DOCTOR OF PHILOSOPHY (PHD) DEGREE IN THE FIELD OF PSYCHOLOGY AND A MAJOR CONCENTRATION IN INDUSTRIAL-ORGANIZATIONAL PSYCHOLOGY

Program Learning Outcomes for the PhD Degree in the field of Psychology and a Major Concentration in Industrial-Organizational Psychology

Upon completing the PhD degree in the field of Psychology and a major concentration in Industrial-Organizational Psychology, students will be able to:

1. Apply the theoretical tools necessary to carry out independent research in industrial-organizational psychology.
2. Apply the methodological and statistical tools necessary to carry out independent research in industrial-organizational psychology.
3. Conduct a focused literature review tied to an independent research question.
4. Develop a research design to carry out independent research.
5. Communicate research effectively by writing clearly, concisely, and cogently.
6. Read critically and assess research manuscripts related to their field of study and in other psychological and multidisciplinary arenas.
7. Communicate and defend their research designs and modeling choices when presenting papers and/or presentations.
8. Write an independent and original thesis that is of sufficient quality to merit publication in a top journal within industrial-organizational psychology.

Requirements for the MA and PhD Degrees in the field of Psychology

MA Degree Program

The MA degree is a thesis master’s degree. For general university requirements, please see Thesis Master’s Degrees (https://ga.rice.edu/graduate-students/academic-policies-procedures/regulations-procedures-thesis-masters-degrees/). For additional requirements, regulations, and procedures for all graduate programs, please see All Graduate Students (https://ga.rice.edu/graduate-students/academic-policies-procedures/regulations-procedures-all-degrees/). Although students are not normally admitted to study for an MA in Psychology, graduate students may earn the MA degree after obtaining approval of their candidacy for the PhD. For general university requirements for PhD degrees, please see Doctoral Degrees (https://ga.rice.edu/graduate-students/academic-policies-procedures/regulations-procedures-doctoral-degrees/). For both MA and PhD degrees, students must complete a research thesis, including a public oral defense. Required coursework is determined by the student’s major concentration. Students must complete an admission-to-candidacy procedure to establish their expertise in their chosen major concentration. Competence in a foreign language is not required.

Summary

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Credit Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Total Credit Hours Required for the MA Degree in the field of Psychology</td>
<td>30</td>
</tr>
</tbody>
</table>

Requirements for the PhD Degree in the field of Psychology

PhD Degree Program

For general university requirements, please see Doctoral Degrees (https://ga.rice.edu/graduate-students/academic-policies-procedures/regulations-procedures-doctoral-degrees/). For additional requirements, regulations, and procedures for all graduate programs, please see All Graduate Students (https://ga.rice.edu/graduate-students/academic-policies-procedures/regulations-procedures-all-degrees/). In addition, students pursuing the PhD degree in the field of Psychology must:

- Complete all coursework with a minimum grade of B- (2.67 grade points) in each required course.
- Complete all of the course requirements in their major concentration.
- Successfully complete and present the first-year project in May of the first year.
- Successfully complete and present the second-year project in May of the second year.
- Write and defend a thesis. The thesis committee must be in the area of Industrial-Organizational Psychology and be overseen by a Psychology faculty member affiliated with the Industrial-Organizational Psychology Major Concentration.

Students who have not previously completed a master’s degree in Psychology or a related field, must successfully defend a master’s thesis and earn the MA degree in Psychology. Students who come to Rice with a master’s degree in a related field can be exempted from this requirement.

Students in Industrial-Organizational Psychology choose a major concentration.

Summary

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Credit Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Total Credit Hours Required for the PhD Degree in the field of Psychology and a Major Concentration in Industrial-Organizational Psychology</td>
<td>90</td>
</tr>
</tbody>
</table>

Degree Requirements for the PhD Degree in the field of Psychology and a Major Concentration in Industrial-Organizational Psychology

Core Requirements

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Credit Hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>PSYC 502 / STAT 509</td>
<td>ADVANCED PSYCHOLOGICAL STATISTICS I</td>
<td>4</td>
</tr>
<tr>
<td>PSYC 503 / STAT 510</td>
<td>ADVANCED PSYCHOLOGICAL STATISTICS II</td>
<td>3</td>
</tr>
<tr>
<td>PSYC 530</td>
<td>FOUNDATIONS OF I-O PSYCHOLOGY</td>
<td>3</td>
</tr>
<tr>
<td>PSYC 533</td>
<td>I-O PSYCHOLOGY RESEARCH SEMINAR</td>
<td>1-3</td>
</tr>
</tbody>
</table>
Doctor of Philosophy (PhD) Degree in the field of Psychology and a Major Concentration in Industrial-Organizational Psychology

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>PSYC 634</td>
<td>PERSONNEL PSYCHOLOGY</td>
<td>3</td>
</tr>
<tr>
<td>PSYC 636</td>
<td>ORGANIZATIONAL PSYCHOLOGY</td>
<td>3</td>
</tr>
<tr>
<td>PSYC 660</td>
<td>PROFESSIONAL ISSUES</td>
<td>3</td>
</tr>
</tbody>
</table>

**Substantive Courses**

Select 3 courses from the following: 9

- **PSYC 511**  HISTORY AND SYSTEMS OF PSYCHOLOGY
- **PSYC 520**  FOUNDATIONS OF COGNITIVE PSYCHOLOGY
- **PSYC 540**  FOUNDATIONS OF ENGINEERING PSYCHOLOGY
- **PSYC 550**  FOUNDATIONS OF SOCIAL PSYCHOLOGY
- **PSYC 631**  FOUNDATIONS OF INDIVIDUAL DIFFERENCES

**Statistical Courses**

Select 2 courses from the following: 6

- **PSYC 507**  RESEARCH METHODS
- **PSYC 601**  MULTIVARIATE STATISTICS
- **PSYC 602**  PSYCHOMETRICS

**Additional Courses for Breadth and Depth**

Select 3 additional courses (9 credit hours) from a set of special topics courses taught by Industrial-Organizational faculty or other advanced courses taught by other Psychological Sciences faculty. 9

- **First-Year Project**
- **Second-Year Project**
- **Thesis Requirement**

**Completion and public defense of a thesis**

Additional Coursework as Approved by Department

| Total Credit Hours | Minimum of 90 |

1. Students may select other methodology courses if approved by an advisor in consultation with the faculty under the Major Concentration.

2. Students must select 3 additional courses (9 credit hours) from a set of special topics courses taught by Industrial-Organizational faculty or other advanced courses taught by other Psychological Sciences faculty.

**Policies for the PhD Degree in the field of Psychology**

**Department of Psychological Sciences Graduate Program Handbook**

The General Announcements (GA) is the official Rice curriculum. As an additional resource for students, the department of Psychological Sciences publishes a graduate program handbook, which can be found here: https://gradhandbooks.rice.edu/2019_20/Psychology_Graduate_Handbook.pdf

**Additional Information**

For additional information, please see the Psychological Sciences website: https://psychology.rice.edu/

**Opportunities for the PhD Degree in the field of Psychology**

**Additional Information**

For additional information, please see the Psychological Sciences website: https://psychology.rice.edu/