

*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)

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

Correlations with Graduate GPA

	Radford University		Xavier University	
	r	n	r	n
GRE Scores				
Verbal	.18*	244	- .03	56
Quant	.26*	244	.29*	56
V+Q	.25*	246	.18	56
Analytic	.25*	235	.07	42
Writing	.36	23	-.08	11
Psych	.29*	115	.17	13
UG GPA				
Overall	.34*	255	.38*	56
Jr/Sr	.41*	245	.55*	55
Psych	.36*	247	.51*	50
Regression	R = .47		R = .56	
	GRE+Jr/Sr GPA		GREQ + UGPA+PsycGPA	

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