

Master of Arts Degree in Industrial/Organizational Psychology

Philosophy of the Program

The program is designed to provide students with the knowledge and skills required to analyze, understand, and solve a wide variety of problems which occur in organizations. The scientist-practitioner model is the basis of the program, preparing students for future employment in industry as well as further education at the doctoral level. The curriculum includes extensive training in quantitative methods, behavioral measurement and theory, research, and practice. Research experience is directed at conceptualizing and solving applied organizational problems. Required practica are oriented towards giving students applied, realistic skills and expectations to create effective performance in an organizational environment.

Program Requirements

The course requirements typically require two full-time years to complete often including coursework during the summer. The program consists of a total of 42 required credit hours, including the following courses:

Research Design and Inference I	Employee Selection
Research Design and Inference II	Organizational Development
Work Motivation & Leadership	Psychology of Employee Development
Work Attitudes	Practicum in I/O Psychology
Personnel Psychology	Thesis
Organizational Psychology	Electives (6 hours)
One 400-level or higher Management course	

Practicum

St. Louis (which is about 30 minutes from campus) offers SIUE students many opportunities for internships and employment. Several major corporations have their headquarters in the St. Louis area and the city continues to attract new businesses of all types. Students have obtained practica at several area organizations, including Anheuser-Busch, AmerenUE, Charter Communications, City of St. Louis, Nestle-Purina, Ingersoll Rand Corporation, and TALX Corporation.

Research

Students are encouraged to participate in research. They may work with faculty on research teams or design and conduct their own research under faculty sponsorship. Students regularly present their research at conferences such as Midwestern Psychological Association, Society for Industrial/Organizational Psychology and on campus at events such as the Graduate Student Research Symposium or Psi Chi Paper Reading Session.

Recent thesis titles include:

- The Influence of Anticipated Regret on Decision-Making Within Law Enforcement.
- Mentor Sex and Its Effect on Negative Mentoring Experiences and Mentoring Outcomes.
- The Impact of Interviewer Characteristics and Interview Support on Perceptions of Organizational Attractiveness and Anxiety.
- Cupid's Cubicle: Romance in the Workplace.
- Internet Recruitment: Implications for Organizational Use
- Perceived Outcomes of Employee Fitness Programs: Perceived Organizational Support and Mood States as Mediators for Organizational Citizenship Behavior

- The Disabled Interviewee: Competency Ratings as a Function of Job Type and Disability Type
- Effects of Affirmative Action and Gender of Rater on Perceived Competence and Leadership Abilities
- Electronic Performance Monitoring: The Effect of Age and Task Difficulty
- Workplace Romance: Examining Sexual Orientation, Power Differences, and Organizational Culture

Profiles of the faculty

Lynn K. Bartels received her doctorate in Industrial/Organizational Psychology from the University of Akron and started teaching at SIUE in 1991. She is an associate professor and is also the Director of Faculty Development. She teaches courses in I/O Psychology, Personnel Psychology, Employee Development and Employee Selection. Her research interests include employee selection and development, particularly the use of assessment centers. Her work has been published in the *Journal of Business and Psychology*, *Journal of Social Behavior and Personality*, *Journal of Psychology*, and *Public Productivity and Management Review*. Dr. Bartels has worked in human resource consulting for public and private sector organizations. Her experience includes human resource selection, test validation, structured interviewing, assessment centers, training, outplacement, and more. She is active in several professional associations, including Gateway I/O Psychologists, Society for I/O Psychology, and American Psychological Association.

Catherine Daus is a professor at SIUE, teaching graduate and undergraduate courses in I/O Psychology, Organizational Psychology, Groups, Stress, and Statistics. She received both her Masters of Science and her Doctorate in I/O Psychology from Purdue University in 1994. Research interests include mood and emotion at work, stress and coping at work, and diversity and cross-cultural issues. Her work has been published in the *Academy of Management Executive* and *International Review of I/O Psychology*. Dr. Daus is active in various professional organizations, including Gateway I/O Psychologists, Society for I/O Psychology, American Psychological Society, and American Psychological Association. She also does stress management consulting and organizational attitude/survey development for organizations.

Joel T. Nadler received his doctorate in Applied Psychology from Southern Illinois University Carbondale in August of 2010. Dr. Nadler teaches graduate and undergraduate courses in I/O Psychology, Personnel, Employee Selection, Research Design and Inference I & II, Social Psychology, and Psychology of Gender. His research interests include gender bias in selection and performance appraisal, sexual harassment, organizational attractiveness, adverse impact (EEO law), and assessing inclusive diversity practices. Additionally, He has expertise in advanced measurement, design, and statistical techniques. His work has been published in journals such as *Journal of Applied Social Psychology*, *American Journal of Evaluation*, and *Journal of Leadership and Organizational Studies*. He has consulted with organizations on areas such as organizational climate and culture, survey development, performance appraisal, program evaluation, selection validation, and study design and methodology. He is active in several professional organizations including the Society for Industrial Organizational Psychology (SIOP), Society for the Psychological Study of Social Issues (SPSSI), and Association for Psychological Science (APS). When he is not busy conducting research and teaching he enjoys cycling, traveling, motorcycling, music, science fiction, and wine-making.

Cynthia R. Nordstrom received her doctorate from the University of Akron in Industrial/ Organizational Psychology in 1991. She is a professor, joining the SIUE faculty in 2000. Prior to that, she taught for nine years at Illinois State University where she co-coordinated the master's program in I/O Psychology. Dr. Nordstrom teaches graduate and undergraduate courses in I/O Psychology, Organizational Psychology, Leadership and Motivation, Organizational Development, and Social Psychology. Her research interests include workplace bullying, weight discrimination, training readiness, and undergraduate course design. Her work has been published in such outlets as the *Journal of Business and Psychology*, *Journal of Applied Social Psychology*, *Basic and Applied Social Psychology* and the *Journal of Social Behavior and Personality*. She is an active member of the American Psychological Association and the Society of Industrial/Organizational Psychology. Dr. Nordstrom also works as an organizational consultant focusing on issues as attitudinal assessment, employee selection, development and retention, and occupational burnout.