M.S. DEGREE WITH A MAJOR IN
Industrial/Organizational Psychology

60 TOTAL CREDITS

Valdosta State University's Industrial/Organizational (I/O) Psychology Program is an innovative, stem field that is affordable and consists of a diverse student body. The goal of this applied program is to provide students with the knowledge, skills, and abilities to contribute and bring value to the rapidly growing field of I/O Psychology. Students are encouraged to learn inside and outside of the classroom as the program strongly advises students to become members of **SHRM, Azalea Consulting Services,** and the **I/O Research Lab** as described below:

Society of Human Resource Management (SHRM)

The Society for Human Resource Management (SHRM) is the largest HR professional society, composed of 300,000 members in more than 150 different countries. VSU proudly supports its growing SHRM student chapter which is SHRM certified. This student organization strives to provide educational, networking, professional development, volunteering, and mentorship opportunities for its members. Human Resources (HR) is another career field, other than Consulting, that students tend to pursue after graduation.

Azalea Consulting Services

The mission of Azalea Consulting Services is to solve critical issues facing companies both locally and abroad. It specializes in creation, implementation, and evaluation in core functions such as strategic planning, HR development, personnel selection, and job analysis. Azalea Consulting Services offers students experience in multiple facets of consulting, since Consulting is one of the main career fields students pursue upon earning their degree.

Industrial/Organizational (I/O) Research Lab

The I/O Lab is focused on investigating a variety of areas that can influence employee performance and organizational outcomes. Research topics include perceptions of safety, workplace violence, and other work-related factors. The I/O Research Lab can provide valuable research experience for any students looking to pursue a PhD or interested in research.

Students have had a high success rate in acquiring jobs in human resources, research, and human capital. Additionally, students have landed internships with local, regional, national, and international organizations in manufacturing, consulting, health care, civil service, banking, and government contracting.

Industrial/Organizational Psychology Program

Sample of COURSES

Personnel Selection

Performance Appraisal

Professional Issues in I/O

Employment Law for Personnel Practices

Research Design and Analysis

Students will select elective classes from various areas, such as Instructional Technology, Public Administration, and Business Administration.

Admission REQUIREMENTS

B.S. or B.A. in Psychology (or equivalent)
An undergraduate degree in psychology or in a related field, with a minimum of 15 semester hours in specific psychology courses.

Undergraduate GPA (3.0+) and GRE scores (Verbal: 153+, Quantitative: 145+)

Three Letters of Recommendation

Personal Goal Statement
A written personal goal statement of no more than 250 words describing the student's relevant vocational and academic experience and the student's academic and career goals.

INDUSTRIAL/ ORGANIZATIONAL PSYCHOLOGY
VALDOSTA STATE UNIVERSITY

Frequently Asked QUESTIONS

How long does it take to complete the Masters of Industrial/Organizational (I/O) Psychology Program?

The program is 60 credit hours, consisting of core curriculum and a few graduate-level electives. The program is designed to be completed in two years with students graduating in the second summer.

What is the schedule of the I/O Psychology Program?

The program is on a rotation schedule that puts the students into one of two cohorts (i.e., first-year and second-year students). When the student enters their first summer, they will be placed into practicum classes, which are placeholders to allow the student time to go out and get their practicum through internships or other sources.

What do students learn in the I/O Psychology Program?

Students in the program will learn a wide variety of skills that will be beneficial in the I/O and HR fields. Students will learn about hiring and selection, training, job analysis, employment law, research design, and much more. The program also gives students real-world experience with some of the above mentioned skills such as performance appraisal and scale creation.

More INFORMATION

Dr. Jeremy Bauer
Program Coordinator
229.333.5440
jabauer@valdosta.edu

Dr. Christopher Downing
Assistant Professor
229.333.5471
cdowning@valdosta.edu