



***University of Connecticut
Doctoral Program in
Industrial/Organizational Psychology***

2014

Deadline for applications: December 1

For additional information about our program, see our web site at:

io.psychology.uconn.edu

**GRADUATE EDUCATION IN
INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY
AT THE UNIVERSITY OF CONNECTICUT**

*University of Connecticut
Department of Psychology
406 Babbidge Road, Unit 1030
Storrs, Connecticut 06269-1030
io.psychology.uconn.edu*

The Industrial/Organizational Psychology Program emphasizes the application of psychological methods and principles to understanding human behavior in work settings. Faculty work closely with students to develop a course plan and research experiences that highlight personnel and organizational psychology or human factors and ergonomics. Many students also develop special expertise in quantitative research methods or occupational health psychology.

Our program of graduate study is designed for students seeking the Ph.D. degree via full-time study; we do not admit students seeking a terminal M.A. degree or part-time study. The description that follows summarizes key features of our program. For additional information, we strongly encourage all applicants to consult our web page at: io.psychology.uconn.edu

Description of the Program

The design of the graduate program in I/O Psychology is predicated on the value of the scientist-practitioner model as the basis for educating I/O psychologists. Students are trained primarily as research scientists and secondarily as applied practitioners of the discipline. As such, our program is characterized by a heavy emphasis on the development of research and measurement skills that can be used to address the problems of business, government and industry. Research activity is an integral part of the educational experience and is expected of all students for every semester that they are in residence at the University; this is carried out in close collaboration with faculty in the program. To ensure a constructive research partnership it is important that students identify one or more faculty with whom they have shared research interests. For this reason, we encourage all applicants to examine the research interests and current research programs of our faculty with an eye to identifying a potential research partner. Information about research being carried out by faculty and students in our program can be found on our web page at: io.psychology.uconn.edu and all faculty in our program are happy to respond to requests for additional information about their programs of research.

The program is also designed to provide learning experiences for students to apply their research skills in

organizational settings. Students have the opportunity to work on various projects carried out by the Industrial Psychology Applications Center, under the direction of faculty in the I/O program. In addition, all students are required to complete a six-month field research experience as part of their graduate training. This takes the form of formal full-time internships completed in any of a variety of corporate or government organizations or completion of approved field-based research project management activities that accumulate to the required length of time. Those who plan to pursue academic careers are also urged to take advantage of opportunities for independent classroom teaching experiences.

Students who complete the program are prepared to enter careers in academic settings and a variety of applied settings, including large corporations, government research units, and consulting organizations. Examples of organizations where alumni have accepted positions upon graduation include: Bowling Green State University, IBM Human Factors Solutions, IBM Global Employee Research, Nuclear Regulatory Commission, Quinnipiac University, Louisiana State University, PepsiCo, University of Georgia, U.S. Dept. of Transportation Research Center, and Wayne State University.

Curriculum and Coursework

During the first year of study, all students take a course in Research Methods and a two-course sequence in Quantitative Methods and Statistics. In addition, all I/O students take a common set of four "core" courses (Personnel Psychology, Organizational Psychology, Human Factors, and Occupational Health Psychology) that are completed during years 1 and 2, and they enroll in Research & Practice of I/O Psychology every year until they complete their degrees. Coursework beyond the common core is selected from a variety of advanced specialization seminars offered by faculty in the I/O program as well as courses offered by the Psychology Department and other departments at the university. To meet the requirements of the I/O program, a student must complete at least four advanced I/O specialization seminars. These are chosen by the student in consultation with his/her advisor from among those seminars that are available during the student's period of study (see the list

of Specialization Seminars below). Although students will tailor the content of their specialization training to meet their own needs, the Industrial/Organizational Psychology (I/O) program has two general areas that students emphasize in their choice of coursework and research experiences: Personnel and organizational psychology, and human factors/ergonomics. Many of our students also design their programs to emphasize occupational health psychology. We currently have a training grant funded by the National Institute for Occupational Safety and Health, which provides support for graduate training in this area. In addition to seminars in substantive areas, students in the I/O program are advised to take Quantitative/Methods courses from the list specified below (beyond those required during the first year of study). As part of the graduate degree requirements in the Department of Psychology, students are also required to complete several elective courses outside the I/O program in order to meet the Psychology Department "breadth" requirement. Students are encouraged to select these electives in a manner that allows them to meet the American Psychological Association task force breadth recommendations for accreditation and licensing; students may also choose elective courses from other departments (e.g., Management, Communications, Engineering). Many of our students also take coursework that meets the requirements of relevant graduate certificate programs offered by the university: e.g., Occupational Health Psychology, Quantitative Research Methods.

I/O Core Courses

- Human Factors
- Occupational Health Psychology
- Organizational Psychology
- Personnel Psychology

I/O Specialization Seminars

- Design & Analysis of Human-Machine Systems
- Judgment and Decision Making
- Leadership
- Occupational Health & Safety
- Performance Appraisal
- Selection and Placement
- Simulation and Training
- Work Motivation
- Work Systems and Performance
- Seminar in Industrial Psychology (selected topics: e.g., Occupational Stress, Work & Aging)

Quantitative/Methods Courses

- Causal Modeling
- Field Research Methods in Psychology
- Hierarchical Linear Modeling
- Item Response Theory (Educational Psychology)
- Longitudinal Data Analysis
- Measurement and Scaling
- Meta-Analysis Theory and Practice
- Multivariate Analysis (Statistics)*
- Multivariate Approaches to Survey Data
- Research Methods in Experimental Social Psychology

Non-course requirements for the Ph.D. degree include completion of the M.A. degree, completion of an approved Field Research experience, passing the General Examination, and preparation and defense of an acceptable Ph.D. dissertation. The M.A. degree, which is based in part on a master's thesis, is generally completed by the end of the second year of study. After completing the master's degree, students are expected to complete an approved Field Research experience in a business, government, industrial or research setting; for many students, this occurs during the third year of study. When the M.A., the field research requirement and most course requirements have been met, the student must also pass a General Examination prior to working on the Ph.D. dissertation. The General Examination is usually taken sometime during the fourth year of study. The fifth year of study is generally devoted to the dissertation and other research projects. Although the specifics will vary from student to student, the following "typical" course of study provides a sense of the timing of these activities.

TYPICAL COURSE OF STUDY

First Year Common Core Courses

- Human Factors (or Occupational Health Psychology)
- Organizational Psychology (or Personnel Psychology)
- Research & Practice of I/O Psychology
- Research Team in I/O Psychology
- Experimental Social Psychology (Research Methods)
- Analysis of Experiments (Stat)
- Quant. Methods in the Behavioral Sciences (Stat)
- Research in Psychology/Thesis Prep

Second Year Common Core & Specialization

- Human Factors (or Occupational Health Psychology)
- Organizational Psychology (or Personnel Psychology)
- Research & Practice of Ind/Org Psychology
- Research Team in I/O Psychology
- Two Specialization Seminars
- Quantitative/Methods or Elective course
- Thesis Preparation and Completion (both semesters)

Third Year (or Fourth Year) Field Research Experience

- Approved Field Research Experience
- Specialization Seminar
- Quantitative/Methods course

Fourth Year (or Third Year) Specialization

- Research & Practice of I/O Psychology
- Research Team in I/O Psychology
- Two Specialization Seminars
- Quantitative/Methods or Elective course
- Research in Psychology
- General Examination
- Preparation of Dissertation Proposal

Fifth Year Dissertation

- Research & Practice of I/O Psychology
- Research Team in I/O Psychology
- Research in Psychology
- Preparation and Defense of Dissertation

Opportunities for Applied Research Experience

Field Research Experience: As part of the Field Research Experience requirement of our program, students successfully compete for full-time off-campus internships and other opportunities for field research experience in a variety of organizational settings. A sampling of organizations that have hosted internships fulfilling the field research requirement includes: Aon Consulting, Compaq Corporation, Home Depot, IBM International, Liberty Mutual Safety Research Institute, NASA, PepsiCo, Pfizer Corporation, U.S. Office of Personnel Management, U.S. West, and the Volpe National Transportation Research Center.

Industrial Psychology Applications Center: The Industrial Psychology Applications Center (IPAC) is a non-profit applied research center that offers a range of professional services to organizations. IPAC projects are staffed by faculty and doctoral students in the Industrial-Organizational Psychology program. By establishing partnerships with public-and private-sector organizations, IPAC provides a forum for doctoral students in our program to interact professionally with organizational representatives and apply classroom knowledge to organizational problems. Recent projects carried out by the Center include: administration/analysis of a national recruitment practices survey; design and administration of a large all-organization survey; development and validation of a participatory ergonomics evaluation tool; job task analysis; workplace safety and hazard analysis. Some of these projects are sufficiently managed by students to fulfill their Field Research requirement.

Laboratory Facilities and Resources

Students have access to several research facilities dedicated to the study of work behavior. These include two suites of rooms designed for the collection of data from participants in laboratory studies, as well as work space for development of survey measures and the collection and analysis of field data. Laboratories are equipped with networked computers and specialized software for data collection and analysis. Specialized research equipment is available to support research on performance judgments, psychophysiological processes, team coordination, situational awareness, and acquisition of expertise. Equipment and support are also available to students for the design, electronic scoring, and on-line administration of survey measures, and preparation of digitized video research materials. The University also maintains a wide variety of on-line databases to which students have access. Many of these are available through the University Libraries. Others are maintained by units at the university such as the Roper Center for Public Opinion Research, which houses the largest collection of public opinion data in the world. Our faculty and students also enjoy close working relationships with the Center for the

Promotion of Health in the New England Workplace (CPH-NEW) and the Connecticut Transportation Institute.

Financial Support: Assistantships and Stipends

Most graduate students in the Psychology Department are offered a minimum 15-hour Graduate Assistantship for up to 10 semesters. This assistantship requires 15 hours of work per week in support of instruction or research and carries a stipend of approximately \$15,000 per academic year. Assistantships are combined with University Predoctoral Fellowships which may be awarded in sums of \$500 to \$2500. All assistantships carry a full tuition waiver and low-cost medical/dental health insurance. Some students are also eligible for federal Work-Study assignments.

Faculty

I/O Psychology is one of six graduate divisions in the Department of Psychology. Students should identify a preferred Major Advisor from among faculty listed below. For additional information on other areas of faculty research expertise, see I/O faculty web pages at: io.psychology.uconn.edu.

Janet Barnes-Farrell (Ph.D., Pennsylvania State Univ.)
Aging and work, work-life issues, work and time

Dev Dalal (Ph.D., Bowling Green State University)
Judgment and decision making, applications of measurement/psychometric theories to research and practice

Robert Henning (Ph.D., University of Wisconsin)
Psychophysiology in ergonomics, macroergonomics, cybernetics, augmented team cognition, occupational safety & health, workplace health promotion

Vicki Magley (Ph.D., University of Illinois)
Sexual harassment in the workplace; workplace incivility; occupational health, gender and stress; work stress and coping

Steven Mellor (Ph.D., Wayne State University)
Union-management psychology, self-evaluation in the workplace

James Holzworth, Emeritus (Ph.D., Bowling Green State Univ.)
Human judgment & decision making, social policy analysis, human information processing

Donald Tepas, Emeritus (Ph.D., S.U.N.Y. at Buffalo)
Work schedules, shiftwork, and sustained performance, chronopsychology

Application for Admission

Application forms and detailed information concerning are available on the Department of Psychology Ph.D. Programs website: <http://psych.uconn.edu/graduate>. The completed application requires the submission of transcripts from all undergraduate and graduate institutions previously attended, official reports of grades obtained on the Graduate Record Examination, at least three letters of recommendation, and a personal statement. All application material must be received by **December 1st, 2014**. Applicants bear responsibility for insuring that these materials are received, and may communicate directly with the Psychology Department (phone: 860.486.2057, e-mail: psychgrad@uconn.edu) to determine whether or not the application has been completed. Specific inquiry about the I/O program and visits to the campus are welcomed; they should be made to the Coordinator of I/O Admissions, Dr. Dev Dalal (phone: 860.486.3523, e-mail: dev.dalal@uconn.edu).