**B.S. Degree in Psychology**

**Industrial and Organizational (IO) Psychology Concentration**

**General Information**

**What is the IO Psychology Concentration?**

The IO Psychology concentration is a topic focus in the Bachelors of Science (B.S.) degree in Psychology that involves the application of psychology to the workplace. Pulling from several different areas of psychology, including Cognitive, Social, and Behavioral, IO Psychologists contribute to an organization’s success by improving the performance and well-being of its people. This concentration focuses on introducing students to the breadth of IO Psychology as well as developing critical reasoning skills that will be necessary to be successful in this field.

**What does the IO Psychology Concentration prepare me for?**

A solid background in IO Psychology and the disciplines it draws from will prepare you well for more advanced studies in IO Psychology, other areas of applied psychology, and business programs. Our course work, covering both managerial and human resources topics, will also prepare you well for working in business settings. The required and recommended courses in the IO Psychology concentration will not only provide you with the content knowledge of this field but will help you develop the skills required for the approaches that characterize applied psychology.

An IO Psychologist researches and identifies how behaviors and attitudes in an organization change through hiring practices, training programs, and feedback systems. Applying psychology to help individuals have more satisfying work lives is a fulfilling vocation.

**Do I have to go to graduate school?**

Whether you go to graduate school depends on your career goals. In general, the higher the level of education, the higher the degree of responsibility one has in one’s job but also a higher degree of intellectual freedom. For example, a student with a B.S. and IO Concentration can expect to employ their skills within a very limited scope whereas a Ph.D. with IO Concentration can expect to supervise and guide the actions of others in their organizational interventions.

An advanced degree is required for teaching at the college level or to be competitive in obtaining IO Psychologist consulting positions; however, many research, government, and industrial jobs would still be open without one.

**What kind of classes do I need to take?**

The Required and Recommended Courses list provides a complete list of concentration requirements. The list can be obtained from the Psychology Undergraduate Program (PUP) Office in 342 Fawcett. All of the required and recommended courses for the IO Concentration will count towards satisfying your General Electives or Psychology B.S. major requirements.

**What other Preparation will I need?**

We highly recommend that you receive research experience while you are an undergraduate. This may be obtained in a variety of ways, including working with a faculty member as a research assistant in his or her laboratory for pay or Independent Research credit. We encourage you to speak with the faculty members whose research areas interest you. In addition to getting to know your professors through your classes, you are invited to browse the description of their research areas on the Department of Psychology’s webpage.

We also encourage you to participate in the many professional activities available in the department and at the university. Examples of these activities include joining the Psychology Club or Psi Chi, signing up for Independent Reading (i.e., PSY4040), attending talks by invited speakers visiting the Department of Psychology, and presenting at a scientific conference, such as the annual Midwestern Psychological Association conference that is held in Chicago each year.

**Who are the faculty members that teach IO Psychology concentration courses?**

Full-time faculty includes Dr. Nathan Bowling, Dr. Gary Burns, Dr. David LaHuis, Dr. Corey Miller, and Dr. Debra Steele-Johnson. You can find out more about our faculty by visiting the Department of Psychology’s webpage.

**Where can I found out more about IO Psychology?**

The Society for Industrial and Organizational Psychology (SIOP) is an association of the world’s top workplace behavioral scientists. With more than 6,000 members from all 50 states and 42 countries, SIOP is a diverse group with its primary focus on building better organizations by improving the performance of individuals, teams, and groups. Their webpage can be found at [www.siop.org](http://www.siop.org).

**How do I apply for a concentration in IO Psychology?**

1. Obtain program information and course guidelines from the PUP Office (Fawcett 342).
2. You may wish to set up an advising appointment at the PUP office or with an IO faculty member to discuss your interests and questions.
3. Apply for a concentration in IO by filling out an application form available online or at the PUP Office.

Admission criteria are:

1. Completion of at least 60 semester credit hours of coursework
2. Completion of PSY 3040 (Industrial Organizational Psychology) with a minimum grade of C
3. An overall GPA of at least 3.2
4. Declaration of the Bachelor of Science in Psychology as your degree type and major
5. Completion of an application form

Students will be notified upon admittance.

Note that although formal admission into the concentration will not be granted unless you have completed at least 60 hours of coursework, we encourage you to explore your interest with our faculty early. Please also note that although the concentration is only open to psychology majors, any student may take the listed courses provided they have the necessary prerequisites.

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**Requirement Checklist**

*This checklist focuses on specific requirements for the IO Psychology concentration only. The Psychology B.S. degree checklist should be used as your master checklist for satisfying the Psychology B.S. degree requirements.*

**IO Required Courses**

All of the courses below must be completed. **Bold** courses are recommended.

|  |
| --- |
| **\_\_\_\_\_** PSY 3040Industrial and Organizational Psychology (minimum grade of C) |
| **\_\_\_\_\_** PSY 4020 Advanced Topics in Research Methods And Experimental Design Computer Programs (e.g., R) |
| **\_\_\_\_\_** PSY Capstones (Pick 2 from PSY4400 – PSY4490, **4410, 4330** and **4420** recommended) |
| **\_\_\_\_\_** PSY Select Methods (Pick 1 from PSY3230, **3330**, 3430, **3530**, 3630, 3730, or 3930) |

**IO Recommended Courses**

The following course requirements will contribute towards the completion of the B.S. requirements. Consult your Industrial Organizational Degree Audit Report (DARS) to make sure you’re meeting ALL of your requirements. Recommended courses for the IO concentration are in bold.

Two of the following courses (all courses satisfy at least 1 PSY Core Requirement)

|  |
| --- |
| **\_\_\_\_\_ PSY 3210 Cognition and Learning** |
| **\_\_\_\_\_ PSY 3610 Conditioning and Learning** |
| \_\_\_\_\_ PSY 3710 Perception |
| **\_\_\_\_\_** PSY 3910 Behavioral Neuroscience |

Two of the following courses (all courses satisfy at least 1 PSY Core Requirements)

|  |
| --- |
| \_\_\_\_\_ PSY 3110 Abnormal Psychology |
| **\_\_\_\_\_ PSY 3310 Personality Psychology** |
| \_\_\_\_\_ PSY 3410 Developmental Psychology |
| **\_\_\_\_\_ PSY 3510 Social Psychology** |

One of the following courses (courses in bold may be used to meet the concentration recommended course requirements)

|  |
| --- |
| **\_\_\_\_\_ PSY 3070 Tests and Measures** |
| \_\_\_\_\_ PSY 3090 Health Psychology |
| **\_\_\_\_\_ PSY 3600 Engineering Psychology** |

**\_\_\_\_\_** Students must take at least 4 recommended courses (**in bold**) to qualify for this concentration.

**IO GPA Requirement**

**\_\_\_\_\_** Overall GPA of at least 3.2

**\_\_\_\_\_** Psychology GPA of at least 3.2

**Department Of Psychology**

**Application for Concentration in Industrial and Organizational Psychology**

1. Fill out the information below.
2. Return the application to the Department of Psychology Undergraduate program (PUP) Office in room 342 Fawcett Hall.

**CONTACT INFORMATION:**

|  |  |
| --- | --- |
| Name (Last, First, MI) | UID# |
|  |  |
|  |  |
| Current Mailing Address/ Street or PO Box | e-Mail |
|  |  |
|  |  |
| Current Mailing Address/City, State & Zip | Phone |
|  |  |
|  |  |

**ACADEMIC INFORMATION:**

|  |  |
| --- | --- |
| Total Number of Credit Hours Completed | GPA – Overall |
|  |  |
|  |  |
| Estimated Date of Graduation | PSY 3040, IO Psychology, completed ( Y / N )? |
|  | Professor: |
|  | Grade: |

|  |  |
| --- | --- |
| Signature | Date |
|  |  |

**FOR OFFICE USE ONLY**

|  |  |
| --- | --- |
| Confirm Overall GPA / Date/ Initials | Confirm PSY 3040 Completed (year & grade) |
|  |  |
|  |  |
| APPROVE / DENY | STUDENT NOTIFICATION DATE |
|  |  |
|  |  |

|  |  |
| --- | --- |
| APPLICATION FOR GRADUATION (when) | CUM GPA PSY GPA IO Checklist OK? |
|  |  |
|  |  |
| CONCENTRATION on Transcript (Initials) | STUDENT NOTIFICATION DATE |
| APPROVE / DENY |  |
|  |  |