



We Want Great Things for You

## MASTER OF ARTS IN INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY

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### Mission

Following the University of Detroit Mercy's (UDM) tradition of providing quality education, the Psychology Department offers UDM graduate students the opportunity to obtain a highly specialized and competitive educational experience in the area of Industrial and Organizational Psychology (I/O).

The Master of Arts program in Industrial and Organizational Psychology prepares students to function as "master's-level I/O psychologist practitioners" (SIOP, 2000). Graduates are employed as external or internal consultants and perform quality professional human-resource services in a variety of work settings. The program provides career-advancement opportunities for human resource professionals, or entry-level positions for those embarking upon their careers. Although this program is a "terminal master's" degree program, a small number of graduates continue their education in I/O doctoral programs.

The Psychology Department faculty is dedicated to implementing an Industrial/Organizational Psychology program that focuses intensively psychological theories, principles, research, and their application to human behavior in the workplace. Areas emphasized include, leadership and organizational development; multicultural, race, nationality, and gender issues in the workplace; personnel selection; training and development; job design; performance evaluation; and workplace ethics.

The faculty is committed to teach, guide, counsel, and assist each student individually to reach his/her degree objectives successfully and in a timely fashion.

### Goals

The program's goals are based on the need for a positive alternative career-development track for human-resource professionals that is distinct from business education and from doctoral training in industrial/organizational psychology. The program's primary goal is to provide career advancement for human resources professionals in private- and public-sector organizations. Thus, advancement in responsibility, skill exercise, and compensation is the

program's major focus, rather than a new employment as I/O psychologists. However, a minority of graduates continue in I/O doctoral programs.

### Description

The program consists of graduate courses which survey the broad range of applied industrial/organizational psychology (e.g., leadership development, multi-cultural issues in the workplace, workplace ethics, job and task analysis, employee assessment, selection and placement, job performance evaluation, training and development, job motivation, structure and function of organizations, organizational development, and consumer psychology). Other courses develop professional skills in test construction, human resources assessment, consulting methods, statistics, and research methodology essential for professional practice in industrial/organizational psychology. Important areas surveyed by management courses include management and labor issues, personnel process, management development, organizational analysis, and entrepreneurship.

The total 42 credit hours required for the degree can be earned either part-time (i.e., two courses per term) or full-time (i.e., three or four courses per term). Full-time students can complete the program in two years, including a summer term. Part-time students can complete the program in two and one-half years, including a summer terms.

The program includes a comprehensive examination and a 250-hour practicum experience. The practicum consists of supervised practice of industrial/organizational psychology in a private- or public-sector organization. Paralleling the practicum experience is a year-long capstone course. This course allows for the integration of courses taken throughout the program as well as integration of theory and practice.

Students may decide between two options to complete the program: (1) a comprehensive examination-plus additional coursework option, or (2) an examination-plus thesis option. The additional coursework option requires two additional elective courses instead of a master's thesis. The thesis option requires the thesis (which comprises original research under faculty supervision) in lieu of the two additional elective courses. Either option requires 39 credit hours to complete the degree. Students oriented toward immediate professional practice upon graduation may choose the examination option, whereas those who anticipate attempting doctoral education before they enter professional practice will likely choose the thesis option.

## Admission Requirements

Students admitted to the program must hold at least a bachelor's degree (B.A. or B.S.) from a regionally accredited college or university. To be considered for admission, applicants must submit a completed application form, a personal goal statement, GPA at least 3.0; GRE General Aptitude Score, Verbal + Quantitative + Analytical at least 1500; and three letters of recommendation.

An admission interview is also required. The interview's purposes are: (1) to enable the faculty to become better acquainted with prospective students (e.g., to assess communication skills and career goals in relation to the program), and (2) to permit applicants to become more familiar with the program and its potential contributions to their careers. The faculty make admission decisions at an early date following the interview.

The industrial/organizational psychology faculty constitutes the Graduate Admissions Committee for the program. The Committee considers applications in March for the fall entering class. All materials required to support the application must be received by March 15 to receive full consideration. Applications received after March 15 will be considered provided space in the entering class becomes available. Students may enter the program only in the fall semester.

Students without undergraduate psychology majors are welcome to the program, but are expected to have taken the following undergraduate prerequisite courses:

- Introductory Psychology
- Statistics
- Two of the following courses:
  - Experimental Psychology
  - Personality
  - Abnormal Psychology
  - Social Psychology

Undergraduate psychology majors are expected to have already taken the foregoing courses. It is preferable for applicants to complete all undergraduate prerequisite courses before beginning the program. However, students can be admitted on a conditional status with one or two courses still outstanding. These courses must be completed within the first two semesters of the program.

## Comprehensive Examination

The comprehensive examination is part of the Capstone Experience seminar, PYC 579, which is taken during the second year of the program in conjunction with the practicum. The comprehensive exam is taken in mid-April of the student's final year and consists of four questions. These integrative questions combine substantive and methodological areas in industrial/organizational psychology, and are drawn from the content of program courses. Questions may require students to (1) synthesize theory and

research across I/O areas (e.g., personnel selection and training/development); (2) apply such integrated knowledge by solving workplace-related problems likely to be encountered by human-resource professionals; or (3) incorporate statistics/research-design principles into the investigation of I/O issues.

Questions are written and graded by pairs of faculty members. Students must answer all questions correctly to pass the exam. Grading is Pass/Fail with Pass-minus (P-) possible. P-minuses count as a passing grade. Retakes of the exam are possible such that the student retakes questions only in areas previously not passed. Students receiving two F grades may be required to demonstrate their knowledge by taking an oral examination.

## Master's Thesis Option

The master's thesis consists of original research in industrial/organizational psychology under the supervision of a thesis director and thesis committee drawn from the psychology department faculty. One member may be from outside the I/O area. The project is conducted under the thesis/dissertation guidelines adopted by the University of Detroit Mercy, College of Liberal Arts and Education. Both the thesis committee and the University Institutional Review Board must approve the research. Defense of the thesis proposal must occur during the first week of June or the second week of September following the student's first year of completed study for full-time students or during the above months/timeframe of the year prior to graduation for part-time students. While students may work on their thesis during the summer months, limited faculty support is available from June to September.

## Practicum Experience

The practicum prepares students to practice industrial/organizational psychology with the understanding of organizational cultures critical to effective professional practice in the workplace. Students refine skills in identifying and solving human-resource problems in work settings. Emphasis is given to skills in assessment, interpersonal communication, decision-making, problem solving, troubleshooting, and insight into organizational problems and needs. Professional excellence is fostered by sharpening capabilities in time management, report writing, and information dissemination, while considering content appropriate to the audience.

Students complete 250 hours of paid or unpaid work on at least two projects in a selected organization, which serves as the practicum site. The projects may consist of assessing, analyzing, or appraising performance, aptitudes, skills, preferences, needs, or personality factors required for job/task analysis, personnel recruitment, selection and placement, or performance evaluation. Accordingly, students design pertinent descriptive or evaluative investigations, collect data, and perform appropriate statistical analyses.

Students then use the results to recommend procedures and strategies to benefit the company in the areas studied. Students learn workplace terminology as it relates to that used in industrial/organizational psychology. Program faculty must approve projects in advance.

Projects are based on a written proposal written by the student and supervised by faculty and practicum site personnel. The proposal consists of three components: 1) Student Learning Objectives (what the student hopes to learn from their experience); 2) Practicum Objectives (what the employer and student expect to accomplish by working together); and 3) A Job Description/Contract (which describes the arrangements and duties of the parties involved). The practicum culminates in an oral report accompanied by a written report of the completed projects, in executive-summary style, to the program faculty and to other I/O students.

The responsibility for practicum placement belongs to both the student and the I/O faculty. A list of past participating organizations will be shared with students so they may focus their selection. In addition, because some students are paid for their learning experience, practicum supervisors conduct interviews to select appropriate students.

Students may complete the 250 hours in a variety of flexible time frames that can be worked out with the site supervisor. The majority of students spread the hours across the fall and winter semesters. Some students may prefer to begin their practicum projects during the summer months. However, arrangements must be approved prior to the first week of June.

## Capstone Course

Students are provided support, supervision, and direction from faculty during their practicum experience as they participate in the Capstone Course. This course is designed to be a culminating experience that integrates both theory and practice across all of the students' coursework for the program. The course actually occurs throughout both semesters on a twice-monthly basis. Students register for the Capstone (PYC579) in the fall and for the Practicum (PYC588) in the winter. However, students participate in both activities simultaneously throughout their two final semesters of the program. The "final exam" for this course is the completion of the comprehensive exam.

## Contacts

Dr. Kathleen Zimmerman-Oster, Program Director  
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or

Theresa Carson, Graduate Admissions Counselor  
Phone: (313) 993-3309 Fax: (313) 993-3326  
Email: [carsonta@udmercy.edu](mailto:carsonta@udmercy.edu)

**International Students:** contact Steven Coddington at [coddinsm@udmercy.edu](mailto:coddinsm@udmercy.edu) or (313) 993-3310

## Full-time Psychology Faculty

**Steven Abell**, Ph.D., Loyola University, clinical psychology, psychotherapy with children.

**Libby Blume**, Ph.D., Texas Technological University, child development.

**Bernard Green**, Ph.D., A.B.P.P., University of Michigan, clinical psychology, psychoanalysis.

**Harold H. Greene**, Ph.D., University of Georgia, cognitive and experimental psychology.

**Mary Hannah**, Ph.D., Vanderbilt University, School Psychology, families of children with disabilities.

**Elizabeth M. Hill**, Ph.D., Tulane University, alcoholism and alcoholic families.

**Douglas MacDonald**, Ph.D., University of Windsor, clinical child psychology, psychological assessment, cross-cultural research.

**Judy McCown**, Ph.D., Wayne State University, schizophrenia, cognitive-behavioral therapy.

**Cheryl Munday**, Ph.D., University of Michigan, psychiatric diagnoses, ethnicity and clinical judgment.

**Christine M. Panyard**, Ph.D., Wayne State University, psychological assessment, addiction studies.

**Linda Haynes Slowik**, Ph.D., Wayne State University, management, employee empowerment.

**Margaret Stack**, Ph.D., A.B.P.P., University of Detroit, psychological assessment, psychotherapy outcome.

**Carol C. Weisfeld**, Ph.D., University of Chicago, developmental psychology, ethology.

**Kathleen Zimmerman-Oster, Ph.D.**, Wayne State University, leadership development, organizational training, assessment and evaluation.

## **Financial Aid**

Graduate students are eligible for several financial aid programs funded by the Federal Government and the State of Michigan. For specific details, please contact the UDM Financial Aid Office by calling or writing to:

Director of Financial Aid  
University of Detroit Mercy  
4001 West McNichols Road  
Detroit, MI 48221-3038  
(313) 993-3350

**University of Detroit Mercy**  
**M.A. Program in Industrial-Organizational Psychology**  
**Application Supplement**

Name: \_\_\_\_\_  
Last First Middle (Maiden)

Address: \_\_\_\_\_  
Number Street

\_\_\_\_\_ City State Zip Code

Telephone: (\_\_\_\_\_) \_\_\_\_\_ Business Telephone: (\_\_\_\_\_) \_\_\_\_\_

Social Security Number: \_\_\_\_\_

Full-time and Part-time Employment: For the three most recent positions held, indicate the starting and ending dates, name of employer and location, hours per week if not full-time, and a short description of the nature of your responsibilities.

Name of Employer	Location	Hours/week	Dates
1. _____			

Responsibilities: \_\_\_\_\_  
\_\_\_\_\_

2. \_\_\_\_\_

Responsibilities: \_\_\_\_\_  
\_\_\_\_\_

3. \_\_\_\_\_

Responsibilities: \_\_\_\_\_  
\_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Please review the instructions for your program that contain additional directions to complete your application.

University of Detroit Mercy admits students of any race, color, national or ethnic origin, and religious preference.



**University of Detroit Mercy**  
**M.A. Program in Industrial-Organizational Psychology**  
**Personal Goal Statement**

Name: \_\_\_\_\_  
Last First Middle (Maiden)

Social Security Number: \_\_\_\_\_

Discuss your long-range career objectives, including the alternatives you have considered. Indicate how the program relates to your past academic and work experiences, the benefits you expect to gain from the program, and your personal strengths and weaknesses that would affect the attainment of your goals.

Also, please provide any other information that you believe should be considered by the Admissions Committee.

(Continue on additional paper if needed)

Signature: \_\_\_\_\_ Date: \_\_\_\_\_



**University of Detroit Mercy**  
**M.A. Program in Industrial-Organizational Psychology**  
**Academic Record**

Name: \_\_\_\_\_  
Last First Middle (Maiden)

Please complete the following information as fully as possible to aid in processing your application.

1. List all courses taken in psychology with the grade received, including graduate courses if you have taken any. Identify graduate courses with a “G” before the title.

Course	Grade	Course	Grade

- 2. Undergraduate GPA, last 2 years: \_\_\_\_\_
- 3. Undergraduate GPA, psychology: \_\_\_\_\_
- 4. Graduate GPA, if any: \_\_\_\_\_



**University of Detroit Mercy**  
**M.A. Program in Industrial-Organizational Psychology**  
**Admission Recommendation**

Name of Applicant \_\_\_\_\_ Social Security Number \_\_\_\_\_

**Applicant:** This form is to be given to three people who are able to comment on your qualifications for graduate study. They may be professors, employers, or supervisors.

My preference regarding confidentiality of this recommendation is as follows:

\_\_\_\_\_ I wish to have access to this letter of recommendation; it will not be confidential and will be incorporated into my application for graduate study.

\_\_\_\_\_ I waive my right of access to this letter of recommendation and request it be incorporated as confidential material into my application for graduate study.

\_\_\_\_\_  
(Signature)

\_\_\_\_\_  
(Date)

**Note to Recommender:** The person named above is applying for admission to the graduate program indicated and has requested that your evaluation be included as part of the information in which the faculty will base its decision. Under THE FAMILY EDUCATIONAL RIGHTS AND PRIVACY ACT of 1974, this applicant (if admitted and enrolled) will have access to the information provided unless the statement above has waived the right to such access.

Please indicate how long and how well you have known the applicant, and tell what you can of the person's aptitude, emotional adjustment, oral/written expression, personal appearance, and potential for success. Accordingly, our students must exhibit a high level of emotional and social maturity. If you are aware of any weakness in this applicant's social or emotional adjustment that might hamper his/her function within this field, specify this below. Please feel free to use both sides of this form, or an extra sheet, if necessary.

Name \_\_\_\_\_

Title \_\_\_\_\_

Organization \_\_\_\_\_

Address \_\_\_\_\_

Signature \_\_\_\_\_ Date \_\_\_\_\_

**Return recommendation to:**

**University of Detroit Mercy**  
**Admissions Office**  
**4001 West McNichols Rd.**  
**FAC 100**  
**Detroit, MI 48221-3038**

**Please photocopy this sheet for additional recommendations.**

