

*general graduate
psychology program*



***Industrial/Organizational
Concentration***

I/O



Overview

The industrial/organizational concentration in the general graduate program trains students to apply scientific solutions to the workplace. I/O is a 36 semester-hour program that adopts the scientist-practitioner model in which students are prepared as psychologists first and specialists second.

An essential part of the program is an internship, which provides students with an opportunity to apply skills learned through course work and to acquire new skills in an organizational setting. The internship may require students to relocate.

The department has two full-time I/O psychologists and two adjunct I/O psychologists. Three additional faculty members are also actively involved in the program. The I/O concentration is one of three within the general psychology program, the other two being mental retardation/developmental disabilities and academic/experimental (A/E). The A/E concentration is designed to provide a strong research background leading to acceptance into a PhD program.

Employment Opportunities

Employment opportunities are varied and include both public and private sector jobs in areas such as personnel research, wage and salary administration, human resource development, statistics, personnel management, job analysis, selection and placement, training and development, organizational development, performance management, QWL, and entry-level management. Further education at the doctoral level is also an option.

Most positions for master's-level psychologists in organizations do not require licensure. The skills required to be a successful I/O psychologist include intellectual ability, good oral and written communication skills, high career motivation, problem-solving skills, and a high level of interpersonal skills.

Course Work

The 36 semester-hour program is as follows:

PSYC

- 5327 Methods in Human Measurement (Psychometrics) (3)
- 5343 Psychology of Organizational Behavior (3)
- 6420 Issues in Personnel Selection (3)
- 6421 Social Psychology (3)
- 6426 Motivation (3)
- 6427 Advanced Principles of Learning (3)
- 6430 Statistics and Research Design (3)
- 6970 Internship (4)
- 6995 Thesis (3)
- 6996 Thesis (3)
- Electives (5)

Additional work should be selected from electives in statistics, selected topics in I/O, ethical issues in I/O, group dynamics, physiological psychology, sensation/perception, or related courses in other departments.

Internship

Internship placements generally occur during the summer following the first year of course work. An internship is an opportunity to do professional work under the supervision of another professional. As an intern, the student will be able to acquire new skills and apply concepts and techniques learned in course work. As an intern, the student will be supervised either by a PhD psychologist employed by the organization or by an ECU faculty member. Normally, the intern is placed on the organization's payroll. Several students have continued employment on their projects on a part-time basis after completing the internship. More than 50 percent of our interns have obtained their thesis project and data during the internship. Relocation is sometimes required for the summer internship.

Thesis

The master's thesis is a professional research paper and an example of the student's research skills and ability to write an organized research report. The student will defend the completed thesis at an oral examination conducted by the thesis committee.

Other Requirements

A comprehensive examination covering the core course areas and the I/O specialty is required. This examination is normally taken in the second year.

A research skill requirement of not less than 3 semester hours from certain areas determined by the department or from a foreign language must be met. Additional work in statistics or computer science is recommended. These credit hours will not count toward the 36 semester hours required for the master's degree.

Application and Admission

Admission to the general psychology program is contingent upon meeting all requirements of the ECU Graduate School and being recommended by the graduate admissions committee of the Department of Psychology. A completed application will include the Department of Psychology basic information sheet; GRE verbal, quantitative, and advanced test scores; complete college transcripts; and a minimum of two letters of recommendation (at least one from a psychologist). Interviews are occasionally requested.

A combination of GRE scores, grade point average, and references is used in making recommendations for admission.

Applicants should score above the fiftieth percentile on the GRE and have above a 3.0 GPA, both overall and in their major.

The department requires that all graduate students have a common core of undergraduate psychology courses in psychological statistics, experimental psychology, learning, personality, physiological psychology, and tests and measurements. Applicants may be admitted with deficiencies, but these deficiencies must be met by appropriate undergraduate course work. These courses will not count toward the master's degree. Experience in word processing and/or general computer skills is also highly recommended.

The admissions screening procedure begins March 15. All application materials should be submitted prior to that date. Final decisions generally are sent out in April. The general psychology program does not have a deadline for application, but spaces may be limited.

For course sequencing, it is recommended that students begin graduate work in the fall semester. Admission for entrance at other times should be discussed with the program chair.

Financial Support

In addition to the paid internship, research assistantships are generally available for applicants. A letter accompanying the application materials indicating the desire and basis for needing financial assistance is considered an application for an assistantship.

The majority of our full-time students have been research assistants for at least part of their time here. Besides providing financial assistance, the assistantships also offer the opportunity to improve communication and research skills.

Additional Information

Additional information, including appointments for further discussion (recommended but not required), can be obtained by contacting:

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