

INDUSTRIAL-ORGANIZATIONAL PSYCHOLOGY (PHD)

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 Doctor of Philosophy (PhD) in Industrial-Organizational Psychology (IO) program (<https://spu.edu/academics/college-applied-natural-sciences/graduate-programs/industrial-organizational-psychology-phd>) 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.

Graduates of this Industrial-Organizational Psychology program become scholars possessing the necessary tools, theoretical knowledge, and analytical skills to launch their academic or consulting careers. They are practitioners managing change, applying scientific methodologies, and improving the organizations around them; and they are leaders guiding organizations, motivating and building teams, and developing future leaders.

Additionally, the doctorate in Industrial-Organizational Psychology provides you with the training to occupy the same position as master's graduates. The distinctiveness of the doctoral program is in its additional emphasis on theory, methodology, and research.

If you have already been granted the MA in Industrial-Organizational Psychology at SPU and wish to pursue this PhD, you must apply to the Industrial-Organizational Psychology doctoral program.

Both programs are designed with a focus on the science and rigor associated with quality degrees in this field along with an equal emphasis on the practice of industrial-organizational psychology. The curriculum for the doctoral 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 a doctoral-level education, but also fulfill the expectations of experts working in the field.

Admission Requirements

For admission to this doctoral program, the following are required:

- Online application (<http://admissions.spu.edu/apply/>) and \$75 processing fee
- Bachelor's degree, minimum
 - From a regionally accredited institution, with a minimum grade-point average of 3.0 in all undergraduate work.

- A minimum of one statistics course in business or social science.
- Three courses in psychology must be completed (at a regionally accredited institution) prior to admission to the program. One course in business, political science, or sociology (completed at a regionally accredited institution) may be substituted for one of the three required psychology courses.
- Graduate record exam (<http://www.ets.org/gre/>) (GRE) (optional)
 - Administered within five years of the deadline date for application to the program.
 - Combined score of 300 on the verbal and quantitative sections of the GRE is preferred.
 - If you have significant qualifications and exceptional recommendations but fail to meet the GPA or GRE minimum scores, you may still be considered for admission to the doctoral program.
- Personal statement
 - Demonstrating your writing and grammatical skills.
 - Addressing career objectives, personal qualifications, experience, and other insights as deemed appropriate by you.
 - The rationale for seeking the degree and choosing to attend SPU.
- 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. one personal recommendation (not a family member).

International Students

- 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 600 on the paper-based test, 250 on the computer-based test, or a 100 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 requirements (<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 doctoral program depends upon recommendation by the IO faculty and approval from the IO program director. The entire process is usually completed within eight weeks after the final deadline date for applications.

Transfer of Credits

Students who have taken graduate work at a regionally accredited institution may be allowed to transfer up to 12 quarter credits, and students who have been granted a master's degree from a regionally accredited university in psychology, organizational psychology, business

administration, human resources, or a related field may be allowed to transfer up to 67 credits. Of these, a maximum of 18 credits may be transferred toward the elective requirement.

Students must provide applicable transcripts and/or syllabi for any course they wish to transfer. Each course must be at least 3 graduate quarter credits, equivalent to courses taught in the organizational psychology programs at Seattle Pacific University, and completed within seven years of admission. (In rare cases, students may petition for courses beyond the seven-year timeframe if they can demonstrate application of course content to their current academic pursuits.) A minimum grade of "B" will be needed for transfer work. Any transfer-credit petitions should be submitted only after formal admission to the doctoral program.

Contact

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

Industrial-Organizational Psychology (PhD)

163 Credits Minimum

Code	Title	Credits
Core Courses		
CPY 7020/ ORG 7021	Research Design and Methodology	5
CPY/ORG 7031	Statistics I	5
CPY/ORG 7032	Statistics II	5
CPY/ORG 7033	Statistics III	5
CPY 7200/ ORG 7202	Personality Theory and Research	5
ORG 7000	History and Systems of Psychology	4
ORG 7001	Faith, Meaning, and Professional Foundations	4
ORG 7010	Advanced Selection and Performance Management	4
CPY/ORG 7034	Qualitative Research Methods	4
ORG 7100	Organizational Behavior	4
ORG 7101	Organizational Development and Consultation I	4
ORG 7105	Motivation	4
ORG 7200	Theoretical Perspectives on Organizations	4
ORG 7210	Program and Organizational Evaluation	4
ORG 7230	Learning Systems and on-the-Job Development	4
ORG 7240	Social Psychology	4
ORG 7300	Leadership and Team Development	4
Section Credits Required		73
World of Work		
ORG 7003	Hacking the World of Work (taken over two years)	8
Section Credits Required		8
Placement		
ORG 7940	Placement ¹	16
Section Credits Required		16
Approved Electives		
Select 18 credits of the following:		18

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 6365	The High Technology Enterprise	
BUS 6361	Advanced Negotiations	
CPY 7210	Developmental Psychology	
CPY 7230	Cognition and Learning	
ORG 7020	Survey Research	
ORG 7900	Independent Study	
ORG 7310	Not for Profit Leadership	
Section Credits Required		18
Research & Dissertation		
ORG 7995	Research and Dissertation (taken over three or four years)	32
Section Credits Required		
Topical Seminar		
ORG 7910	Topical Seminar in Organizational Psychology ¹	8
ORG 7912	Topical Seminar in Organizational Development ¹	8
Section Credits Required		48
Total Credits		163

¹ Must be repeated to reach credit requirement

Additional Requirements and Information

- For sequencing, see program plan provided by dept.