

# INDUSTRIAL- ORGANIZATIONAL PSYCHOLOGY (MA)

## Program Description

Division of Health & Behavioral Sciences Faculty (<https://spu.edu/academics/college-applied-natural-sciences/faculty-staff?d=Health%20and%20Behavioral%20Sciences&f=Faculty>)

College of Applied and Natural Sciences Website (<https://spu.edu/academics/college-applied-natural-sciences>)

The Master of Arts (MA) in Industrial-Organizational Psychology (IO) program (<https://spu.edu/academics/college-applied-natural-sciences/graduate-programs/industrial-organizational-psychology-ma>) seeks to develop scholars, professional practitioners, and leaders who will actively engage the community and businesses around them, improving organizations and developing people as part of their jobs.

This master's degree provides a theoretical foundation for addressing a broad range of behavioral issues in the workplace. It develops professionals within human resources, organizational development, and training fields, and provides organizational leaders with a graduate education that relates directly to their practice as leaders.

The curricula for the master's program has been structured according to the guidelines for graduate training in industrial-organizational psychology published by the Society for Industrial and Organizational Psychology (<http://www.siop.org/>) (SIOP), a division of the American Psychological Association (<http://www.apa.org/>).

The curriculum in this Industrial-Organizational Psychology program satisfies the suggested areas of competence for graduates in industrial-organizational psychology, ensuring that you are fulfilling not only the expectations for master's- level education, but also fulfill the expectations of experts working in the field.

## Admission Requirements

For admission to this master's degree program, the following are required:

- Online application (<http://admissions.spu.edu/apply/>) and \$50 processing fee
- A bachelor's degree
  - Degree must be from a regionally accredited institution, with a minimum grade-point average of 3.0 in all undergraduate work.
  - Completion of at least one business, math or social science statistics course, from a regionally accredited institution.
  - Completion of at least two courses in psychology, from a regionally accredited institution. One course in business, political science, or sociology (completed at a regionally accredited institution) may be substituted for one of the two required psychology courses.
- Graduate record exam (GRE) (<https://www.ets.org/gre.html>) (optional)
  - Administered within five years of the deadline date for application to the program.
  - A combined score of 295 (or 950 on the older version of the test) on the verbal and quantitative sections of the GRE is preferred.

- Personal statement, typed
  - Demonstrating your writing and grammatical skills
  - Addressing your career objectives, personal qualifications, experience, and other insights as deemed appropriate by you
  - The rationale for seeking the degree and choosing to attend Seattle Pacific
- Letters of recommendation
  - Three letters with
    - i. one from a person who has experienced you in a professional setting (i.e., a current or former employer);
    - ii. one academic reference from a former professor or instructor; and
    - iii. a personal recommendation (not a family member).
- If English is not your first language, you must take the Test of English as a Foreign Language (TOEFL) (<http://www.ets.org/toefl/>) and present a minimum score of 550 on the paper-based test, 213 on the computer-based test, or an 80 on the internet- based test.
- If you are not a U.S. citizen or permanent resident, you must provide an official confidential statement of financial support covering each year of intended enrollment. This is necessary in order to issue the paperwork for an I-20 immigration form.
- More information about admission (<https://spu.edu/graduate-admissions/admissions/international-admissions>) for international graduate students.

## Deadline

January 15

## Admission Process

The Admissions Committee of the Industrial-Organizational Psychology program will conduct a preliminary screening process.

- Finalists will be invited to come to campus for personal interviews.
- Admission to the master's program depends upon recommendation by the IO faculty and approval from the IO chair.
- The entire process is usually completed within twelve weeks after the final deadline date for applications.

## Transfer of Credit

If you have taken graduate coursework at a regionally accredited institution, you may be allowed to transfer credits.

You must provide applicable transcripts and/or syllabi. Each course must be at least 3 graduate quarter credits, equivalent to courses taught in the Organizational Psychology program at Seattle Pacific University and completed within seven years of admission. A minimum grade of B will be needed for transferred work. Any transfer-credit petitions should be submitted only after formal admission to the master's program.

## Contact

- Graduate Admissions (<http://spu.edu/graduate-admissions>)
- [gradadmissions@spu.edu](mailto:gradadmissions@spu.edu)
- 206-281-2091 or 800-601-0603

## Industrial-Organizational Psychology (MA)

66 Credits Minimum

Code	Title	Credits
<b>Core Courses</b>		
ORG 6000	History and Systems of Psychology	4
ORG 6001	Faith, Meaning, and Professional Foundations	4
ORG 6010	Selection and Performance Management	4
ORG 6100	Organizational Behavior	4
ORG 6101	Organizational Development and Consultation I	4
ORG 6105	Motivation	4
ORG 6210	Program and Organizational Evaluation	4
ORG 6230	Learning Systems and on the Job Development	4
ORG 6240	Social Psychology	4
ORG 6300	Leadership and Team Development	4
ORG 6600	Statistics I	4
ORG 6610	Statistics II	4
Section Credits Required		48
<b>World of Work</b>		
ORG 6003	Hacking the World of Work (taken over two years)	8
Section Credits Required		8
<b>Approved Electives</b>		
Select six credits of the following:		6
MFT 6300	Theories of Marriage and Family Therapy I	
MFT 6303	Theories of Marriage and Family Therapy II	
MFT 6301	Becoming a Systems Therapist	
MFT 6610	Treatment of Abusive Systems	
MFT 6100	Social Ecology of Family	
BUS 6110	Macroeconomics for Managers	
BUS 6120	Managerial Finance	
BUS 6130	Financial Accounting	
BUS 6132	Managerial Accounting	
BUS 6140	Legal Environment of Business	
BUS 6164	Operations Management	
BUS 6170	Information Systems Management	
BUS 6201	Christian Values, Ethics and the Marketplace	
BUS 6202	Ethics, Integrity, Responsibility & the Common Good	
BUS 6220	Financial Analysis, Modeling, & Forecasting	
BUS 6260	Managerial Communication	
BUS 6280	Purpose Driven Global Business Operations Strategy	
BUS 6301	Labor and Employee Relations	
BUS 6303	Total Reward Systems	
BUS 6320	Investments and Portfolio Management	
BUS 6360	Purpose Driven Innovation & Change Management	
BUS 6361	Advanced Negotiations	
BUS 6365	The High Technology Enterprise	
ORG 6034	Qualitative Research Methods	
ORG 6020	Survey Research	
ORG 6310	Not for Profit Leadership	
THEO 6010	Bible 1: Intro Old Testament and Pentateuch	
THEO 6020	Global Christian Heritage 1: Creed & Canon	
THEO 6030	Church's Doctrine 1: Trinity & Creation	
THEO 6040	Bible 2: Historical Books to Prophets	

THEO 6050	Global Christian Heritage 2: Reform and Revival	
THEO 6060	Church's Doctrine 2: Christ & Salvation	
THEO 6070	Bible 3: Intro NT and Gospels	
THEO 6080	Global Christian Heritage 3: Mission and Migration	
THEO 6090	Church's Doctrine 3: The Holy Spirit, the Church, and Christian Hope	
THEO 6512	Theological Foundations for Reconciliation	
Section Credits Required		6
<b>Topical Seminar</b>		
ORG 6910	Topical Seminar in Organizational Psychology	4
or ORG 6912	Topical Seminar in Organizational Development	
Section Credits Required		4
<b>Total Credits</b>		<b>66</b>

## Additional Requirements and Information

- For sequencing, see program plan provided by dept.