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**Industrial-Organizational Psychology
Doctoral Program
Department of Psychology**

**IO Graduate Student Handbook
2023-2024 Academic Year**



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Preface

This handbook has been prepared by the Industrial-Organizational Psychology faculty to be a resource for graduate students in the IO Program. It contains descriptions of the IO curriculum, professional activities, expectations for students, and references to other sources of information. It is recommended that students be proactive in meeting with their faculty mentor to discuss questions, academic policies, and professional issues. This handbook is for information purposes and does not constitute a contract. Graduation, general regulations, and curricula are subject to change. Students should also be familiar with the policies and regulations contained in the Saint Louis University Graduate Education Catalog.

Program Description

The graduate program in Industrial-Organizational Psychology prepares doctoral-level professionals with the knowledge, research abilities, assessment skills, and intervention approaches to advance scientific understanding of the workplace through scholarship and publication and to impact organizational issues at the individual, group, and system levels to improve individual well-being, group functioning, and organizational effectiveness.

Program Vision

industrial-organizational psychology program, based on the scientist-practitioner model that provides graduate and undergraduate career preparation in a research-focused, vertically integrated learning community.

Program Orientation

The IO Psychology Doctoral Program at Saint Louis University builds on a solid foundation of psychological knowledge and methodologies provided by general departmental requirements. Specialized IO courses and training experiences develop the additional competencies required for a successful career in IO psychology. Since IO psychology is both an academic discipline and a profession this program adopts a scientist-practitioner approach. Consequently, the IO program stresses the development of research skills to contribute to scientific understanding as well as developing abilities to use methodologies and intervention strategies to address problems in applied settings. Training in research and intervention strategies draw on such diverse areas as advanced statistical methods, systems theory, process consultation, individual and organizational assessment, behavioral change, action research, organizational development, and program evaluation. Through supervised professional experience students are expected to apply their training to scientific research and publication, to the design of organizational interventions, to training and development of people in the workplace, to the evaluation of change programs, and to the assessment of organizations. Graduate students are encouraged to take advantage of the University's urban location and wealth of opportunities to further enhance their specialty training.

Career Opportunities for Graduates

The Industrial-Organizational Program is designed to prepare its graduates to pursue careers in a broad spectrum of organizational settings, ranging from universities, corporations, and government agencies, to institutions engaged in health care, education and social services. Graduates hold positions in the public and the private sectors, in for-profit and not-for-profit institutions, in manufacturing and service environments, in research and development, marketing and human resource departments, in private consulting firms and in traditional academic settings.

Degree Requirements

Courses required for all students in the Industrial-Organizational Program are presented below in Tables 1 and 2. Of note, for PSY 6950, register in the semester when the exam is expected to be completed; you can only register for this course twice. Six credits of advanced research methods/statistics courses are required (3 credits are a departmental requirement; 3 credits are an IO program requirement). Examples of advanced research methods/statistics courses include Meta-Analysis, Multilevel Theory, Statistical Computing, Structural Equation modeling, and Psychometric Theory.

Table 1

Industrial-

Table 2

Specialized IO and Other Courses

To provide balanced training in Industrial-Organizational Psychology and academic experience with all IO Program faculty, two courses each are required at the individual, group, and system levels. Any course may be petitioned to count at any level with approval of the program coordinator. For IO electives, students are encouraged to choose courses that will enhance their knowledge and experiential base to support their career plans and intended organizational work setting following graduation. In special circumstances a course may be taken outside the Psychology Department if coordinator, and course instructor. No courses should be taken outside of the Psychology Department. A graduate-level non-IO course offered by the psychology department may be taken as an elective course if petitioned by the student and approved by the IO Program Coordinator. Additional curricular information is available from the IO Program Coordinator.

Tier III	SOC 5800	Survey Design and Sampling
	SOC 5850	Program Evaluation and Needs Assessment
	SOC 6200	Non-Parametric Statistical Analysis

Academic Plan

Each student is responsible for preparing and annually updating an individualized academic plan. The plan includes: a statement of goals (intended career/setting); timeline for completion of

A committee of three IO Program faculty will administer the written comprehensive preliminary examination to assess key competencies. Requests for additional or alternate graduate faculty to serve on the examination committee will be considered by the IO Program faculty and approved by the IO Program Coordinator. Students must notify their mentor and faculty committee at least three months prior to the start of the requested exam period.

Students in consultation with their mentor and members of their examination committee may choose to either develop either a project-based exam or essay-based exam. Both the project-based and essay test-based options include: a similar level of planning; a detailed written proposal; and a 16-week period of preparation. For the project-based examination the 16

Following the successful completion of the written examination, a committee of four faculty (at least three of whom are full-time faculty members of the IO Program) will administer the oral examination. Forms for the oral examination are available from Graduate Education by consulting with the Doctoral Candidacy Advisor and must be requested by the student at least two weeks prior to the desired examination date. The mentor must have received a copy of these forms before the oral exam can be administered. The oral preliminary examination is conducted during a two-hour period and addresses each of the required competencies. The oral exam may ask additional questions related to t

second time. The second attempt may not be scheduled within the same academic term as the first. An outside committee member (a Saint Louis University faculty member from another program) must be present at the second exam/proposal defense. A student who fails the second attempt will not be permitted to continue in <https://catalog.slu.edu/academic-policies/academic-policies-procedures/graduation-requirements>

Dissertation

The IO program requires a research-based dissertation on a committee-approved topic in Industrial-Organizational Psychology. The dissertation committee is composed of three IO program faculty. Requests for additional or alternate graduate faculty to serve on the dissertation committee will be considered by the IO Program faculty. Students must register for twelve hours of dissertation research (PSY 6990). Petitions to extend the time to complete the dissertation will result in additional credit hours being required. A public oral presentation and defense of the dissertation is required. Detailed guidelines for the dissertation are available from Graduate Education by consulting with the Doctoral Candidacy Advisor.

When enrolling in dissertation research credits, the minimum registration for an academic term is one credit until the total of 12 credits are completed. Once the dissertation research credit requirement is met, students should enroll for zero-credit dissertation research to maintain full-time status.

Expectations for Progrmet, o8 364.37 Tm028n-U137 Tm02om.6(ionr)5.i5(og)ssn a

The normal time to complete requirements for students entering the IO Program with a research

and dissertation proposal approved by the beginning of the fourth year; dissertation completed by the end of the fourth year. For students entering the IO Program with a non-
ined by an IO faculty
 committee.

These expectations are set forth to encourage effective time management and the efficient completion of the IO Program. Students will be provided feedback on their performance at regular intervals by the IO faculty.

Performance Reviews

Students are expected to make continuous progress toward completion of the degree program. IO program faculty evaluate first-year students at the completion of the first semester, and all students are evaluated annually at the end of each academic year by comparing student goals with

accomplishments and an updated academic plan to the mentor two weeks prior to the end of the spring semester each year. Students will be provided with written feedback regarding their academic performance, research progress, and professional development. Table 4 presents the areas that are assessed and the rating scale that is used for performance reviews. Detailed comments are provided for performance that is unsatisfactory.

Table 4					
Evaluation of IO Graduate Student Performance					
	Far Below Expectations	Below Expectations	Meets Expectations	Above Expectations	Far Above Expectations
1. Quality of Academic Coursework					

Unsatisfactory performance: Student performance that is below or far below expectations represents a significant area of concern that must be addressed by a performance improvement plan. The identified performance problem must be improved to meet expectations within a specified period of time. The specified deadline may be the next regularly scheduled evaluation period or if the problem is more severe it may require closer monitoring and a shorter time frame for resolution. When unsatisfactory performance has occurred the student must follow an improvement plan to remediate the problem that is approved by the IO faculty.

Probation: A student will be placed on probation in the IO Program if previously identified unsatisfactory performance has not been remediated to an acceptable level within the specified time frame or if the problem is so significant in nature and/or severity (e.g., ethical problem, academic dishonesty) that probation is warranted. Probation is for a specified time period. This time period and conditions for removal of probationary status will be formally stated in a written contract that will be signed by the student, their academic advisor, and the program coordinator. Students receiving notice of probation must complete the activities specified in this remediation plan by the agreed upon deadlines.

Suspension: A student will be suspended from the IO program if the unsatisfactory performance is of such nature, severity (e.g., ethical problem, academic dishonesty), magnitude, or continued duration that limiting all or some aspects of the IO Program is warranted. Suspension is for a specified period of time and conditions for removal of suspension status are stated in writing. Students receiving notice of probation must follow a remediation plan approved by the IO faculty by the agreed upon deadlines.

Dismissal: A student may be dismissed from the IO Program due to the failure to remediate one or more areas of unsatisfactory performance as prescribed by the IO faculty. A student may also be dismissed due to the presence of a problem that is highly significant due to its nature and/or severity (e.g., ethical misconduct, academic dishonesty).

Appeals: If a student does not agree with feedback provided by his/her mentor regarding a performance review or evaluation of results from an improvement/remediation plan or wishes to provide additional information for consideration by the mentor, the student may request a meeting with the IO Program Coordinator within two weeks from the date that the student was presented feedback from his/her mentor. The student will have a full and fair opportunity to present any

Disability Services

Students with a documented disability who wish to request academic accommodations must contact Disability Services to discuss accommodation requests and eligibility requirements. Once successfully registered, the student also must notify the course instructors, supervisors, or mentors that they wish to access accommodations in their courses/assistantships/degree requirements.

Please contact Disability Services, located within the Student Success Center, at Disability_services@slu.edu or [314.977.3484](tel:314.977.3484) to schedule an appointment. Confidentiality will be observed in all inquiries. Once approved, information accommodations will be shared with course instructors via email from Disability Services and viewed

Note: Students who do not have a documented disability but who think they may have one are encouraged to contact Disability Services.

Assistantships, Practica, Internships and Other Employment

Students must receive formal approval from their mentor and IO Program Coordinator for any internal or external assistantship, practica, internship or other forms of employment. Approval will be based on the appropriateness of the position.

Professional Organizations

Students are encouraged to join professional societies, attend annual meetings, and make presentations. Graduate student memberships are available for the American Psychological Association, Association for Psychological Science, Midwestern Psychological Association, Society for Industrial and Organizational Psychology, Gateway Industrial and Organizational Psychologists, the Academy of Management and similar organizations.

Awards Available to IO Students

Based upon their achievements, students may be nominated for an award by the IO faculty. The Severin Banquet held during the spring semester.

- Ø **Nicholas Colarelli Award:** This award is named for Nick Colarelli who was a member of the Psychology Department and founder of the consulting firm Colarelli, Meyer and Associates. This award recognizes an IO student for outstanding achievement in the application of IO Psychology.
- Ø **Thomas J. Kramer Award:** The Kramer Award was established in 2005 in honor of Tom Kramer who served as a member of the Psychology Department for over 35 years and was co-founder of the IO Program. This award recognizes an IO student who has made outstanding contributions to the IO Program at Saint Louis University
- Ø **David C. Munz Award:** The Munz Award was established in 2011 in honor of Dave Munz, a co-founder of the IO Program. Now an emeritus professor, he is our longest serving IO faculty member. This award is given to recognize an IO student who excels in the science and practice of IO Psychology.
- Ø **John Napoli Award:** This award is named in honor of John Napoli who was a faculty member in the Psychology Department and well known for his service to the Clinical Program and for his dedication to the teaching of Psychology. Graduate students in the Clinical, Experimental, or IO Program are eligible for this award. The award recognizes an individual who has taught at least two college-level Psychology courses and demonstrated creativity, effectiveness, and a commitment to future teaching.

- Ø **Marilyn Rigby Award:** This award honors Marilyn Rigby who was the first woman to be hired by the Department of Psychology and the first woman to be awarded tenure at Saint Louis University. This award is presented to an IO or Experimental Psychology student to recognize outstanding contributions to the Psychology Department.

Departmental Events

Students are invited to and expected to attend departmental colloquia, special presentations, and social events. Colloquia are scheduled monthly throughout the academic year. Special annual

Lecture in Social Psychology, and the Psi Chi Great Issues Lecture. Students are also encouraged to attend social events. Special annual Severin Awards Banquet.

Research, Teaching, and Consulting Centers at Saint Louis University

- Ø **The Center for the Application of Behavioral Science (CABS)**, located in the Department of Psychology, offers professional psychological research and consulting services to commercial, not-for-profit, healthcare, educational, and governmental organizations. Faculty consultants are assisted by graduate students in the doctoral psychology program. Areas of expertise in IO Psychology include organizational change, organizational learning, systems assessment, culture surveys, work team effectiveness, and performance analysis. CABS offers research services that include development and administration of questionnaires, web-based surveys, interviews, facilitated focus groups, systematic observation, content analysis, experimental research, multivariate analysis, advanced statistical techniques, and model construction.

- Ø **The Center for Interprofessional Education and Research (CIER)** is located on Saint Louis University campus and focuses on interprofessional education and collaborative practice research. It works at the forefront of developing, delivering, and evaluating innovative educational initiatives to train individuals from diverse medical disciplines to practice in complex health delivery settings. The Center seeks to understand and facilitate effective collaboration between professionals to improve the quality and safety of patient- and client-centered care.

- Ø **Center for Teaching and Learning**

The Paul C. Reinert, S.J. Center for Transformative Teaching and Learning assists University graduate students and faculty members with instructional and curriculum development programs and other services. Two teaching certificate options are offered by the Center. The Certificate in University Teaching Skills can be earned by completing a minimum of 15 credits and other requirements that culminate in a professional teaching portfolio. The Foundations Certificate can be earned by completing 10 credits and a reflection on teaching development. A limited number of funded assistantships are available to graduate students to support the work of the Center.

- Ø **The Center for Workforce & Organizational Development (CWOD)** is located in the Wool Center. It provides high quality training to business professionals and University employees in its state-of-the-art facilities. The Center partners in some of its training activities with well-known companies such as Microsoft and the Project Management Institute. Customized programs are also developed and delivered to meet specific business needs. Consultation services are offered in the areas of organizational leadership, assessment, and development.

Ø **The Organizational Health Initiative** (OHI) is located in the School for Professional Studies at Saint Louis University. The Organizational Health Initiative is dedicated to integrating science with practice and providing assessments and interventions for organizations to improve individual well-being

Affiliated Faculty with a Doctoral Degree in Industrial-Organizational Psychology

Affiliated faculty may teach elective courses related to the IO Program and may also supervise certain research projects and professional training opportunities for Industrial-Organizational Psychology graduate students with approval of the IO Program Coordinator and Graduate Education.

Ø **Steven L. Winton, Ph.D.** (Saint Louis University - School for Professional Studies)
Group effectiveness, employee engagement, leadership and organizational development.

Ø **Patricia Bagsby, Ph.D.** (Saint Louis University - Chaifetz School of Business)
Stress and health, organizational development, and career transitions.