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## Graduate Program

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# INDUSTRIAL-ORGANIZATIONAL PSYCHOLOGY

North Carolina  
State University



**Department of Psychology**  
**NC State University, Box 7650**  
**Raleigh, NC 27695-7650**

Contact:

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## INDUSTRIAL-ORGANIZATIONAL PSYCHOLOGY

Industrial-Organizational Psychology (*Curriculum Code*: PSI) programs are concerned with the world of work. People spend half their waking hours at work seeking a sense of accomplishment and achievement. Societies depend on their citizens and organizations for productive activity. IO psychologists deal with both broad sets of concerns in a context of social and technical change.

At North Carolina State University, the entire Department of Psychology has adopted the scientist-practitioner model of graduate education. The IO program follows the *Guidelines for Education and Training at the Doctoral Level in Industrial/Organizational Psychology*, adopted in 1982 by the Society for Industrial and Organizational Psychology, APA Division 14. Education and training is provided in the traditional IO areas: work motivation, personnel research, selection, placement, leadership, organizational theory and development, job analysis, statistics, training, attitude theory and measurement.

Industrial and Organizational Psychology support each other and have strong research and application emphases. The Department also offers a program in Ergonomics, or “Human Factors,” which cooperates closely with a parallel program in Industrial Engineering. The University uses the individual graduate committee system for tailoring each student’s program of study to her/his needs. Courses at North Carolina State University can be supplemented by course work at UNC-Chapel Hill (in Psychology, Business Administration or Organizational Behavior), or at Duke

University (in Psychology or Business Administration). Students can register for such courses at the same time they register for NCSU courses, without additional cost. Faculties at one university may serve on student committees at the other two.

## PROGRAM REQUIREMENTS

The Department requires nine semester hours of statistics and research methods for all psychology graduate students, a one-credit orientation and ethics course, and three courses chosen from some short lists of “distributional” topics. (Some of these distributional courses may also meet requirements within a student’s program area.) Students are also expected to do individual study, thesis and dissertation research. Beyond that, the student and her or his committee determine a plan of study. **The following courses are required:**

### Departmental Requirements:

PSY 800: Graduate Study in Psychology

PSY 880: Directed Study (various quantitative topics are taught under this designation). Required are:

- Quantitative Methods in Psychology
- Multiple Regression Techniques in Psychology

Six hours of basic quantitative methods are required; First-year courses offered by the Statistics

Department, ST 511 and/or ST 512, may be substituted for the corresponding PSY 880, if necessary.

*2 psychology distribution courses (in addition to PSY 764 listed below)*

### Program Requirements (Measurement, Methods & Statistics):

PSY 760: Psychometrics

PSY 761: Advanced Psychometrics: Item Response Theory

PSY 762: Quasi-Experimental Evaluation Design

PSY 763: Systems Theory (Structural Equation Modeling)

PSY 710: Advances Covariance Analysis

### Program Requirements (IO Psychology):

PSY 764: Survey of IO Psychology

PSY 765: Vocational Psychology

PSY 766: Personnel Selection Research

PSY 767: Training Research

PSY 788: Organizational Psychology

PSY 769: Work Motivation Theory

PSY 714: Social Psychology: Small Groups Research

### Elective IO Courses:

PSY 846: Practicum in IO Psychology (topics vary, but include the following)

- Job Analysis and Selection
- Performance and Training Research
- Criterion Development
- Leadership Development

PSY 710: Counterproductive Work Behavior

PSY 710: Leadership Research

PSY 710: Computer-Mediated Work Behavior

PSY 770: Organizational Change and Development

### Elective Psychology Courses

PSY 751: Human Resource Planning & Evaluation

PSY 756: Consumer Research

PSY 720: Psychological Survey Operations

PSY 755: Cross-Cultural Research and Development

Many other courses are also available covering advanced statistical methods, social and developmental psychology, ergonomics, organizational behavior, psychological scaling, etc.

## PRIMARY AREA FACULTY

**S. Bartholomew Craig:** Assistant Professor, Ph.D., Virginia Tech — leadership, psychology of ethical behavior, 360-degree performance assessment, psychological measurement.

**Donald W. Drewes:** Professor, Ph.D., Purdue University — public policy and program evaluation.

**Adam W. Meade:** Assistant Professor, Ph.D., University of Georgia — psychological and organizational measurement, organizational teams, the internet as an assessment medium.

**Joan J. Michael:** Professor, Ph.D., University of Southern California — measurement and evaluation.

**Samuel B. Pond, III:** Associate Professor, Ph.D., Auburn University — work motivation, organizational change and development, older workers.

**Frank J. Smith:** Professor, Ph.D., Michigan State University — social/organizational theory, information systems, planning and evaluation.

**Lori Foster Thompson:** Assistant Professor, Ph.D., University of South Florida — individual, team and organizational reactions to emerging technologies, computer-supported cooperative work, employee surveys, careers.

**Mark A. Wilson:** Associate Professor, Ph.D., The Ohio State University — job analysis, models of job performance, research methods.

## ALLIED FACULTY

**John W. Fleenor:** Adjunct Professor (Industrial-Organizational Psychology), Ph.D., North Carolina State University — development, use, and validation of 360-degree feedback instruments.

**Denis O. Gray:** Professor (Psychology in the Public Interest), Ph.D., Michigan State University — older workers, program evaluation, dissemination of innovations.

**Sharolyn A. Lane:** Associate Professor (Ergonomics), Ph.D., Old Dominion University — human information processing, visual displays, skill acquisition.

**Rupert W. Nacoste:** Professor (Social Psychology), Ph.D., University of North Carolina - Chapel Hill — social interdependence, procedural justice, the psychology of affirmative action, psychology and policy analysis.

**Eric A. Surface:** Adjunct Assistant Professor (Industrial-Organizational Psychology), Ph.D., North Carolina State University — focus on performance and proficiency, training effectiveness, work-related foreign language, and organizational effectiveness and development.

**Walter W. Tornow:** Adjunct Professor (Industrial-Organizational Psychology), Ph.D., University of Minnesota — human-resource management, service quality, job evaluation and performance management.

## ADMISSION

Students are admitted each fall semester. Applications completed by January 15th are given first consideration for admission and assistantships.

NC State University no longer distributes/uses paper application packages; all applications are handled through the Graduate School and the on-line application system at: <http://www2.acs.ncsu.edu/grad/applygrad.htm> If you need to contact the Graduate School for any other reason, you may do so by telephone (919-515-2872) or by writing to: The Graduate School, NC State University (Box 7102), Raleigh, NC 27695-7102.

Several items are required before an application is complete. In addition to the Graduate School application, these include a Personal Statement applicable to the program in which you are interested, transcripts of all previous academic work and three letters of recommendation. The GRE-General Test score must be provided. The GRE Advanced Subject Test in Psychology is no longer required, but is strongly encouraged, especially for non-psychology majors. Faculty will examine transcripts for evidence of basic psychology competence. The TOEFL is required for most international students. More specific details on what is needed, where to obtain the appropriate forms and/or how to submit required information can be found at: <http://psychology.chass.ncsu.edu/gradprograms> Select the FAQ page and then Applicants' **FAQ #1**.

## SUPPORT

Within the Department of Psychology, a limited number of teaching and research assistantships are available. Such Assistantships provide a stipend of approximately \$12,500 and require half-time work. Assistantship “packages” include health insurance and tuition waivers, if certain conditions are met and the student carries a specified number of hours. A few students may also qualify for special Graduate School supplements. Other forms of financial assistance, available through the Office of Financial Aid, include scholarships, grants, loans, and campus employment.