

INDUSTRIAL/ ORGANIZATIONAL (I/O) PSYCHOLOGY, PHD

Department Website: <http://www.smu.ca/academic/science/psych/>

The program in Industrial/Organizational Psychology prepares students to examine and understand the behaviour of individuals and groups in organized environments. Industrial/Organizational psychologists may perform a variety of jobs in industry, business, public service, and the academy. Students in the program are expected to have a solid understanding of quantitative and research methods, and to acquire skills that will help them in the training and selection of personnel, the design of jobs, workplaces and habitats, and the development of social skills and work-team structures.

Doctor of Philosophy in Industrial/ Organizational (I/O) Psychology

Students are normally admitted to the PhD in I/O Psychology on a full-time basis. The program is based on a "scientist-practitioner model" and comprises four elements:

1. coursework
2. independent research
3. qualifying examinations
4. the dissertation

The program builds on the existing M.Sc. program in Applied Psychology and, normally, students should complete the PhD program within three years (after a Master's degree). Students who do not have to address any deficiencies in their masters' level training are expected to complete all of their required course work and qualifying examinations within 28 months of commencement of the program.

This program follows the guidelines for doctoral programs established by the Society for Industrial and Organizational Psychology. Further information about this program can be obtained from the Graduate Program Coordinator.

Admission Requirements

The Ph.D. in I/O Psychology follows the general admission requirements (<https://smu-ca-public.courseleaf.com/graduate/academic-regulations/admissions/>) and procedures of the Faculty of Graduate Studies and Research as outlined in the Graduate Studies Academic Calendar. In addition, admission to the program requires a masters' degree in I/O Psychology or related area (minimum average of B+). **Applicants to this program, whose first language is not English, must demonstrate their English language proficiency as outlined in Graduate Academic Regulation 1e (<https://smu-ca-public.courseleaf.com/graduate/academic-regulations/admissions/>) with the following additional requirement:**

- TOEFL (iBT) score of at least 100, with no individual band below 20; or
- an IELTS score of at least 7.0, with no individual band below 6.5.

Applicants must submit a completed application form (including letter and personal statement), official transcripts, and three recommendation

forms to the Faculty of Graduate Studies and Research by December 15th. Consideration will be given to scholarly record, as well as relevant work, research and volunteer experience. The admission materials are available from the Faculty of Graduate Studies & Research at <http://www.smu.ca/academics/apply-to-grad-studies.html>.

Financial Support

Full-time students admitted to the program may be eligible for funding administered by Saint Mary's University. Funding recommendations are made by the program. All successful applicants are automatically considered for graduate funding. Students are encouraged to apply for external scholarships.

The competition for graduate scholarships is adjudicated by the Psychology Department on the basis of GPA, research ability, and recommendation forms. Students are also eligible for Teaching and Research Assistant positions. They may also have the opportunity to teach in the Psychology Department.

Program Requirements

Note: Students not registered in any course work but working on their Program/Thesis must register in Program Continuation (Prog Registration/Continuation (FGSR 9000)) for every semester (including summer) in which they are in their graduate program.

Students will complete:

- twelve (12) credit hours of coursework,
- a first- and second-year research project (three (3) credit hours each), and
- a dissertation.

Students who have not had internship exposure (or equivalent experience) as part of their master's training will be required to complete Practicum and Directed Readings (PSYC 6690) (i.e., a 500-hour internship at the end of their first year in the program). Other doctoral students may take Practicum and Directed Readings (PSYC 6690) on an elective basis to enhance their practitioner skills.

Students are required to pass qualifying examinations. The intent of the qualifying exams is to ensure that the student has the ability to conduct and present independent research in I/O psychology. There will be two exams consisting of a graded formal presentation of theory and research results in a colloquium setting. The qualifying exams shall, under normal circumstances, be based upon each of two successfully completed Independent Research Projects. Typically, one exam will take place in each of the first two years of the program. The Qualifying Exam (i.e., both presentations) must normally be completed and passed no later than 28 months after commencement of the program.

After successful completion of the qualifying examinations, students will complete a dissertation. They will form a Ph.D. Dissertation Supervisory Committee comprising:

1. at least four members (who normally, although not necessarily, hold a Ph.D. and faculty positions at a university);
2. one of whom must be external to Psychology (and may be external to the University);
3. two of whom are faculty members designated as core faculty within the I/O program (including the supervisor).

The candidate must successfully defend the dissertation (following the procedures established by the Faculty of Graduate Studies and Research) no later than 48 months (and normally 24 months) after successful completion of the qualifying examinations. The dissertation will be defended before an examining panel comprising of:

1. the supervisory committee, including the supervisor; and
2. an external examiner, who is a recognized authority in the area of research and who is at "arm's length" from the student and all members of the supervisory committee.

Courses

Code	Title	Credit Hours
PSYC 7500	Doctoral Seminar in Organizational Psychology	3
PSYC 7600	Doctoral Seminar in Personnel Psychology	3
PSYC 7800	The Development and Context of I/O Psychology	3
PSYC 7900	Independent Research I	3
PSYC 7950	Independent Research II	3
PSYC 8000	Dissertation	3

In addition to these courses, students must also complete three (3) credit hours of PSYC graduate-level courses.