this field.

681. Seminar in Applications of Psychology to Industry (Pre-Thesis) (3)
Prerequisite: 12 units of graduate-level work within the MSIO program including 511 or 512 and 582. Psychological applications to current problems of industry. Development of thesis proposal and pretest of thesis research techniques required.
683. Issues of Organizational Development (3 units)
Prerequisite: PSY 581.
Examination of theory, research, techniques, and practices in field of organizational development, professional practice of managing change in organizations. Techniques, such as team building, systems analysis, process consultation, large-group interventions, and survey feedback will be examined.
686. Issues in Training (3)
Prerequisites: 332 or 333, and 585.
Discusses theoretical and applied issues with the development of employee training programs. Topics include needs assessment, adult learning theory, training methods, training evaluation, and learning organizations. Experiential assignments reinforce course concepts.
688. Practicum in Industrial and Organizational Psychology (2)
Prerequisites: At least 12 units of graduate level coursework within the MSIO program. Practice of industrial psychology or human factors in various industrial settings. Individual research and consultation with industrial or governmental organizations.
698. Thesis (1-4)
Prerequisites or corequisites: PSY 681, Advancement to Candidacy, consent of graduate advisor. Planning, preparation and completion of a thesis in psychology. Must be enrolled for a total of **4** units of credit (but **no more** than **4 total**).

Although the requirements for seminars obviously vary from one class to another, MSIO students should expect at least 70 pages of reading per week per seminar course. These readings are usually a combination of assignments from a text book, journal articles, and book chapters. Course requirements vary, but are generally comprised of a course participation grade, literature review or research proposal, a professional class presentation (which provides a critique discussion of research relevant to a course-related topic), and a rigorous term project which is usually conducted in cooperation with other graduate students.

These course requirements are pleasantly challenging, but demanding. It has been our experience in the past that most MSIO students choose to have some sort of part-time job while completing their graduate studies. While we respect the need to earn money and possibly obtain MSIO-related work experience, students are strongly encouraged to minimize work obligations during their first year of graduate study. It is impossible to work 30 or more hours while maintaining the appropriate amount of effort in scholastic pursuits! We are careful to select only those students who we feel hold special promise for the field of Industrial-Organizational Psychology - we ask that you fulfill your potential by making your academic pursuits your primary concern!

1. The primary purpose of the practicum (PSY 688) is to provide each MSIO candidate with practical experience in industry. Students will apply their particular psychological skills to real business problems. The course is designed to be a bridge between theory and practice. By the end of the semester the student should develop both greater insight into the process of applying psychology in industry and skill interacting with employees in a variety of work places.
2. Students are primarily responsible for the selection of a specific organization that will allow them to fulfill the requirements of the course. You should start looking for an internship after your second semester in the program. If any student is having difficulty finding a placement in an organization, the instructor will assist on a limited basis, but cannot guarantee a placement. The PSY 688 requirements may be completed/fulfilled in a large or small business, branch of local government, school system, church, etc. The only constraint in selecting a place to be assigned is that it must provide a situation in which it will be possible to practice, develop, and demonstrate IO psychology skills. Information received by the Graduate Advisor regarding possible opportunities will be passed on via email.
3. In whatever organization the student chooses to work, a responsible person in the organization must be identified to supervise the student at the work site on a day to day basis. This person should have at least some minimal experience in supervising the work of others.

V. STUDENT REQUIREMENTS FOR IO SEMINARS

VI. PRACTICUM

4. The practicum project will take approximately 12 to 15 hours a week, for 10 consecutive weeks. These hours are suggested as a guideline. Your project may take more or less time to complete within the 10 week timeframe. Before beginning the project, the student will present a proposal of the work to be done. Upon completion of the project, a final written and oral report will be submitted for evaluation.

Former Practicum placements have included positions with Bassett USD, City of Los Angeles, City of Long Beach, CODESP, County of Los Angeles, County of Orange Resources and Development Dept., CSU Chancellor's Office, CSUDH Institutional Research, Assessment & Planning, Hacienda La Puente USD, Los Angeles Dept. of Water and Power (LA-DWP), Los Angeles Times, Los Angeles USD, Orange County Register, Rockreation Sport Climbing Center, Sempra Energy (The Gas Company), Southern California Edison, Toyota Motor Sales, and TransAmerica.

VII. THESIS and PSY 681

The thesis is a pivotal event in the graduate student's educational experience. It allows the student to work relatively independently on a major research study which represents the student's ability to utilize psychological knowledge and skills in composing, conducting and presenting research. Please refer to the *Psychology Thesis Guidelines* (available from the Graduate Advisor's office and accessible via the department web site) for the official Department Guidelines for Faculty/Student Responsibility for MA/MS Thesis.

The thesis generally includes the following steps:

1. Proposal

In order to assist students with formulating their ideas into a thesis proposal, PSY 681 has been designed as the "proposal writing course." In this course students are expected to take a thesis project idea and develop it into a researchable proposal. In the event that the student has difficulty focusing on a particular area of interest, the professor will assist the student in defining a suitable area of research. During the development of the proposal, the student should begin to identify appropriate faculty members for his/her committee. Note: PSY 681 does not cover thesis units.

2. Committee

The student must ask three individuals to serve on his/her thesis committee. They serve the purpose of coordinating and assisting with the proposal and final thesis process. While the other two members provide assistance, the chair is primarily responsible for assisting you with your thesis and is the person with whom you will work most closely. It becomes very important to choose a chair who has similar research interests and with whom you work well. All three members must be present at both preliminary and final orals. Two committee members, including the chairperson, must be full-time faculty members from the psychology department; the third member may be any professionally qualified person holding at least a master's degree. You are required to obtain department approval of your committee members by the Graduate Advisor *prior* to preliminary orals. It is best to do this as soon as your committee members have been identified and have agreed to serve as committee members.

When the committee believes your proposal is ready, you will schedule preliminary orals. This step involves getting your entire committee together at a meeting lasting approximately one hour. Here you will discuss the major variables, models, methodologies and expected outcomes of your thesis project. Any problems with your design or other factors may be ironed out at this session. This step must be completed before actually implementing the project.

After successfully passing preliminary orals, the student must file an application for approval with the University Institutional Review Board (IRB). Additional approval is necessary if the PSY 100 subject pool is to be used. After gaining the approvals, the student may implement the project. Data is collected, analyzed, and a final thesis draft is written.

When a final draft is deemed suitable by the committee chair and committee members, the student will schedule another one hour meeting where the outcomes/interpretation of the project are discussed. Typically, the approval of the finalized version of the thesis is obtained at this time.

If the student is unsure about a project or about the format of the written material, previous theses are available in the Graduate Coordinator's office (refer to the University's *Style and Format* guide for current requirements). The Psychology department's *Thesis Guidelines* publication is also available via the department web site, as well as a list of faculty research interests. Students are encouraged to familiarize themselves closely with this material. Additional requirements and information is covered by this publication.

Department Computing Facilities:

Information regarding the computer facilities housed in the Psychology building may be found on the department web site:
<http://karl.papubs.csulb.edu/cla/psychology/?p=fac/newman.html&dd=7&de=1>

Room 300: .

Availability: Check department web site*

Workstations: 60 PC workstations running Windows

Internet Access: Yes. These workstations can also access PsycINFO and other CD-ROM databases in the Library.

Software: MS Word, SPSS, SAS, Visual Basic

Support: Graduate students knowledgeable in statistical computing are frequently on duty.

Room 332:

Availability: This room is used for classes only *

Workstations: 12 Pentium workstations

Internet Access: Yes

Software: MS Word, SPSS, SAS, Visual Basic

* These rooms may be reserved for research projects with faculty approval.

3. Preliminary Orals

4. Project Implementation

5. Final Orals

6. Reference Materials

VIII. FACILITIES

1. Computer Facilities

Campus Computing Facilities

There are two open computer labs on campus, in the Steve and Nina Horn Center, north campus, and the first floor of the Main Library. These labs are open the same hours as the campus library. Information may be found at: <http://www.csulb.edu/library/guide/computing.html>

Internet Access

Students can set up their own CSULB Internet account via the following web page: <https://www.csulb.edu/namemaster/cgi-bin/genacct-1.cgi>. With this account you can send and receive email, participate in online forums, access PsycINFO (through the campus library's web site) and public databases, and explore other areas of the Internet. There is no charge for this account. On-line instructions on how to set up your computer to access the Internet from home (dial-up), email instructions, and setting up your own CSULB hosted website are available: http://www.csulb.edu/divisions/aa/academic_technology/thd/account/ For further information, visit the Academic Computing Services web site: http://www.csulb.edu/divisions/aa/academic_technology/thd/ or email them for assistance at helpdesk@csulb.edu Academic Computing Services' help desk phone number is 562-985-4959.

2. Library Facilities

It is impossible for a graduate student to successfully complete the MSIO program without using the library resources extensively. In order to assist graduate students, the library has many services that can maximize your success in conducting research.

- A. For psychology students, assistance with journals and other reference material is available at the Reference Desk on the first floor of the library. Students are encouraged to seek help and to inquire about the many abstracts that are available for their topic of interest.
- B. A student enrolled in PSY 698 (Thesis) may check out books for an entire semester, rather than the usual three-week period. To check materials out for this extended time, a card can be obtained in the library. This card must be signed by the Graduate Advisor.
- C. Many research databases are available via the Internet for CSULB students, including PsycINFO, PsycArticles and Tests in Print. To access on and off campus, you will need to set up a Library Account, complete with password:
<https://coast.library.csulb.edu/patroninfo>
Electronic journals may be accessed via this web address:
<http://www.csulb.edu/library/eref/psychology.html>

3. Student Lounge

Sharing of resources and information is an important part of the graduate student experience. A lounge is available for use in PSY Room 314.

4. Psychology Assessment Materials (PAM)

The Psychology Assessment Materials (PAM) office has numerous psychological tools and measures available for student research. Students must obtain the signature of the faculty member supervising the research on signature request cards, which are available at the PAM office.

5. Student Services

University Student Services are available in such areas as academic advising, personal and health counseling, and financial assistance.

The MSIO Program Committee functions to: develop and implement program policy, review petitions, and select new students from among the MSIO program applicants (these functions are performed by committee faculty members only). The Committee is composed of faculty members and two to three MSIO graduate student representatives.

IX. MSIO PROGRAM COMMITTEE

Students interested in serving as a Graduate Assistant (GA) should submit a GA application to the Graduate Coordinator every interested semester. Positions are open until filled. Review of applications begins early summer for the Fall semester and late fall for the Spring semester. Applications are available via the web site and from the Graduate Coordinator's Office.

X. GRADUATE ASSISTANT POSITIONS

Application

Each year the department of Psychology hires approximately 10-13 graduate assistants to perform various activities. The assignments are usually 10 hours per week for 17 weeks in the Fall and 17 weeks in the Spring. Most GA assignments fall into two major categories. Some assignments are to assist with the introductory research methods course (PSY 220). This involves preparing materials, grading papers and assisting students. Other GA assignments support introductory and intermediate statistics courses (PSY 210, 310). These assignments generally involve grading papers, assisting students and helping students with various statistical software packages. Both research methods and statistics GA positions also involve providing support for the department computer lab.

Types of GA Jobs

- **Financial:** If appointed for 10 hours of work each week, for two semesters, a first year GA receives approximately \$5500 per year.
- **Educational:** By teaching, GAs can further develop their own psychological skills (teaching and research).
- **Experiential:** Working closely with a faculty member can add to a GA's knowledge and experience.
- **Convenience:** Having a job on campus can save travel time and study time.

Benefits of a GA Position

XI. DEPARTMENT AND COLLEGE AWARDS

The College of Liberal Arts presents the following awards each Spring to outstanding Master's students: 1) **Graduate Dean's List of University Scholars and Artists**, 2) **Best Thesis Award for the College of Liberal Arts**. Graduating masters students are selected by faculty committee members to represent the department in competition for these two awards. The Psychology department awards the **Gilbert J. Padilla Memorial Award**, the **Outstanding Master's Students in Psychology Award** and the **J. Robert Newman Scholarship**.

Graduate Dean's List

Early in the Spring semester, the Graduate Coordinator distributes to department faculty a memo requesting nominations for the Graduate Dean's List, on which the College selection criteria are listed. The memo contains a list of students who graduated the previous Fall and Summer semesters and a list of those students who have completed preliminary and/or final orals. Faculty are instructed to only nominate students from the second list who *have graduated* or *will graduate during* the current Spring or upcoming Summer semester.

When nominations are received by the Graduate Office, the students' GPAs are checked for eligibility (3.75 min.). The eligible students are then mailed a letter informing them of their nomination and the identity of the faculty person that nominated them. They are instructed to inform the Graduate Office if they wish to pursue the award. If so, they must secure three (3) letters of recommendation from faculty, return the completed application, and supply any additional materials that might support their nomination.

The Psychology department's Graduate Committee, consisting of three faculty members, (one from each of our three graduate programs), reviews all the application material submitted. The students are then rank-ordered and the top 2 nominees are forwarded to the College of Liberal Arts. The number of awardees from each college is limited to one percent of the students pursuing a master's degree. Seven awards were given by the College of Liberal Arts during the 2008 Commencement.

Gilbert J. Padilla Memorial Award

The #1-ranked Psychology Graduate Dean's List nominee receives the **Gilbert J. Padilla Memorial Award**.

Outstanding Master's Graduate Award

Psychology students who are nominated but not selected by the College for the Graduate Dean's List may receive the **Outstanding Master's Graduate Award for the Department of Psychology**.

Best Thesis Award

At the time of final orals, the student's thesis committee may recommend a thesis for Best Thesis Award. Just prior to the award's deadline, these rankings are reviewed by the Graduate Coordinator and the highest-ranked theses are selected. The Graduate Committee reviews them and selects one thesis to represent the Psychology Department, which is forwarded to the College for consideration of **Best Thesis Award** (one is awarded per each College of Liberal Arts commencement ceremony).

J. Robert Newman Scholarship

The MAPR and the MSIO committees each may select one outstanding incoming student as a **J. Robert Newman Scholar**. Selected eligible recipients receive up to \$1750/semester, for a maximum of four semesters.

Former students have found that joining a professional organization to become familiar with the current IO issues and research is very beneficial. Some organizations are:

Western Psychological Association (WPA)
www.westernpsych.org

American Psychological Association (APA)
www.apa.org

American Psychological Society (APS)
www.psychologicalscience.org

Society of Industrial and Organizational Psychology (SIOP)
www.siop.org

American Society of Training and Development (ASTD)
www.astd.org

Personnel Testing Council (PTC)
www.ipmaac.org (Southern California)

Upon completion of the MSIO program, a graduate may decide to continue graduate study to pursue a PhD in IO psychology - OR may find a job in industry (focused on Personnel and/or Organizational issues).

Recent graduates of the CSULB MSIO program that have sought employment have been quite successful in both the public and private sectors. Some of these graduates have continued to work for the organizations for whom they conducted the required program practicum, while others have found gainful employment through contacts with our many alumni and community contacts, or through their own efforts.

The following is a sample of job titles held by recent graduates of the MSIO program:

- Organizational Development Specialist
 - Personnel Analyst
 - Organizational Consultant
 - Business owner
 - Training and Development Specialist
-
- a) Development of a longitudinal assessment instrument and “high-capability volunteer” profile for the Long Beach AIDS Foundation
 - b) Creation of a needs assessment and organizational development intervention for the Koo’s Art Center in Long Beach
 - c) Development of a complete training program for the Special Sitters program of United Cerebral Palsy of Orange County
 - d) Design and conduction of a study of mentor recruitment and retention, as well as development of a 360 degree feedback system for Project MotiVATe (a Vietnamese teen mentoring program)
 - e) Formation and delivery of a complete interview preparation training program for classified workers at Lynwood Unified School District
 - f) Development of “organization learning” files for incoming MSIO students that considers all aspects of study, work, and life as an MSIO student.

XII. PROFESSIONAL ORGANIZATIONS

XIII. EMPLOYMENT OPPORTUNITIES FOR THE MSIO GRADUATE

XIV. SOME RECENT CLASSWORK ACCOMPLISHMENTS OF MSIO STUDENTS

MSIO Program Check List

See below for a list of the required steps in the MSIO Program. Refer to expanded information located in this handbook regarding each item listed.

- ___ Complete outstanding prerequisite courses
by first semester

- ___ Fulfill WPE requirement
by end of first semester

- ___ Advancement to Candidacy
second or third semester

- ___ Practicum project
during second year

- ___ Complete Thesis Project (*refer to Psychology Thesis Guidelines*)
 - ___ Ask MSIO faculty member to be Thesis Chair
preferably by end of 2nd semester
 - ___ Add two additional members to thesis committee
 - ___ Preliminary Orals
 - ___ IRB Approval
 - ___ Final Orals
 - ___ Submit Thesis

- ___ File for Graduation
deadline: 10/15 of third semester

- ___ Complete Program Coursework
 - ___ Thesis units
total of four units taken during second year

Name: _____ WPE: _____

Address: _____

Phone: _____ CSULB ID# _____

Prerequisites: PSY 220 _____ 310 _____ 314/315 _____ 351/381/453/553 _____ 332/333 _____

REQUIREMENTS: MS-INDUSTRIAL/ORGANIZATIONAL DEGREE (AS OF F08)

COURSE	TITLE	UNITS	Completed		SEM/YEAR TO BE TAKEN
			Grade	Sem/Year	
<i>2 of 3:</i> 511	Statistical Design & Analysis				
	512 Multivariate Stat Analysis				
	523 Qualitative Methods in Psych				
581	Organizational Psychology	3			
585	Personnel Psychology	3			
515	Test Construction	3			
582	Research in Industrial Psych	3			
<i>1 of 9:</i>	518 Computer Applications in Psych				
	527 Human Factors				
	553 Principles of Group Dynamics				
	575 Clinical Interviewing				
	634 Seminar in Cognition				
	637 Seminar in Emotion and Motivation				
	651 Seminar in Social Psychology				
	656 Seminar in Personality				
	HRM 445 Compensation Administration				
683	Issues of Organizational Dev	3			
686	Issues in Training	3			
681	App Psych in Industry/Thesis Prep	3			
688	Practicum	2			
698	Thesis	4			
SUBSTITUTES (Students with credit in 411, 412, 415, 423, or 482 as undergraduates may substitute a maximum of 3 units from related areas towards the 36-unit program.)					
TOTAL UNITS		36			