The Industrial/Organizational Psychology Ph.D. program at the University at Albany follows the scientist-practitioner model. The scientist-practitioner model allows for students to experience conducting their own research, as well as practice in the field (consulting work). Doctoral students at the University at Albany are able to have a broad range of experiences before they enter the workforce.

Application Requirements for the Industrial and Organizational Psychology Ph.D. Program

A fully completed application consists of the following:
- Graduate Application
- Transcripts from current as well as all previous institutions
- General GRE
- GRE Psychology Subject Test (not required, but strongly encouraged)
- Three Letters of Recommendation
- Personal Statement

Although an undergraduate degree in psychology is not required, applicants will be required to demonstrate satisfactory completion of 15 credit hours of psychology courses including a statistics and methodology course.

The deadline for the application to the Ph.D. program is January 15. Please see our listing on the SIOP webpage (www.siop.org, choose “for students”, and then use search engine to find our program) for information regarding average size of incoming class, GPA, GREs, etc.
Requirements Specific to Industrial and Organizational Psychology

In addition to meeting department and university requirements for the Ph.D., students in the Industrial and Organizational (I/O) area are required to complete the following courses within their first four years of study:

Apsy 613 Multivariate Analysis (3);
Apsy 641 Survey of Organizational Psychology (3);
Apsy 736 Research Methods in Psychology (3);
Apsy 752 Personnel Psychology (3);
Apsy 753 Psychometric Theory and Research (3);
Apsy 758 Foundations of I & O Psychology (3);
Apsy 781 Topics in Industrial and Organizational Psychology (1 credit per semester for each of the first 6 semesters).

In addition to these courses, students are required to take at least four advanced seminars and one advanced statistics course.

COURSES IN INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY

Apsy 613 Multivariate Analysis (3) An overview of multivariate statistical methods as they pertain to psychological research. Techniques discussed include: multiple regression; MANOVA/MANCOVA, exploratory factor analysis, confirmatory factor analysis, path analysis, discriminant analysis; logistic regression, survival analysis, and multidimensional scaling.

Apsy 614 Meta-Analysis (3) Covers such substantive issues as: rationale for meta-analysis; estimation of study effect size; combining results of experimental studies; combining results of correlational studies; moderator variable analysis.

Apsy 641 Survey of Organizational Psychology (3) Advanced survey of theory and research on the behavior of individuals and groups in organizations. Topics include organizational design, group processes and decision-making, organizational theory, and employee attitudes.

Apsy 668 Group Dynamics (3) Analysis and evaluation of concepts, hypotheses, techniques, and results of research in group dynamics. The study of the following group processes: communication, decision making, cooperation and competition, cohesion, social facilitation and inhibition, leadership and group roles.

Apsy 736 Research Methods in Psychology (3) Introductory, graduate-level treatment of a variety of research-related issues germane to psychology and closely related disciplines. The topics considered include the scientific method, elements of the research process, alternative strategies for operationalizing variables, sampling, psychometrics, experimental research, non-experimental research, research artifacts and non-traditional research.
**Apsy 751 Work Motivation (3)** Provides a knowledge of human motivation as it affects organizational processes. Emphasis on major theories of human motivation and the relation between motivational process and organizational variables. Other issues include job design, reward systems, and social influences on motivation.

**Apsy 752 Personnel Psychology (3)** Advanced survey of theory, research, and applications in major topical areas of personnel psychology. Topics covered should include: performance appraisal, personnel selection, training and development, uses and development of psychological tests, and human engineering.

**Apsy 753 Psychometric Theory and Research (3)** Major emphasis on classical and modern measurement theories and their applications. Includes psychological construct measurement, scale construction, and recent developments such as Item Response Theory.

**Apsy 754 Training, Evaluation, and Development in Organizations (3)** Psychological principles and methods for planning and analysis of training performance in an organizational development framework. Needs assessment; computer assisted simulation, and behavior modification approaches to training; training and transfer effects; design and experimental evaluation of training techniques.

**Apsy 756 Practicum in Organizational Research (3-4)** Supervised field project in which students work as members of a team on an organizational problem requiring research and/or practical skills.

**Apsy 757 Performance Appraisal (3)** This seminar covers traditional areas of performance appraisal and management, such as psychometric issues associated with ratings, rater training, and rater cognitive processes, along with some recent advances, such as the importance of rater attitudes and the rating context.

**Apsy 759 Occupational Health Psychology (3)** Occupational health psychology (OHP) is an emerging area focusing on the psychological factors involved in employee well-being. The purpose of this course is to provide an overview of and promote critical thinking about the applications of psychology toward understanding the impact of the workplace on employee stress, health, and safety.

**Apsy 780 Selected Topics in Industrial and Organizational Psychology (3)**

**Apsy 781 Current Topics in Industrial and Organizational Psychology (1)**

**PRACTICUM**

Starting in the fall of the second year all I/O psychology graduate students are encouraged to take a practicum with Outmatch, a local consulting company (https://www.outmatch.com). The University at Albany has provided scientific services to Outmatch (first called chequed.com) since
the beginning of the company. Students gain experience with a wide variety of I/O psychology techniques and practices.

CONSULTING EXPERIENCE
The Capital District area offers students many opportunities to gain consulting experience. A few examples of internships held by doctoral students include New York State Department of Civil Service, U.S. Office of Personnel Management, AON Consulting Company, IBM, Verizon, ACT, and Google.

TEACHING EXPERIENCE
The Psychology Department offers a Teaching Practicum that prepares students for teaching courses at the college level. Graduate students in their third and fourth years in the Doctoral program often have the opportunity to teach summer and semester-length courses.

EXAMPLES OF PLACEMENT of GRADUATE STUDENTS

**Academic Positions**
University of Denver
Virginia Tech, VA
Ohio State University, OH
Sacramento St. (CA) University
High Point University, NC
Hong Kong Polytechnic Institute
San Jose St. (CA) University
Rensselaer Polytechnic Institute, NY
Southern Mississippi University, MI
University of New Haven
University of Tampa, FL
University of Tennessee-Chattanooga, TN
Rider University
Kwangwoon University, Korea
IESE Business School, Spain
SUNY Brockport
University of Hartford

**Consulting Positions**
Aon Consulting, Inc.
Edelman PR Worldwide
IBM
APT
Excelsior College
Group for Organizational Effectiveness
Kentucky Fried Chicken
City of Los Angeles (Dept. of Human Resources)
Monster.com
Wonderlic
Shell Oil
U.S. Office of Personnel Management
PDRI

INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY FACULTY

Kevin J. Williams, Ph.D.,
Professor, Dean of Graduate Education, and Vice Provost
University of South Carolina
Work motivation; Self-regulation models of human motivation and task performance; Performance evaluation; worker satisfaction and job attitudes; work and family issues; occupational stress

Sylvia Roch, Ph.D.
Associate Professor, Director of Graduate Education for Psychology, and Area Head of the Organizational and Industrial Psychology Program
Texas A & M University
Performance appraisal & management; organizational justice; group decision making

Jason Randall, Ph.D.
Assistant Professor
Rice University
Self-regulation of attention; Training and learning; Personnel selection and testing.

Dev Dalal, Ph.D.
Assistant Professor
Bowling Green University
Judgment and decision making; Employee recruitment and selection; Measurement, research, and quantitative methods.

Ho Kwan Cheung, Ph.D.
Assistant Professor
George Mason University
Workplace diversity and discrimination; Work-family interface; employee well-being
Selected Recent Publications of Industrial/Organizational Faculty and Graduate Students


Tziner, A., & Roch, S. G. (2016). Disappointing interventions and weak criteria: Carving out a solution is still possible. *Industrial and Organizational Psychology: Perspectives on Science and Practice*.

