

Angelo State University
I-O Psychology Graduate Program

Student Guidelines and Program Requirements

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Program Overview

The Industrial-Organizational Psychology program at Angelo State University is based in the scientist-practitioner model of education and uses a specially-designed “mentorship” model which allows advanced students to work with entering students on coursework. This model rests on the use of four topic areas covered by two courses each (Stats, Research Methods, Human Resource Psychology, and Organizational Psychology) which are linked to allow students to meet together occasionally while working on projects and material specific to their progress in the program. These eight courses encompass 24 credits of the 42 credits required to graduate and are all required. (NOTE: This model is scheduled to initiate with the Fall 2011 semester).

Students are expected to maintain full-time status (9 credits) for four long semesters as well as during the intermediate summer (6 credits), following a predetermined path through the program. Internships are required during the intermediate summer and may be located outside of the San Angelo metro area. They will typically be 6-8 weeks in duration, involve at least 150 clock hours, and may be compensated in some cases. Students may also complete a thesis during the 3rd and 4th semesters of the program in lieu of the internship.

Curriculum Summary

Upon matriculation and for each semester thereafter, students will be required to enroll in specific courses. There are no substitutions allowed for these courses. Courses are taught primarily at night, but an occasional day or online course is possible. (Note that the sequencing below begins in Fall 2011)

Year One – Fall Semester

PSY 6313 (3 cr)

PSY 6352 (3 cr)

(participation in research lab duties is required)

Year One – Spring Semester

PSY 6358 (3 cr)

PSY 6350 (3 cr)

(participation in research lab duties is required)

Intermediate Summer Term

PSY 6672 (6 cr)

(if thesis student, then courses will vary)

Year Two – Fall Semester

PSY 6363 (3 cr)

PSY 6356 (3 cr)

Year Two – Spring Semester

PSY 6364 (3 cr)

PSY 6360 (3 cr)

In each long semester, a third class must be selected as well. One of these must be from the following courses:

PSY 6303 Social Psychology (3 cr)

PSY 6311 Personality Theory (3 cr)

PSY 6341 Advanced Learning (3 cr)

The others can be chosen with approval of the I-O faculty.

Total credits: 42

Living and Studying in San Angelo

- Some students work as they take classes. If you choose to do so, keep in mind that you will be required to work in our I-O lab facility doing research during the day, so plan accordingly. Also, if you have received an assistantship, you cannot hold a second job.
- When you were accepted, you received an information packet from the Graduate School. In that packet, you should have found a document called a “degree plan.” Make sure you keep that document; it must be signed and submitted during your first semester here.

Internship Requirements

The internship is designed to provide opportunities to see I-O psychology “in action,” as it is applied in real-world business settings. Typically, you will be “placed” in or around a Human Resource department in an organization, working with a site supervisor, and being assigned certain tasks or projects. Students are required to track their own hours and report on the internship once it is completed. This written report should include detailed experiences and connections to relevant coursework and psychological theory and must be completed by October 1 of the 3rd semester of the program, barring unusual circumstances.

Thesis Requirements

The thesis is an empirical document which requires the writer to design, conduct and analyze an experimental project. Typically, students must be admitted to thesis candidacy by the I-O director. Admission to candidacy depends on the I-O faculty’s assessment of the student’s ability to complete the thesis, both in terms of cognitive ability and personal initiative.

The thesis is a labor-intensive process and is not tolerant of procrastination, so the I-O program has set deadlines to help students track their time usage and progress. These deadlines are listed below and should be considered “soft” in that missing one does not necessarily invalidate the entire thesis process. However, significant delays **will delay your graduation.**

September 15, 3rd semester – the thesis proposal should be completed and ready for submission to the Graduate School. This means that an IRB proposal should be at least in review and a committee has been at least informally selected.

November 1, 3rd semester – data collection should have begun by this point.

March 1, 4th semester – data collection and analysis should be complete and the paper should be at least 90% completed.

April 1, 4th semester – document should be complete and ready to send to the committee in preparation for the defense.

Comprehensive Examination

All students will be required to complete a comprehensive examination in the 4th semester of the program. The written examination will be offered during an afternoon (usually 1-5pm) between March 15 and April 1. The oral examination will be offered in April before the 20th of the month. Successful completion of both parts is required for graduation.

The written examination will consist of 6 open-ended questions. The student will select exactly three I-O core courses from which questions will be drawn. Upon approval of this choice, the faculty will construct two (2) questions from each course. Responses will be graded on the following scale: 4 = answer exceeds maximum expectations; 3 = answer exceeds minimum expectations; 2 = answer meets minimum expectations; 1 = answer fails to meet minimum expectations. **If more than one (1) question receives a score of "1", the student must retake the written exam in the summer immediately following.** Answers should show depth and breadth of knowledge, as well as the ability to apply information to practical situations.

The oral examination will last for approximately one hour. The questions may be drawn from any I-O course taken by the student. The oral examination will operate as a panel interview, with the I-O faculty serving as panelists. Initial questions will be constructed beforehand and then follow-up probes will be generated in real-time based on the student's responses. Each "question family" (probes followed by related follow-ups) will be assessed on the following scale: 3 = performance exceeds minimum expectations; 2 = performance meets minimum expectations; 1 = performance fails to meet minimum expectations. To pass, a student must not obtain more than two (2) scores of "1". **If so, they must retake the oral in the summer immediately following.**

Please note: a second grade of "fail" will lead to dismissal from the program without graduation.

Policies and Procedures for Jackson St. Lab
Revised: June 2011

These rules apply to all students who are allowed access to the Jackson St. laboratory facility. Violations of these rules may result in immediate loss of privileges and, depending on the severity of the violation, may involve further disciplinary actions.

1. You will receive a key card that will allow you to open the main entry door. Every use of this card is recorded electronically. Use of the card by someone other than the owner will result in immediate removal of privileges unless otherwise authorized by either Dr. Schell or Dr. Stenmark. **IF THIS VIOLATION IS DETERMINED TO BE PERPETRATED FOR ILLEGAL ACTIVITIES, OR IF LOSS/DAMAGE TO LAB EQUIPMENT OCCURS, YOU MAY BE SUBJECT TO CRIMINAL CHARGES AND/OR DISMISSAL FROM THE UNIVERSITY.**
2. Dr. Schell, Dr. Stenmark, and/or Dr. Mowrer must approve all key card requests before cards are programmed and issued. In addition, lab supervisors may perform the programming functions for key cards. **ANY NON-APPROVED STAFF WHO ARE FOUND TO BE CREATING UNAUTHORIZED KEY CARDS WILL IMMEDIATELY LOSE LAB PRIVILEGES AND MAY BE SUBJECT TO FURTHER ACTION!**
3. The outer door should be shut at all times when experiments are not in session. You may leave the inner doors unlocked.
4. The alarm code is considered sensitive and proprietary information. **DO NOT** under any circumstances share these codes with anyone other than approved lab staff.
5. If you must leave the lab unstaffed, you **MUST** activate the alarm, even if you know that another staff member is coming soon. **NEVER** leave the alarm off when no one is present.
6. While we do not actively monitor your Internet usage, keep in mind that you must use the Internet in accordance with ASU rules and policies. Any unlawful material of any kind will be confiscated and will result in disciplinary action. *Be smart about your Internet usage; if it seems suspicious, don't click on it. Spyware and viruses are everywhere.*
7. All computer equipment must be maintained as instructed by either Dr. Schell or Dr. Stenmark. This includes instructions concerning the care of all PC units, appropriate use of the Internet in the office, use of the television monitor and associated PC, and use of all associated peripherals (scanner, printer, etc.) If this equipment is found to be deliberately misused, lab privileges will be revoked if investigation of the incident(s) finds intentional and/or malicious behavior. Violations of this rule that are determined to be unintentional will result in the following actions:
 - a. First offense – further instruction as to the nature of the violation and appropriate remediation
 - b. Second offense – continued instruction and the temporary loss of lab privileges
 - c. Third offense – permanent loss of lab privileges

These rules will remain in effect at all times unless altered by Dr. Schell, Dr. Stenmark, and/or Dr. Mowrer in writing. **Your acceptance of a key card to the building is explicit consent to these policies and a binding agreement to abide by them and any consequences that may arise from them.**