Detroit Mercy’s Master of Arts program with a major in Industrial/Organizational (I/O) Psychology prepares students to function as master’s-level I/O psychologist practitioners. The Society for Industrial and Organizational Psychology defines I/O psychology as “the scientific study of workplace issues facing individuals, teams and organizations. The scientific method and rigor is applied to investigate issues of critical relevance to business, including talent management, coaching, assessment, selection, training, organizational development, performance, and work-life balance.”

Detroit Mercy’s 33-credit (11 course) evening program focuses on theory for application and professional practice and can be completed in one academic year. It prepares students to perform quality professional services in a variety of workplace settings, including human resources, organizational culture and development, talent management, leadership development and workforce analytics and research across any industry and organizational type.

The degree prepares students to:
- Address multi-cultural and international workplace issues
- Design, implement and evaluate training and development programs
- Develop methods to improve job satisfaction, employee retention and organizational environments
- Measure employee satisfaction, performance and motivation
- Perform advanced research and statistical analyses
- Execute selection, placement and talent management programs
- Construct, administer and analyze psychometric assessments and evaluation tools
- Manage, plan, implement and evaluate projects and programs
- Consider ethical implications of workplace strategies

According to the U.S. Department of Labor, the field of industrial/organizational psychology will enjoy a 26% growth in employment through 2022.

Website: udmercy.edu/psychology

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Curriculum*

The Master of Arts with a major in Industrial/Organizational Psychology requires 33 credit hours, completed through the following curriculum:

PYC 5040  Advanced Research
PYC 5700  Issues in Industrial and Organizational Psychology
PYC 5710  Psychometric Theory and Test Construction
PYC 5720  I/O Assessment II: Human Resources Assessment
PYC 5730  Ethical Issues in the Workplace
PYC 5740  Training and Development
PYC 5750  Leadership Models
PYC 5760  Multi-Cultural Issues in the Workplace
PYC 5790  Capstone Experience*
PYC 5880  Practicum Industrial/Organizational Psychology**
PYC 6600  Statistical Methods I

*Comprehensive Examination

The required comprehensive examination is provided for students to demonstrate their knowledge and integration of theory, research, and practice. The comprehensive exam is completed by students as the final exam in the capstone course, which is the last course of the program.

**Internship/Practicum

The internship/practicum experience requires students to complete 250 hours of paid (internship) or unpaid (practicum) work on at least two projects in selected organizations, which serve as the internship/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, etc. Accordingly, students manage projects and programs, execute consultation engagements and/or design pertinent descriptive or evaluative investigations, collect data and perform appropriate statistical analyses.

Admission Requirements

The Detroit Mercy program accepts both full- and part-time students. All courses are offered in the evenings and some are partially online.

The application deadline is March 15 for admission to the following fall semester. However, all applicants are encouraged to submit materials and applications early. The program begins each fall. Applications may be submitted up to one year prior to the start of the program and no later than August 5.

Required application materials include:

- A baccalaureate degree from an accredited college or university, with a 3.0 grade point average in the last two years (official transcripts).
- Completion of an undergraduate major in psychology or a major in a related field.
- Scores from the Graduate Record Examination, General Aptitude Test (the Psychology subject test is not required). Minimum combined score (V & Q) of 800; 1000 or greater preferred.
- Three letters of recommendation from professors or colleagues.
- A one to two page personal statement addressing the following items: how your personal, academic and/or professional career has prepared you for graduate study, your career interests, and how Detroit Mercy’s I/O psychology master's program will allow you to accomplish your personal and career goals.
- Graduate transcripts (if applicable).
- Professional resume.
- An admission interview is also required.

Transcripts should be mailed to:
Theresa Carson
Graduate Admissions Counselor
University of Detroit Mercy
Office of Admissions
4001 W. McNichols Rd.
Detroit, MI 48221-3038

*Curriculum may change. Refer to the most recent edition of the Detroit Mercy Catalog: udmercy.edu/catalog

Website: udmercy.edu/psychology

4001 W. McNichols Road  |  Detroit, Michigan 48221  |  clae@udmercy.edu
Financial Aid
Graduate students are eligible for several financial aid programs funded by the Federal Government and the State of Michigan. For specific detail, please contact the Detroit Mercy Financial Aid Office at 313-993-3350.

Research and Teaching Assistant Positions
The program offers several opportunities to support your educational endeavor with research and teaching assistantships. These opportunities vary from year to year and require a separate interview. Many involve working with the Institute for Leadership and Service (ILS).

Department of Psychology Faculty
Steven Abell, Ph.D., Loyola University, clinical psychology, psychotherapy with children
Kristen Abraham, Ph.D., Bowling Green State University, Assistant Professor of Psychology & Director of Clinical Psychology M.A. program
Libby Balter Blume, Ph.D., Professor Emerita, Texas Tech University, human development and family studies
Barry Dauphin, Ph.D., A.B.P.P., Syracuse University, Director of the Doctorate in Clinical Psychology program, assessment therapy
Lee Eshelman, Miami University, assistant professor
Sharla Fasko, Ph.D., University of Cincinnati, Director of the Specialist in School Psychology program.
Harold H. Greene, Ph.D., University of Georgia, cognitive and experimental psychology
Erin Henze, Ph.D., University of Tennessee, development

and validation of psychoeducational interventions for students with disabilities; academic and social functioning of students with Autism Spectrum Disorders; supervision and training issues in school psychology

Elizabeth M. Hill, Ph.D., Tulane University, alcoholism and alcoholic families
Steven Huprich, Ph.D., University of North Carolina at Greensboro, Professor of Psychology
Rachel Lee, BCBA, NCSP, Assistant Professor of Psychology
Cheryl Munday, Ph.D., University of Michigan, psychiatric diagnoses, ethnicity and clinical judgment.

John Porcerelli, ABPP, University of Detroit, Professor of Psychology & Director, Detroit Mercy Psychology Clinic
Linda Slowik, Ph.D., Wayne State University, industrial/organizational psychology
Carol C. Weisfeld, Ph.D., Professor Emerita, University of Chicago, developmental psychological, ethology
Kathleen Zimmerman-Oster, Ph.D., Wayne State University, Director of the I/O Psychology M.A. program

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