Educational Training for a Master’s Degree in Industrial-Organizational Psychology

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Recruitment and Selection Issues

• Applications
  – Trends in applications (more/less/same)
  – Application fee
    • Amount
    • Affect on number and quality of applicants
  – Rules of thumb for acceptance (e.g., accept 20 to get 10, or one at a time)
  – Dates given to applicants to accept offer

• Assistantships (# and allocation)

• Identifying top predictors
Statistics on terminal master’s level I-O programs in the U.S. (as of April, 2005)

<table>
<thead>
<tr>
<th>Statistic</th>
<th>N</th>
<th>Mean</th>
<th>Median</th>
<th>Low</th>
<th>High</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of master’s level programs</td>
<td>58</td>
<td></td>
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</tr>
<tr>
<td>Number of applicants</td>
<td>52</td>
<td>47.8</td>
<td>35</td>
<td>6</td>
<td>120</td>
</tr>
<tr>
<td>Number of applicants accepted</td>
<td>52</td>
<td>20.2</td>
<td>15</td>
<td>5</td>
<td>89</td>
</tr>
<tr>
<td>Percentage of applicants accepted</td>
<td>52</td>
<td>56</td>
<td>44</td>
<td>9</td>
<td>91</td>
</tr>
<tr>
<td>Number of students enrolling</td>
<td>52</td>
<td>12.4</td>
<td>10</td>
<td>4</td>
<td>45</td>
</tr>
<tr>
<td>Average GRE Scores (V + Q)</td>
<td>41</td>
<td>1062</td>
<td>1060</td>
<td>830</td>
<td>1200</td>
</tr>
<tr>
<td>Undergraduate GPA</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Overall</td>
<td>39</td>
<td>3.4</td>
<td>3.4</td>
<td>3.11</td>
<td>3.71</td>
</tr>
<tr>
<td>Junior/Senior</td>
<td>10</td>
<td>3.55</td>
<td>3.52</td>
<td>3.30</td>
<td>3.70</td>
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</table>
# Correlations with Graduate GPA

<table>
<thead>
<tr>
<th></th>
<th>Radford University</th>
<th>Xavier University</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>r</td>
<td>n</td>
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<tr>
<td><strong>GRE Scores</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Verbal</td>
<td>.18*</td>
<td>244</td>
</tr>
<tr>
<td>Quant</td>
<td>.26*</td>
<td>244</td>
</tr>
<tr>
<td>V+Q</td>
<td>.25*</td>
<td>246</td>
</tr>
<tr>
<td>Analytic</td>
<td>.25*</td>
<td>235</td>
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<tr>
<td>Writing</td>
<td>.36</td>
<td>23</td>
</tr>
<tr>
<td>Psych</td>
<td>.29*</td>
<td>115</td>
</tr>
<tr>
<td><strong>UG GPA</strong></td>
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<td></td>
</tr>
<tr>
<td>Overall</td>
<td>.34*</td>
<td>255</td>
</tr>
<tr>
<td>Jr/Sr</td>
<td>.41*</td>
<td>245</td>
</tr>
<tr>
<td>Psych</td>
<td>.36*</td>
<td>247</td>
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<tr>
<td><strong>Regression</strong></td>
<td>R = .47</td>
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<tr>
<td>GRE+Jr/Sr GPA</td>
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</table>
Graduate Psychology Core

• Is a Core necessary? What should be in it? How many hours should it be?
  – Guidelines:
    • “Master’s students typically receive a narrower breadth of training than doctoral students”
  – Guidelines:
    • History & Systems (undergrad ok)
    • Fields of Psychology (undergrad ok)
    • Research Methods
    • Statistical Methods/Data Analysis

• Review of master’s I-O programs last year revealed range of 0 to 5 core courses required.
Graduate Psychology Core

- Have existing Cores been imposed on the programs or yoked with other programs?
- Have Core courses been increasing or decreasing in the past decade?
- Do you need a uniform I-O Core across all U.S. programs?
**I-O Curriculum**

- What are minimum/maximum/average number of hours for a Master’s degree?
  - **Guidelines:**
    - Ethical, Legal & Professional Contexts
    - Measurement of Individual Differences
    - Criterion Theory & Development
    - Job and Task Analysis
    - Employee Selection, Placement and Classification
    - Performance Appraisal and Feedback
    - Training: Theory, Program Design, and Evaluation
    - Work Motivation
    - Attitude Theory
    - Small Group Theory and Process
    - Organizational Theory
    - Organizational Development
I-O Curriculum

• Additional I-O Domains (Desired but not Necessary):
  – Guidelines:
    • *Compensation and Benefits
    • *Industrial and Labor Relations
    • Career Development Theory
    • Human Performance/Human Factors
    • Consumer Behavior

• Should Ethics or Diversity be required stand-alone courses (or integrated throughout curriculum?)

• Last year, review of programs revealed range of I-O courses to be 2 to 11.
I-O Curriculum

• To what degree should adjunct faculty or non I-O trained faculty be utilized in a Master’s program?
• How often have adjunct faculty used to teach graduate I-O courses?
• Have adjunct faculty been accepted by students?
Comprehensive Exams

- Thesis and/or subject matter comps?
  - Oral or written or both
  - Length
  - Degree of structure
- Failure policy
  - Frequency
  - When can they retake?
  - Do they get a grade? Does it show up on a transcript?
- Standard used to pass
  - Impressed?
  - Wouldn’t be embarrassed if they said they were from your program?
**Internship/Practicum**

**Option or Requirement**

- What is the extent of the supervision?
  - Guidelines:
    - Supervisor may not be I-O psychologist, but KSAOs similar to I-O psychologist
    - Students also supervised by I-O faculty member
- How “set” are the internships?
  - % that program provides
  - % that student provides
- Minimum number of hours?
- Last year’s review found 26 programs required an internship/practicum, 19 encouraged internship
Thesis Issues

• Guidelines do not directly address thesis
  – Closest is reference to independent reading/study involving reviewing manuscripts, designing and conducting a research investigation, and/or acquiring interactive computer skills

• Last year, 25 programs required thesis, 23 did not
Career Issues

• Are master’s degree students successful in getting jobs at SIOP?

• Guidelines:
  – Compensation
  – Training
  – Data Analysis
  – HR Generalist

• What percentage of master’s graduates who apply for doctoral programs get in?
  – How frequently do they apply?
  – Does the master’s help, hurt, or is neutral
Standards for Master’s Education

• Not accreditation, but non-binding Standards or Professional Recommendations
• What is the proper student/faculty ratio in a Master’s degree program?
  – Does this ratio change if thesis required?
• What duties should I-O faculty expect as a “normal” load?
  – Does this load change if thesis required?
Standards for Master’s Education

• Rumor: SIOP’s Executive Committee suggested National Council of I-O Master’s programs
  – Brainstorming Session Hosted by Patrick McCarthy: Friday (today) 5:30 – 7:00 in International Lounge on 3rd Floor
  – Not in SIOP Program