

INDUSTRIAL- ORGANIZATIONAL PSYCHOLOGY (MS)

Program Requirements	Quarter Hours
MS Degree Requirements	48-52
Total hours required	48-52

- Identify major theoretical concepts in Industrial Organizational psychology, trace their historical development, and integrate theory, research, and domain-specific knowledge to explain and interpret how Industrial Organizational psychology currently advances knowledge.
- Critique and synthesize theoretical and empirical articles from peer-reviewed Industrial Organizational scholarly journals in terms of theory, methods, data analyses, and conclusions in order to compose novel perspectives and ideas.
- Develop testable research questions, identify strengths and limitations of research designs and data analysis techniques, conduct appropriate research and analytic strategies, and interpret the findings to situate them within the extant research literature in Industrial Organizational psychology.
- Describe and discuss the ethical issues associated with human subjects/participant protection and the sequence of procedures needed for IRB approval of research projects, and apply these ethical practices in research.
- Exhibit effective communication skills for presenting at professional conferences and publishing in professional journals in Industrial Organizational psychology.
- Demonstrate competence in the practice of Industrial and Organizational Psychology.

Statistics and Methodology Courses

Course	Title	Quarter Hours
PSY 410	ADVANCED STATISTICS I	4
PSY 411	ADVANCED STATISTICS II	4
PSY 420	QUANTITATIVE RESEARCH DESIGN	4

Psychology Core Courses

Course	Title	Quarter Hours
Select one of the following:		4
PSY 404	PERCEPTION AND COGNITION	
PSY 426	LANGUAGE AND COGNITION	
PSY 473	THE PSYCHOLOGY OF JUDGMENT AND DECISION-MAKING	
Select one of the following:		4
PSY 430	SOCIAL PSYCHOLOGY OF THE SELF	
PSY 435	SPECIAL SEMINAR IN PSYCHOLOGICAL SCIENCE	
PSY 556	PREJUDICE AND INTERGROUP RELATIONS	
PSY 560	SOCIAL COGNITION	

I-O Psychology Core Courses

Course	Title	Quarter Hours
Select five of the following:		20
PSY 440	PSYCHOLOGY OF WORK AND MOTIVATION	
PSY 442	PERSONNEL PSYCHOLOGY	
PSY 444	PERFORMANCE APPRAISAL AND PERFORMANCE MANAGEMENT	
PSY 445	ADVANCED TRAINING AND DEVELOPMENT IN ORGANIZATIONS	
PSY 447	ORGANIZATIONAL CONSULTATION	
PSY 448	CONCEPTS, METHODS, AND ETHICS FOR INDUSTRIAL-ORGANIZATIONAL PSYCHOLOGY	
PSY 449	ADVANCED SEMINAR IN WORK TEAMS AND COLLABORATION	
PSY 559	SEMINAR IN INDUSTRIAL-ORGANIZATIONAL PSYCHOLOGY	

Research Course

Course	Title	Quarter Hours
PSY 597	MASTER'S THESIS RESEARCH	4

Electives

Additional coursework of at least 8 credit hours is required to attain the minimum of 48 or 52 quarter hours. These courses may include the I-O Psychology Core courses listed above or any graduate level course. The courses must be taken with consent of the student's faculty advisor.

Program Graduate Academic Student Handbook

Minimum Grades

- The minimum grade considered acceptable for a graduate course is a B-. This applies to courses taken both within and outside of the department for psychology graduate students. Grades below that (i.e., C+ and below) indicate that the student has not mastered the relevant content of the course.
- If a graduate student earns a grade lower than B- in a particular course, the student, instructor, and advisor will discuss the situation and circumstances and a remediation plan will be required. The student, his or her advisor, and the instructor, will work together to create a plan through which the student can (a) gain competence in the course material, and (b) demonstrate that competence. The remediation plan might include, for example, requiring the student to complete additional assignments, retaking the class, taking a substitute class, completing an independent study, or pursuing other options. The remediation plan must be approved by the instructor, advisor and the program director.
- A second occurrence of a grade lower than a B- (for the same or different course) will put the student on academic probation. Once placed on academic probation, the student's record and any mitigating circumstances will be evaluated by a Psychology Department review board comprising the student's advisor, the program director, and the department associate chair (the department chair might be included in special circumstances). Additional remediation and intervention might be suggested by the review board.

4. If there is a third occurrence of a grade below B- (for the same or different course), the student will be dismissed from the program. The student may choose to appeal this decision, in which case the Chair of the Psychology Department will appoint a committee of three tenured Psychology Department faculty outside the student's program to hear the appeal. Depending on the student's academic record and any mitigating circumstances, he/she may be allowed to complete his/her Master's degree but will not be permitted to continue onto the PhD (not applicable to terminal Department of Psychology MS degrees) without a successful appeal.

Academic Probation

Students are expected to maintain a minimum cumulative grade point average (GPA) of 3.20. If a student's cumulative GPA falls below this minimum, the student will be put on academic probation and will have one quarter of coursework to raise their cumulative GPA to at least a 3.20 or face academic dismissal from the program. If the student raises his/her cumulative GPA to at least a 3.20, but it falls below the minimum a second time, he or she will be dismissed from the program before the next term begins.

Academic Dismissal

In addition to violations of satisfactory progress, including but not limited to, earning minimum grades, failing the comprehensive exam (including any possible retakes) or project, or maintaining a minimum cumulative GPA, students may be dismissed for breaches of academic honesty, or breaches of the code of student responsibility articulated in the DePaul University Student Handbook.

Time Limitations

Students must complete their MA degree requirements prior to completing their requirements for admission to doctoral candidacy. Further, no more than four years may pass between admission to the doctoral program (i.e., successful completion of the doctoral candidacy examination/project), and no less than eight months and no more than five years may pass between admission to candidacy and the final examination (i.e., the oral dissertation defense).

Students are required to meet the timelines specified by the program even if the timeline is more stringent than the College timeline. Failure to do so could result in dismissal.

Extensions on these timelines must be requested in writing to both the department (Program Director) and the college (to the Dean) and must be approved at both levels. Students must complete all requirements for the degree (which may include additional coursework, examinations, or other conditions) by the deadline outlined in the extension. Failure to meet specified time limitations or deadlines can result in dismissal from the program.

Graduation Requirements

Students need a minimum cumulative GPA of 3.20 in courses required by the program. In addition to meeting the minimum cumulative GPA requirement, failing the doctoral candidacy exam (or one retake) or project, lack of progress towards degree completion, and/or unsatisfactory evaluation could result in academic dismissal. See individual program policies for more details.

For topics not listed above, please consult the Graduate Student Handbook of the Department of Psychology, your program manual or the Psychology Graduate Program Assistant.