

**Illinois Institute of Technology
Institute of Psychology
Industrial/Organizational Psychology Program**

Ph.D. Track Degree Requirements

These are guidelines for the Industrial/Organizational Program graduate students and their advisors. The following requirements apply only for students in the Ph.D. track.

Students starting a new degree program are expected to file a 401 (Program of Study) form during their first semester in the program. For students entering the Ph.D. track with a B.S., they must first file a 401 form for the MS degree. When the M.S. degree is completed, the student must file a second 401 form to define a program of study for the Ph.D. degree.

Students are required to meet with their advisors to complete their 401 forms. Any deviation from the 401-form should be with the agreement of the advisor. Students are required to consult with their advisor to complete their registration for each semester. Before the degree can be granted to a student the 401-form should be compared with their transcript. If there are discrepancies between the 401-form and the transcript, a 406-form should be completed to modify the program of study. I/O faculty members can bring any exceptional cases to the I/O faculty meeting for consideration.

For students entering the Ph.D. track with a B.S., the M.S. degree in the I/O program requires a minimum of 32 credits (This is not a terminal degree).

Required courses for the M.S. in I/O:

Four Core Psychology Courses, Physiological Basis of Behavior (Psych-501), Social Basis of Behavior (Psych-502), Learning (Psych-503), and Individual Differences (Psych-504), need to be completed in the first two years with a B average and no more than one C. Students who do not meet this requirement during the first two years in the program must petition the Institute of Psychology for an extension of time and permission to retake a class. This requirement must be met before defending the Master's thesis. With successful completion of these courses the students have passed the Master's Comprehensive Exam of the Institute of Psychology.

Organizational Psychology (Psyc-556) and Personnel Psychology (Psyc-529) need to be completed in the first year. These are prerequisites to seminars or advanced courses that the I/O program offers.

Graduate Statistics I & II (Psyc-545) and (Psyc-546) should be taken in the first year. These courses are prerequisites for all of the personnel and advanced method courses offered in the I/O program.

Research (Psyc-591). Students should register for minimum of 6 and maximum of 8 credit hours. (Note: if a student registers for 8 credit hours he or she may lose the opportunity to take a class.)

One advanced I/O course also needs to be completed for the M.S. degree. Students can choose among the following courses : Psychometric Theory (Psyc-511), Leadership (Psyc-580), Training (Psyc-555), Organizational Attitudes and Behaviors (Psyc- 531), Performance Appraisal (Psyc-517), Personnel Selection (Psych-535), Multivariate (Psyc-554)

Minimum Total credits for the M.S. Degree: 32 credit hours

Required courses for the Ph.D. in I/O:

After the completion of the M.S. degree students are required to complete another 401 form. The new form should include all of the credit hours (listed courses and Master's thesis credit hours) completed towards their M.S. degree and the credit hours for the Ph.D. degree.

Students who enter the Ph.D. track with a M.S. degree: Students entering our program with a M.S. degree are also required to take the 4 Psychology Core Courses. If they have completed equivalent courses in their Master's

program they may petition for a waiver. Completion of this requirement will constitute successful completion of the Ph.D. Qualifying Exam. In addition, students who have not completed an empirical thesis in their M.S. program must either: (a) demonstrate that they have completed empirical and publishable research, or (b) do a supervised research project with a faculty member in the I/O program at IIT. This project must involve publishable empirical research and will be defended in front of a committee of three psychology faculty members, of which at least two should be I/O faculty members. However, the project will not require approval by the Graduate College. This requirement must be completed before they are allowed to take the Ph.D. comprehensive exams. The project should be completed within the first two years of their residency in our program. The decision of whether they should register for research credits while working on this project will be decided by the advisor and the student.

The following requirements apply both to students who earn a M.S. degree at IIT, and to those who enter the Ph.D. track with a M.S. degree.

Prerequisite: History and Systems (Psych-406) is an advanced undergraduate course that is a prerequisite for the Ph.D. track students. Students should complete this course before taking the Ph.D. comprehensive exam.

Additional required courses for Ph.D. degree:

First year students must have the approval of their advisor in order to enroll in the following advanced courses.

Psychometric Theory (Psych-511), Multivariate (Psych-554), Training (Psych-555). (Note: one of these may have been already taken to satisfy the M.S. degree requirement.)

Internship (Psych-558) and (Psych-559)

Electives. Students must complete 27 credit hours of elective courses. A list of common electives is provided below, but other courses can be substituted, if approved by the advisor. The electives selected should meet the following conditions

- At least 6 credit hours in organizational psychology (O)
- At least 6 credit hours in personnel psychology (I)
- No more than 9 credit hours from outside the I/O program (e.g., Business school, Public Administration, Law school, or other Psychology programs).

Elective Courses

Psyc-517:	Performance Appraisal (I) prerequisite
Psyc-530:	Issues in Industrial Psychology: Meta- Analysis and Utility Analysis (I)
Psyc-531:	Organizational Attitudes and Behaviors (O)
Psyc-535:	Personnel Selection (I)
Psyc-552	Legal Issues
Psyc- 540	Research methods
Psyc-580:	Leadership and Group Dynamics Seminar (O)
Psyc-571	Seminar in Quantitative Psychology- Causal Modeling & confirmatory factor analysis
Psyc-588	Differential Item Functioning
Psyc- 588	Organizational Assessment
Psyc 710	Compensation and Benefit Application (1.5 credits)
Psyc- 711	Multi-level Data Analysis (1.5 credits)
Psyc 716	Base Pay Management (1.5 credits)
Psyc 717	Variable Pay (1.5 credits)
Psyc 719	Fundamentals of Employee Benefits Programs (1.5 credits)
Psyc-714	Assessment Centers – (1.5 credits) (I)
QLM-512	Total Quality Management - Business course ten sessions (2.4 credits)
MBA-560	Marketing- Business course ten sessions (2.4 credits)

Students who have entered the Ph.D. program with a M.S. in I/O or HR without thesis and need to complete the thesis project can register for a special project course (psyc-594) for up to 6 credits, based on their advisor's recommendation and approval.

Research (Psych 691): Minimum of 24 credit hours must be completed towards the Ph.D.

Minimum Total Credits for Ph.D. degree including the M.S. degree: 96 credit hours

However, students may exceed the 96 credit hours if they wish to take more than the required courses.