

INDUSTRIAL- ORGANIZATIONAL PSYCHOLOGY, PH.D.

Saint Louis University's graduate program in industrial-organizational psychology prepares doctorate-level professionals with the knowledge, research abilities, assessment skills and intervention approaches to impact organizational issues at the individual, group and system levels to improve individual well-being, group functioning and organizational effectiveness.

SLU's program examines important topics within these levels, including:

- Individual differences
- Performance management
- Selection
- Motivation
- Groups/teams
- Organizational development
- Occupational health
- Systems and process consultation
- Organizational assessment

Curriculum Overview

This SLU program requires that students complete a minimum of 73 credits (or the equivalent for students who enroll with a master's degree in industrial-organizational psychology). In addition to coursework and professional training activities, industrial-organizational psychology students must complete and successfully defend an empirical thesis and dissertation.

Graduate Handbook (<https://www.slu.edu/arts-and-sciences/psychology/-pdf/industrial-organizational-psychology-handbook.pdf>)

Fieldwork and Research Opportunities

In SLU's doctoral program in industrial-organizational psychology, students will learn to conduct research on and in organizations and how to apply psychological theory, models and principles in the workplace.

Through supervised research and professional experience, students are trained as science practitioners and are expected to develop competence in research and, if their career goals warrant, organizational consultation.

Supervised applied experience is essential for good training in the doctoral psychology program. While it is not required, most students take advantage of a vast network of professional connections that the program has established in St. Louis and complete practica (i.e., short-term projects) and/or internships (a one-year minimum commitment). Many students finish the program with two to three years of professional experience, making them attractive to potential employers.

Careers

Graduates are fully prepared to practice as industrial-organizational psychologists, applying the principles of psychology to human resources, management, marketing and more. The U.S. Bureau of Labor

Statistics lists the median annual salary for Industrial–Organizational Psychologists as \$109,840 (2024).

Alumni are employed at organizations such as:

- Ameren UE
- Center for Creative Leadership
- Bayer
- Pfizer
- Nike
- FedEx
- Collarelli, Meyer, & Associates
- United States Secret Service
- Metropolitan Life
- Embry-Riddle University
- Northern Illinois University
- DePaul University
- Appalachian State University
- Virginia Commonwealth University
- University of West Florida

Admission Requirements

To be competitive, applicants should possess an undergraduate GPA of 3.5 or higher, a psychology minor (i.e., a minimum of 18 upper-division credits in psychology, including statistics/research methods), and a review of TOEFL scores (for international applicants).

Application Requirements

We evaluate applications on several criteria including:

- Application form (no fee required)
- Number of courses demonstrating both depth and breadth of Psychology (we anticipate that successful applicants will have had a minimum of 18 credits in psychology)
- Coursework in Research Methodology and Statistics.
- GPA (we anticipate that successful applicants will report undergraduate GPAs that are at and above 3.50)
- Professional Goal Statement (should detail previous research/applied experience and clearly align student research/applied interests with faculty research/applied programs).
- Academic Vitae

While the criteria listed above are standard, we invite applications that may fall slightly below any of the requirements, as strengths in some areas may compensate for weaknesses in other areas.

Requirements for International Students

All Saint Louis University admission policies and requirements for domestic students apply to international students. International students applying to SLU must also meet the following additional requirements:

- Demonstrate English language proficiency (<https://catalog.slu.edu/academic-policies/office-admission/undergraduate/english-language-proficiency/>)
- Academic records must include an English translation. Unofficial copies may be accepted in some cases for initial admission review, however official copies must be received prior to enrollment. Course-

by-course transcript evaluations are accepted and are required in some cases.

Students must submit financial documents to be issued an I-20 for their F-1 visa application. Proof of financial support must include:

- A letter of financial support from the person(s) or sponsoring agency funding the student's time at Saint Louis University
- A letter from the sponsor's bank verifying that the funds are available and will be so for the duration of the student's study at the University

Assistantship Application Deadline

Students who want to be considered for an assistantship must submit their application by Dec. 1.

Review Process

Applications are reviewed by a committee of I/O program psychology department faculty members.

Tuition

Tuition	Cost Per Credit
Graduate Tuition	\$1,450

Additional charges may apply. Other resources are listed below:

Information on Tuition and Fees (<https://catalog.slu.edu/academic-policies/student-financial-services/tuition/>)

Miscellaneous Fees (<https://catalog.slu.edu/academic-policies/student-financial-services/fees/>)

Information on Summer Tuition (<https://catalog.slu.edu/academic-policies/student-financial-services/tuition-summer-current/>)

Scholarships, Assistantships and Financial Aid

For priority consideration for a graduate assistantship, apply by the program admission deadlines listed. Fellowships and assistantships provide a stipend and may include health insurance and a tuition scholarship for the duration of the award.

Explore Scholarships and Financial Aid Options (<https://www.slu.edu/financial-aid/types-of-aid/>)

Learning Outcomes

1. Graduates will be able to demonstrate breadth and depth of knowledge in industrial-organizational psychology.
2. Graduates will be able to demonstrate research abilities to design, execute, analyze and report findings for scientific studies in industrial-organizational psychology.
3. Graduates will be able to demonstrate oral and written communication skills.
4. Graduates will be able to demonstrate ethical behavior and professional conduct in industrial-organizational psychology.

Requirements

For all PSY courses taken for more than 0 credits at Saint Louis University, Industrial Organizational Psychology Program graduate

students must earn a grade of B- or better for the course to count toward M.S. or Ph.D. degree.

Code	Title	Credits
Required Courses		
PSY 5450	Advanced Industrial Psychology	3
PSY 5460	Advanced Organizational Psychology	3
PSY 6030	Human Diversity	1
PSY 6010	Ethics and Professional Issues in Industrial-Organizational Psychology	3
Research Methods and Statistics		
PSY 5080	Advanced Quantitative Research Methods	3
PSY 5790	Applied Univariate Statistics in Behavioral Science	3
PSY 6500	Applied Multivariable and Multivariate Statistics in Behavioral Science	3
Students should select 6 credits of courses with the Psychology Graduate Methods/Stats attribute		6
Specialized Industrial-Organizational Psychology Courses		
<i>Individual-level Courses</i>		3
Students should select an additional 3-credit course in the PSY 5480-5489 range.		
<i>Group-level Courses</i>		6
Students should select 2 3-credit courses in the PSY 5470-5479 range.		
<i>System-level Courses</i>		6
Students should select 2 3-credit courses in the PSY 6630-6639 range.		
Industrial-Organizational Psychology Electives		15
Students should select 15 credits of industrial-organizational psychology courses at the individual, group, or system level or additional graduate-level courses in statistics or research methods. Courses can be taken outside their discipline or psychology with advisor approval.		
Research		
PSY 5990	Thesis Research ¹	6
PSY 6990	Dissertation Research	12
Total Credits		73

¹ Upon completion of 6 credits of PSY 5990 Thesis Research (0-6 cr), passing the Master's Thesis defense, and earning at least 30 credits, students will earn the master's degree in industrial-organizational psychology.

Students who enter this PhD program with a previously earned master's in a Industrial/Organizational Psychology may not be required to conduct a master's thesis or take PSY 5990 Thesis Research (0-6 cr). Those students will be required to complete an independent research project. Finally, those students may apply for up to 24 credits of advanced standing towards the PhD program.

Non-Course Requirements

- Involvement in research/professional practice activities each semester.
- Written and oral preliminary examinations.

Additional Academic Requirements

Saint Louis University has graduation requirements for all degree-seeking students. Students are responsible for understanding these Graduation Requirements (<https://catalog.slu.edu/academic-policies/academic-policies-procedures/graduation-requirements/>).

Academic Standing

Saint Louis University has undergraduate and graduate standards regarding a student's Academic Standing. Students are responsible for understanding the Academic Standing policy (<https://catalog.slu.edu/academic-policies/academic-policies-procedures/academic-standing-undergraduate/>).

Roadmap

This roadmap is just one example of a semester-by-semester plan of study for this program. There are other plans students can and do take. The plan of study for each particular student is established in consultation with each student's academic advisor; *this roadmap does not replace academic advising appointments.*

Roadmap notes:

- This Roadmap assumes full-time enrollment unless otherwise noted.
- Courses/Milestones marked with an "!" are critical and must be completed in the semester listed in the Roadmap to ensure a timely graduation.
- Course availability and sequencing are subject to change.

Course	Title	Credits
Year One		
Fall		
PSY 5460	Advanced Organizational Psychology	3
PSY 5080	Advanced Quantitative Research Methods	3
PSY 5790	Applied Univariate Statistics in Behavioral Science	3
PSY 5850	PRC: Applied Psychology (IO Professional Activity Group. PAG Required for Six Semesters.)	0
Credits		9
Spring		
PSY 6500	Applied Multivariable and Multivariate Statistics in Behavioral Science	3
Individual- or Group- or System-Level IO Graduate Course ¹		3
Individual- or Group- or System-Level IO Graduate Course ¹		3
PSY 5850	PRC: Applied Psychology	0
Credits		9
Summer		
PSY 5990	Thesis Research	3
Credits		3
Year Two		
Fall		
PSY 5450	Advanced Industrial Psychology	3
Research Methods and Statistics attributed course ²		3
Individual- or Group- or System-Level IO Graduate Course ¹		3

PSY 5850	PRC: Applied Psychology (IO Professional Activity Group)	0
Credits		9
Spring		
Research Methods and Statistics attributed course ²		3
Individual- or Group- or System-Level IO Graduate Course ¹		3
PSY 5990	Thesis Research	3
PSY 5850	PRC: Applied Psychology (IO Professional Activity Group)	0
Credits		9
Summer		
Complete Professional Activity Project 1		
Credits		0
Year Three		
Fall		
Individual- or Group- or System-Level IO Graduate Course		3
Elective Graduate Course 1 in IO Psychology ³		3
Elective Graduate Course 2 in IO Psychology ³		3
PSY 5850	PRC: Applied Psychology (IO Professional Activity Group)	0
Credits		9
Complete and Successfully Defend Master's Thesis		
Credits		9
Spring		
PSY 6010	Ethics and Professional Issues in Industrial-Organizational Psychology	3
Elective Graduate Course 3 in IO Psychology ³		3
Elective Graduate Course 4 in IO Psychology ³		3
PSY 5850	PRC: Applied Psychology (IO Professional Activity Group)	0
Credits		9
Summer		
Complete Professional Activity Project 2		
Credits		0
Year Four		
Fall		
PSY 6030	Human Diversity	1
Elective Graduate Course 5 in IO Psychology ³		3
PSY 6990	Dissertation Research	3
Credits		7
Spring		
PSY 6990	Dissertation Research	6
Preliminary Doctoral Examination		
Credits		6
Summer		
Complete Professional Activity Project 3		
Credits		0
Year Five		
Fall		
PSY 6990	Dissertation Research	3
Credits		3
Spring		
PSY 6990	Dissertation Research	0

Complete and Successfully Defend Dissertation

Credits	0
Total Credits	73

- ¹ Individual- or Group- or System-Level Industrial-Organizational Graduate Course defined by number ranges listed in requirements.
- ² Students should select courses with the Psychology Graduate Methods/Stats attribute.
- ³ Students should select 15 credits of industrial-organizational psychology courses at the individual, group, or system level or additional graduate-level courses in statistics or research methods. Courses can be taken outside their discipline or psychology with advisor approval.

Contact Us

For additional information about our program, please contact io-psych@health.slu.edu or call 314-977-2300 and ask to be directed to the director of the I-O psychology program or the coordinator of admissions for I-O psychology.