



***University of Connecticut
Doctoral Program in
Industrial/Organizational Psychology***

2008

For additional information about our program, see our web site at:

www.iopsychology.uconn.edu

GRADUATE EDUCATION IN INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY AT THE UNIVERSITY OF CONNECTICUT

*University of Connecticut
Department of Psychology
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The Division of Industrial/Organizational Psychology emphasizes the application of psychological theories, methods, and principles to understanding human behavior in work settings. Faculty work closely with students to develop a course plan and research experiences that emphasize personnel and organizational psychology or human factors and ergonomics. In addition, many of our students carry out plans of study that provide them with special expertise in quantitative research methods or occupational health psychology.

Our program of graduate study is designed for students seeking the Ph.D. degree via full-time study; we do not admit students who are seeking a terminal M.A. degree or part-time study. The description that follows summarizes key features of our program. For additional information, we strongly encourage all applicants to consult our web page at: www.iopsychology.uconn.edu

Description of the Program

The design of the graduate program in I/O Psychology is predicated on the value of the scientist-practitioner model as the basis for educating I/O psychologists. Students are trained primarily as research scientists and secondarily as applied practitioners of the discipline. As such, our program is characterized by a heavy emphasis on the development of research and measurement skills that can be used to address the problems of business, government and industry. Research activity is an integral part of the educational experience and is expected of all students for every semester that they are in residence at the University; this is carried out in close collaboration with faculty in the program. To ensure a constructive research partnership it is important that students identify one or more faculty with whom they have shared research interests. For this reason, we encourage all applicants to examine the research interests and current research programs of our faculty with an eye to identifying a potential research partner. Information about research being carried out by faculty and students in our program can be found on our web page at: www.iopsychology.uconn.edu and all faculty in our program are happy to respond to requests for additional information about their programs of research.

The program is also designed to provide learning experiences for students to apply their research skills in organizational settings. Students have the opportunity to work on various projects carried out by the Industrial Psychology Applications Center, under the direction of faculty in the I/O program. In addition, all students are required to complete a year-long field research experience as part of their graduate training. This often takes the form of formal full-time internships completed in any of a variety of corporate or government organizations. Those who plan to pursue academic careers are also urged to take advantage of opportunities for independent classroom teaching experiences.

Students who complete the program are prepared to enter careers in academic settings and a variety of applied settings, including large corporations, government research units, and consulting organizations. Examples of organizations where alumni have accepted positions upon graduation include: Aptima Corporation, Bowling Green State University, IBM Corporation - Human Factors Solutions, IBM International - Global Employee Research, Louisiana State University, Quinnipiac University, The Hartford, University of Georgia, and the U.S. Dept. of Transportation Research Center.

Curriculum and Coursework

All students in the I/O Program take the same "core" courses during the first year of study. These include the Proseminars I/II in Industrial/Organizational Psychology, a course in Research Methods and a two-course sequence in Quantitative Methods and Statistics. In addition, students enroll in Research during the first year of study and every year until they complete their degrees.

Coursework in the second year and later is chosen from a variety of advanced specialization seminars offered by faculty in the I/O program as well as courses offered by the Psychology Department and other departments at the university. To meet the requirements of the I/O program, a student must complete at least four advanced I/O specialization seminars. These are chosen by the student in consultation with his/her advisor from among a group of seminars representing a variety of topics in the fields of

personnel psychology, organizational psychology, and human factors psychology (see the list of Specialization Seminars below). Although students will tailor the content of their specialization training to meet their own needs, the Industrial/Organizational Psychology (I/O) program has two general areas that students emphasize in their choice of coursework and research experiences: Personnel and organizational psychology, and human factors/ergonomics. Many of our students also design their programs to emphasize occupational health psychology. We currently have a training grant funded by the National Institute for Occupational Safety and Health, which provides support for graduate training in this area. In addition to seminars in substantive areas, students in the I/O program are advised to take Quantitative/Methods courses from the list specified below (beyond those required during the first year of study). As part of the graduate degree requirements in the Department of Psychology, students are also required to complete several elective courses outside the I/O program in order to meet the Psychology Department "breadth" requirement. Students are encouraged to select these electives in a manner that allows them to meet the American Psychological Association task force breadth recommendations for accreditation and licensing; students may also choose elective courses from other departments (e.g., Management, Communications, Engineering). Many of our students also take coursework that meets the requirements of relevant graduate certificate programs offered by the university: e.g., Occupational Health Psychology, Quantitative Research Methods.

I/O Specialization Seminars

- Design & Analysis of Human-Machine Systems
- Judgment and Decision Making
- Leadership
- Occupational Health & Safety
- Performance Appraisal
- Selection and Placement
- Simulation and Training
- Work Motivation
- Work Organization and Health Psychology
- Work Systems and Performance
- Seminar in Industrial Psychology (selected topics: e.g., Occupational Stress, Work & Aging)

Quantitative/Methods Courses

- Analysis of Experiments (Statistics)
- Causal Modeling
- Research Design and Test Construction
- Field Research Methods in Psychology
- Item Response Theory (Educational Psychology)
- Logistic & Hierarchical Linear Models (Ed. Psych.)
- Longitudinal Data Analysis
- Measurement and Scaling
- Meta-Analysis Theory and Practice
- Multivariate Analysis (Statistics)
- Multivariate Approaches to Survey Data
- Research Methods in Experimental Social Psychology

Non-course requirements for the Ph.D. degree include completion of the M.A. degree, completion of an approved Field Research experience, passing the General Examination, and preparation and defense of an acceptable Ph.D. dissertation. The M.A. degree, which is based in part on a master's thesis, is generally completed by the end of the second year of study. After completing the master's degree, students are expected to complete an approved Field Research experience in a business, government, industrial or research setting; for many students, this occurs during the third year of study. When the M.A., the field research requirement and most course requirements have been met, the student must also pass a General Examination prior to working on the Ph.D. dissertation. The General Examination is usually taken sometime during the fourth year of study. The fifth year of study is generally devoted to the dissertation and other research projects. Although the specifics will vary from student to student, the following "typical" course of study provides a sense of the timing of these activities.

TYPICAL COURSE OF STUDY

First Year Common Core Courses

- Proseminar I in Industrial/Organizational Psychology
- Proseminar II in Industrial/Organizational Psychology
- Research Methods in Experimental Social Psychology
- Analysis of Experiments
- Quantitative Methods in the Behavioral Sciences
- Research in Psychology (both semesters)

Second Year Specialization

- Two I/O Specialization Seminars
- One Quantitative/Methods course
- Two Elective courses
- Research in Psychology (both semesters)
- Thesis Preparation and Completion (both semesters)

Third Year (or Fourth Year) Field Research Experience

- Approved Field Research Experience

Fourth Year (or Third Year) Specialization

- Two I/O Specialization Seminars
- One Quantitative/Methods course
- Two Elective courses
- Research in Psychology (both semesters)
- General Examination
- Preparation of Dissertation Proposal

Fifth Year Dissertation

- Research in Psychology (both semesters)
- Preparation and Defense of Dissertation

Internships and Opportunities for Applied Research Experience

Field Research Experience: As part of the Field Research Experience requirement of our program, students successfully compete for full-time off-campus internships and other opportunities for field research experience in a variety of organizational settings. A sampling of organizations that have hosted internships fulfilling the field research requirement includes: Aon Consulting, Cablevision, Compaq Corporation, Home Depot, IBM International, NASA, PepsiCo, Pfizer Corporation, U.S. Office of Personnel Management, U.S. West, and the Volpe National Transportation Research Center.

Industrial Psychology Applications Center: The Industrial Psychology Applications Center (IPAC) is a non-profit applied research center that offers a range of professional services to organizations. IPAC projects are staffed by faculty and doctoral students in the Industrial-Organizational Psychology program. By establishing partnerships with public-and private-sector organizations, IPAC provides a forum for doctoral students in our program to interact professionally with organizational representatives and apply classroom knowledge to organizational problems. Recent projects carried out by the Center include: administration and analysis of a nation-wide recruitment practices survey; design and administration of a large all-organization survey; development and validation of a participatory ergonomics evaluation tool; workplace safety and hazard analysis.

Laboratory Facilities and Resources

Students have access to several research facilities dedicated to the study of work behavior. These include two suites of rooms designed for the collection of data from participants in laboratory studies, as well as work space for development of survey measures and the collection and analysis of field data. Laboratories are equipped with networked personal computers and specialized software for data collection and analysis. Specialized research equipment is available to support research on performance judgments, psychophysiological processes, team coordination, situational awareness, and acquisition of expertise. Equipment and support are also available to students for the design, electronic scoring, and on-line administration of survey measures, and preparation of digitized video research materials. The University also maintains a wide variety of on-line databases to which students have access. Many of these are available through the University Libraries. Others are maintained by units throughout the university, such as the Roper Center for Public Opinion Research, which houses the largest collection of public opinion data in the world, and the Center for Survey Research, which regularly conducts population surveys of the American workforce.

Financial Support: Assistantships and Stipends

Graduate assistantships and fellowships are available. Most of our students are supported with half-time graduate assistantships while they complete their degrees. Service as a half-time teaching assistant requires about 10 hours of work per week in support of instruction and carries a stipend ranging from \$9,409 to \$11,007 per academic year, depending on the amount of previous training. Assistantships are combined with University Predoctoral Fellowships which may be awarded in sums of \$500 to \$2500. All assistantships carry a full tuition waiver and low-cost medical/dental health insurance. Many students are also eligible for federal Work-Study assignments.

Faculty

The Department of Psychology has 50 full-time faculty members organized into six graduate Divisions. I/O Psychology is one of these Divisions. Students should expect to identify a Major Advisor from among faculty with a Primary Affiliation in I/O Psychology. (Faculty noted with * serve as Major Advisors for students entering the Ph.D. program in I/O Psychology.) For more information about faculty research interests, see I/O faculty web pages at www.iopsychology.uconn.edu/faculty.htm or contact individual faculty directly via e-mail.

Psychology Faculty with a Primary Affiliation in I/O:

Janet L. Barnes-Farrell, Ph.D.* (Pennsylvania State University) -- Division Head

Research interests: Aging and work, performance appraisal, work-life issues

Robert A. Henning, Ph.D. * (University of Wisconsin)

Research interests: Psychophysiology in ergonomics, macroergonomics, cybernetics, human-computer interaction, occupational safety and health

R. James Holzworth, Ph.D. * (Bowling Green State University)

Research interests: Human judgment & decision making, human information processing, social policy analysis

Vicki J. Magley, Ph.D.* (University of Illinois)

Research interests: Workplace mistreatment, sexual harassment, occupational health and stress, gender and work-related issues, group decision-making

Steven Mellor, Ph.D.* (Wayne State University)

Research interests: Organizational behavior, union-management relations

Donald I. Tepas, Ph.D., Emeritus (State University of New York at Buffalo)

Research interests: Work schedules, shiftwork, and sustained performance, ergonomics of transportation systems, human sleep and wakefulness, fatigue and stress, chronopsychology

Other Department and University Faculty with Related Research Interests

Faculty from the other five graduate divisions in the Department of Psychology (Behavioral Neuroscience, Clinical Psychology, Developmental Psychology, Experimental Psychology, and Social Psychology) serve on graduate student advisory committees. In addition, our faculty and students enjoy close working relationships with the Connecticut Transportation Institute, the UConn Health Center, and the UConn Business School. In recent years, faculty from the following departments have served on student advisory committees: Management Department, Department of Medicine (UConn Health Center), Communications Department, Educational Psychology Department, and the Civil and Environmental Engineering Department (Connecticut Transportation Institute).

Application for Admission

Application forms and detailed information concerning admission may be obtained by contacting the Department of Psychology (860.486.2057), or they can be obtained from the Department web site at the following address: www.psychology.uconn.edu . The completed application requires the submission of transcripts from all undergraduate and graduate institutions previously attended, official reports of grades obtained on the Graduate Record Examination, at least three letters of recommendation, and a personal statement. All application material must be received by **December 15th, 2007**. Applicants bear responsibility for insuring that these materials are received, and may communicate directly with the Psychology Department (Ms. Debra Vardon, 860.486.057; debra.vardon@uconn.edu) to determine whether or not the application has been completed. Specific inquiry about the I/O program and visits to the campus are welcomed; they should be made to Dr. Janet Barnes-Farrell (Janet.Barnes-Farrell@@uconn.edu).