TABLE OF CONTENTS

I. Introduction
   Origin of the MAIO Program ................................................................. 1
   Goals of the MAIO Program ............................................................... 1

II. General Procedures
   Orientation ........................................................................................................ 2
   Registration ........................................................................................................ 2
   Writing Proficiency Exam (WPE) ............................................................... 2
   Advancement to Candidacy ........................................................................... 2
   Grad Check ....................................................................................................... 2
   GPA .................................................................................................................. 2
   Communication .................................................................................................. 2

III. Degree Prerequisites and Requirements
   Program Prerequisites .................................................................................. 3
   Degree Requirements ..................................................................................... 3

IV. Description of Courses
   Prerequisites .................................................................................................... 4
   Graduate Program Courses .......................................................................... 5-6

V. Student Requirements for IO Seminars ....................................................... 7

VI. Practicum ....................................................................................................... 7-8

VII. Thesis
   Proposal ............................................................................................................ 8
   Committee ......................................................................................................... 8
   Preliminary Orals ............................................................................................ 8
   Project Implementation .................................................................................... 9
   Final Orals ........................................................................................................ 9
   Reference Materials .......................................................................................... 9

VIII. Facilities
   Computer Facilities ........................................................................................ 9
   Campus Computing Facilities .................................................................... 10
   Internet Access ................................................................................................ 10
   Library Facilities .............................................................................................. 10
   Psychology Assessment Materials (PAM) ...................................................... 10

IX. MAIO Program Committee ......................................................................... 11

X. Graduate Assistant Positions
   Application .................................................................................................... 11
   Types of GA Jobs .......................................................................................... 11
   Benefits of GA Position ............................................................................... 11

XI. Department and College Awards
   Graduate Dean’s List .................................................................................. 12
   Best Thesis Award ........................................................................................ 12
   J. Robert Newman Scholarship .................................................................. 12

XII. Professional Organizations ........................................................................ 13

XIII. Employment Opportunities for the MAIO Graduate .............................. 13

Program Coursework Form ........................................................................... 15
The Psychology Department began its graduate program in 1952 with a general Master of Arts (MA) degree. This degree covered basic academic psychology in the traditional fashion, with additional applied courses available as electives. The MA program was, and continues to be, well-suited to the needs of students seeking a general background in psychology, and to those planning to enter doctoral programs, teach at community colleges, and/or practice some types of clinical counseling.

The MA program served the needs of students interested in industrial psychology or community-clinical psychology. It was clear, by the end of the 1960’s, that each of these expanding applied professional areas could be better taught in separate programs.

Accordingly, in 1972, the Master of Science degree was initiated, with options in Industrial Psychology (MSI) and Community-Clinical Psychology (MSCC). In 1988 the MSI degree was renamed Master of Arts in Industrial-Organizational Psychology (MAIO).

The primary goal of the MAIO program is to provide each student with the skills necessary to succeed in applying psychology to organizational and industrial problems. The program also provides an adequate background for PhD study in psychology. Necessary skills for success include: research methodology, statistics, written expression, oral expression, and content knowledge.

The program builds on a comprehensive undergraduate degree program. Students who are lacking this prerequisite training are required to complete five courses, four of which must be completed prior to applying to the department (see page 3 for prerequisite list).

Each student is introduced to two specialties within industrial psychology: personnel issues and organizational behavior.

Specifically, the MAIO program strives to cultivate the following in each graduate:

1. Extensive knowledge of the IO psychology literature.
2. Familiarity with and ability to execute all major IO psychology methodologies.
3. Knowledge of and comfort using a variety of statistical approaches commonly employed in IO psychology.
4. Familiarity with computer applications commonly used in psychological research and industry.
5. Clear understanding of and ability to appropriately use psychological concepts in technical writing and oral reports.

These goals were designed for a successful Masters-level professional degree program. There is currently a strong demand in business and other organizations for persons with such training in IO psychology.
Students interested in pursuing an MAIO degree must apply to the Psychology Department as well as the University.

After gaining acceptance into the graduate program, students will be invited to attend an informative orientation session. The orientation session is held during the summer before the Fall semester.

Prior to registration each semester, students will receive information from the University regarding registering for courses; instructions are listed in the Schedule of Classes. A tentative list of Psychology graduate level courses will be posted on the department web site.

Every degree candidate must pass the Writing Proficiency Examination (WPE) to be certified proficient in written composition in English. It consists of a 75 minute essay. Students who meet/fulfill the WPE requirement during their baccalaureate degree program at CSULB or at another CSU campus are exempt from retaking the WPE as a graduate student. Confirmation from other CSUs is required. The written portion of the GRE might also satisfy this requirement. Graduate students should attempt the WPE on the first test date of their first semester. Test dates and instructions are on the CSULB web site (www.csulb.edu/centers/testing/wpe_bulletin.htm) and in the Schedule of Classes (available from the campus bookstore).

Advancement to Candidacy is the filing of an approved Program (formal listing of required coursework or “Advancement to Candidacy” form) with the Graduate Coordinator. This form will be forwarded to Enrollment Services and is the document that is used to perform the student’s “grad check.” After the student completes a minimum of 6 units towards fulfillment of the MAIO degree, and successfully passes the WPE, the student should advance to candidacy. (This is usually at the beginning of the second semester in the program.) Program coursework listings are available from the Graduate Office and also appear on the last page of this handbook. MAIO students should make themselves familiar with their required coursework. Students should make an appointment to meet with the Graduate Coordinator to complete the Advancement to Candidacy form. A student must be advanced to candidacy before the last semester of his or her coursework and prior to filing for a “grad check.”

At least one year prior to graduation, the student is required to file a graduation check through the University. This process will inform and advise the student of progress made toward completing his or her graduation requirements. Please note that the WPE must be attempted before a grad check can be requested.

All students must maintain a cumulative 3.0 GPA throughout the program. Students whose cumulative GPA falls below this level will be placed on academic probation (see CSULB Catalog for details).

Be sure to continually update and keep the Psychology Graduate Office, as well as Enrollment Services, informed of your current email and home address. Information will be disseminated via mailings, and also posted on the Grad office bulletin boards and our department web site (http://www.csulb.edu/~psych).
III. DEGREE PREREQUISITES AND REQUIREMENTS

Program Prerequisites

1. A bachelor’s degree with a major in Psychology OR a bachelor’s degree in another field of study and 24 upper division units of Psychology.

2. PSY 200 (Research Methods), PSY 310 (Intermediate Statistics), PSY 314 (Psychological Assessment) OR PSY 315 (Principles of Psychological Testing), PSY 332 (Cognition) OR PSY 333 (Learning) and PSY 351 (Social Psychology) OR PSY 453/553 (Group Dynamics). Students may be admitted to the MAIO program if they lack only one required course (with the exception of PSY 314 or 315 AND PSY 351 or 453/553, which are prerequisites for the first semester program coursework). The missing course must be completed during the first semester of graduate study.

Degree Requirements

1. The student must complete a minimum of 30 units of Psychology graduate courses including: 581; 585; 683; 686; 511 OR 512; 515 OR 582 OR 696; three units of 590; 681; 688 and 698.

Students with credit in dual-numbered courses taken as undergraduates (e.g., 411/511, 412/512, or 481/582) may petition to substitute a maximum of 3 units from related areas towards their 30-unit program. In the extreme case of a student who has taken 2 of these courses as an undergraduate, the student who has taken 411 or 412 could take the other stat course at the 500 level, and the student who has taken 481 could substitute another course (see section IV for course descriptions).

IV. DESCRIPTION OF COURSES

Prerequisites

200. Research Methods (4 units)
Prerequisites: PSY 100 and 110. Introduction to basic research methods in Psychology. Principles of experimentation, naturalistic observation, correlational studies.

310. Intermediate Statistics (4)
Prerequisite: PSY 110 or Introductory statistics course. Basic theoretical concepts of statistics and the use of these concepts in the selection and development of model testing, hypothesis testing and parameter estimation procedures. Both single measure (univariate) and correlation (bivariate) concepts are included. (Lecture 3 hours, laboratory 2 hours.)

314. Psychological Assessment (3)
Prerequisites: PSY 110 and 200. Principles of assessment applied to the measurement of individual behavior and to programs intended to affect behavior. Includes interviews, tests and other methods.

315. Principles of Psychological Testing (3)
Prerequisite: PSY 110 or one statistics course. Principles and practices of group and individual testing in the fields of intelligence, aptitude, achievement, personality and interest. Emphasis on the evaluation of tests as measuring devices, their applicability and limitations.

332. Cognition (3)
Prerequisites: PSY 141 and 200. Study of higher-order processes basic to the acquisition of knowledge. Includes thinking, problem solving, creativity, information processing, decision making, judgment, concepts and imagination.

333. Psychology of Learning (3)
Prerequisites: PSY 141 and 200. Human and animal learning with special emphasis on experimental evidence and techniques.

351. Social Psychology (3)
Prerequisite: PSY 100. Study of individuals and groups as they are affected by social interactions. Includes such topics as social cognition and learning, attitudes and persuasion, social influence (conformity, obedience), interpersonal perception and attraction (liking and loving), anti- and prosocial behavior (aggression, violence, altruism), cooperation and competition, leadership, group dynamics, sexual behavior.

453/ Principles of Group Dynamics (3)
553. Prerequisite: PSY 110, 200, 351, or consent of instructor. Behavior in groups with attention to such factors as leadership, followership, interaction and influence including organization, management, morale, and efficiency. Problems, techniques and methods of investigation.
511/411. Statistical Design and Analysis of Experiments (3 units)
Prerequisite: PSY 310 or equivalent or consent of instructor. Simple and complex designs. Statistical inference in economical experimentation and in scientific inference and prediction. (Lecture 3 hours.)

512/412. Multivariate Statistical Analysis (3)
Prerequisite: PSY 310 or equivalent or consent of instructor. Accuracy and cost of inference from multiple predictors. Discovering structural relationships among multiple variables. Theoretical implications of inferred structures. Applications. (Lecture 3 hours.)

515. Test Construction Theory and Practice (3)
Prerequisite: PSY 314 or 315. Consideration of problems in the construction of tests for personnel selection, educational screening, personality assessment, aptitude estimating, and measurement of academic achievement. Practice in the development of tests. (Lecture 2 hours, laboratory 2 hours.)

581. Organizational Psychology (3)
Prerequisites: PSY 351 or 453/553 or consent of instructor. Analysis of organizational behavior and practices from a systems point of view. Consideration of employee motivation, power, leadership, communication, decision-making, and organizational change. Research methods for studying organizations.

582. Research in Industrial and Organizational Psychology (3)
Prerequisites: PSY 200, 310 or equivalents. Research methods and problems in industrial psychology. Includes direct observation, psychophysical, regression survey, experimental, and quasi-experimental methodologies. (Lecture 2 hours, laboratory 3 hours.)

585. Proseminar in Personnel Psychology (3)
Prerequisites: PSY 314 or 315. Advanced consideration of problems and procedures in personnel psychology. Includes both differentiation and synthesis of major areas within this field.

590. Advanced Topics in Psychology: (1-3) Demand
Students will take 3 1-unit weekend courses from among a set of offerings. Note: PSY 590s are offered through Extension only. This means that students must pay the fee for 1-unit of 590 through extension in addition to regular university fees.
Topics have included:
  - Introduction to Time Series Analysis
  - SPSS Data Analysis
  - Team and Large Group Interventions
  - SAS - Statistical Analysis System
  - Designing Effective Teams
  - Levels of Analysis in Organizations
  - Usability Evaluation & User Centered Design
  - Issues in Compensation
681. Seminar in Applications of Psychology to Industry (Pre-Thesis) (3)
Prerequisite: 12 units of graduate-level work within the MAIO program including 511 or 512 and 582. Psychological applications to current problems of industry. Development of thesis proposal and pretest of thesis research techniques required.

683. Issues of Organizational Development (3 units)
Prerequisite: PSY 581. An examination of the theory, research, techniques, and practices in the field of organizational development, the professional practice of managing change in organizations. The organizational development steps of diagnosis, contracting, data collection, intervention, and evaluation will be covered. Techniques such as team building, systems analysis, process consultation, large-group interventions, and survey feedback will be examined. Special attention will be paid to challenges of organizational development in diverse and international organizations.

686. Issues in Training (3)
Prerequisites: 332 or 333, and 585. This course is designed to provide students enrolled in the MAIO program with advanced training in the area of training and development programs for organizations. The course will cover issues in the adult learning environment, needs assessment, training design and implementation, evaluation of training, executive and management development, special issues in training, and the learning organization. As the intent of the course is to prepare students to be competent developers and presenters of training programs, a major focus will be placed on providing students with experiential skill practice in the areas of needs assessment, design, and implementation.

688. Practicum in Industrial and Organizational Psychology (2)
Prerequisites: At least 12 units of graduate level coursework within the MAIO program. Practice of industrial psychology or human factors in various industrial settings. Individual research and consultation with industrial or governmental organizations. Students with previous experience may petition to substitute another course appropriate to the educational goals of the student.

696. Research Methods (3)
Prerequisite: PSY 511 or 512, consent of graduate advisor. The nature and function of research in the behavioral sciences. Experimental, correlational and case study methods. Research design and analysis using multiple linear regression model, general probability models and Bayesian inference. This course has a Comprehensive Examination component for MA-Research students. MAIO students would take the “comp” as a final exam.

698. Thesis (1-4)
Prerequisites or corequisites: PSY 681, Advancement to Candidacy, consent of advisor. Planning, preparation and completion of a thesis in psychology. Must be repeated for a total of 4 units of credit.
Although the requirements for seminars obviously vary from one class to another, MAIO students should expect at least 70 pages of reading per week per seminar course. These readings are usually a combination of assignments from a textbook, journal articles, and book chapters. Course requirements vary, but are generally comprised of a course participation grade, literature review or research proposal, a professional class presentation (which provides a critique discussion of research relevant to a course-related topic), and a rigorous term project which is usually conducted in cooperation with other graduate students.

These course requirements are pleasantly challenging, but demanding. It has been our experience in the past that most MAIO students choose to have some sort of part-time job while completing their graduate studies. While we respect the need to earn money and possibly obtain MAIO-related work experience, students are strongly encouraged to minimize work obligations during their first year of graduate study. It is impossible to work 30 or more hours while maintaining the appropriate amount of effort in scholastic pursuits! Course loads in our program lessen somewhat during the second year, at which time students may wish to increase the number of hours spent in a work environment. We are careful to select only those students who we feel hold special promise for the field of Industrial-Organizational Psychology – we ask that you fulfill your potential by making your academic pursuits your primary concern!

V. STUDENT REQUIREMENTS FOR SEMINARS

VI. PRACTICUM

1. The primary purpose of the practicum (PSY 688) is to provide each MAIO candidate with practical experience in industry. Students will apply their particular psychological skills to real business problems. The course is designed to be a bridge between theory and practice. By the end of the semester the student should develop both greater insight into the process of applying psychology in industry and skill interacting with employees in a variety of work places.

2. Students are primarily responsible for the selection of a specific organization that will allow them to fulfill the requirements of the course. You should start looking for an internship during your second semester in the program. If any student is having difficulty finding a placement in an organization, the instructor will assist on a limited basis, but cannot guarantee a placement. The PSY 688 requirements may be completed/fulfilled in a large or small business, branch of local government, school system, church, etc. The only constraint in selecting a place to be assigned is that it must provide a situation in which it will be possible to practice, develop, and demonstrate IO psychology skills.

3. In whatever organization the student chooses to work, a responsible person in the organization must be identified to supervise the student at the work site on a day to day basis. This person should have at least some minimal experience in supervising the work of others.
4. The practicum project will take approximately 12 to 15 hours a week, for 10 consecutive weeks. These hours are suggested as a guideline. Your project may take more or less time to complete within the 10 week timeframe. Before beginning the project, the student will present a proposal of the work to be done. Upon completion of the project, a final written and oral report will be submitted for evaluation.

VII. THESIS and PSY 681

The thesis is a pivotal event in the graduate student’s educational experience. It allows the student to work relatively independently on a major research study which represents the student’s ability to utilize psychological knowledge and skills in composing, conducting and presenting research. Please refer to the Psychology Thesis Guidelines (available from the Graduate Coordinator’s office and accessible via the department web site) for the official Department Guidelines for Faculty/Student Responsibility for MA Thesis.

The thesis generally includes the following steps:

1. Proposal

In order to assist students with formulating their ideas into a thesis proposal, PSY 681 has been designed as the “proposal writing course.” In this course students are expected to take a thesis project idea and develop it into a researchable proposal. In the event that the student has difficulty focusing on a particular area of interest, the professor will assist the student in defining a suitable area of research. During the development of the proposal, the student should begin to identify appropriate faculty members for his/her committee.

2. Committee

The student must select three members to serve on his/her committee. They serve the purpose of coordinating and assisting with the proposal and final thesis process. While the other two members provide assistance, the chair is primarily responsible for assisting you with your thesis and is the person with whom you will work most closely. It becomes very important to choose a chair who has similar research interests and with whom you work well. All three members must be present at both preliminary and final orals. Two committee members, including the chairperson, must be full-time faculty members in psychology; the third member may be any professionally qualified person. You are required to obtain department approval of your committee members by the Graduate Coordinator prior to preliminary orals. It is best to do this as soon as your committee members have been identified and have agreed to serve as committee members.

3. Preliminary Orals

When the committee believes your proposal is ready, you will schedule preliminary orals. This step involves getting your entire committee together at a meeting lasting approximately one hour. Here you will discuss the major variables, models, methodologies and expected outcomes of your thesis project. Any problems with your design or other factors may be ironed out at this session. This step must be completed before actually implementing the project.
After successfully passing preliminary orals, the student must file an application for approval with the University Institutional Review Board (IRB). Additional approval is necessary if the PSY 100 subject pool is to be used. After gaining the approvals, the student may implement the project. Data is collected, analyzed, and a final thesis draft is written.

When a final draft is deemed suitable by the committee chair and committee members, the student will schedule another one hour meeting where the outcomes/interpretation of the project are discussed. Typically, the approval of the finalized version of the thesis is obtained at this time.

If the student is unsure about a project or about the format of the written material, previous theses are available in the Graduate Coordinator’s office (refer to the University’s Style and Format guide for current requirements). The Psychology department’s Thesis Guidelines publication is also available in the Graduate Coordinator’s office, as well as a list of faculty research interests; these items are also available on the department web site. Students are encouraged to familiarize themselves closely with this material.

**Department Computing Facilities:**

Information regarding the computer facilities housed in the Psychology building may be found on the department web site: www.csulb.edu/~psych/facility/computerlab/computerlab.html

**Room 300:**
- Open to all students.
- Availability: Monday thru Thursday*
- Workstations: 60 PC workstations running Windows
- Internet Access: Yes. These workstations can also access PsycINFO and other CD-ROM databases in the Library.
- Software: MS Word
  - SPSS
  - SAS
  - Visual Basic
- Support: Graduate students knowledgeable in statistical computing are frequently on duty.

**Room 332:**
- Availability: This room is used for classes only.*
- Workstations: 12 Pentium workstations
- Internet Access: Yes
- Software: MS Word
  - SPSS
  - SAS
  - Visual Basic

* These rooms may be reserved for research projects with faculty approval.

**VIII. FACILITIES**

1. **Computer Facilities**
## Campus Computing Facilities

There are many open computer labs on campus. Those closest to the Psychology Department are located in LA-5 and in the basement of the Main Library. These labs are open approximately 16 hours per day, including weekends.

## Internet Access

Students can obtain an account for the CSULB time-sharing computers in the North Campus Center. With this account you can send and receive email, participate in online forums, access public databases and explore other areas of the Internet. There is no charge for this account. The Campus Copy Center sells an inexpensive guide to using the time-sharing accounts, which also details how to connect using a modem. If you own a computer equipped with a modem, several phone numbers are available to access your account and COAST (the online library catalog system), from home. Academic Computing Services will also provide free software to enable your computer to connect to the dial-up phone lines. For further information, stop by Academic Computing Services or visit their web site: http://www.csulb.edu/ACS/

## 2. Library Facilities

It is impossible for a graduate student to successfully complete the MAIO program without using the library extensively. In order to assist graduate students, the library has many services that can maximize your success in conducting research.

A. For psychology students, assistance with journals and other reference material is available at the Reference Desk on the first floor of the library. Students are encouraged to seek help and to inquire about the many abstracts that are available for their topic of interest.

B. A student enrolled in PSY 698 (Thesis) may check out books for an entire semester, rather than the usual three-week period. To check materials out for this extended time, a card can be obtained in the library. This card must be signed by the Graduate Coordinator.

C. Many research databases are available via the Internet for CSULB students, including PsycInfo and FirstSearch. If accessing from off campus, passwords may be needed -- currently enrolled students may obtain them from the Reference Desk, located on the first floor of the Library. Electronic journals may be accessed via this web address: http://www.csulb.edu/library/subj/psychology.html

## 3. Student Lounge

Sharing of resources and information is an important part of the graduate student experience. A lounge is available for use in PSY Room 314.

## 4. Psychology Assessment Materials (PAM)

The Psychology Assessment Materials (PAM) office has numerous psychological tools and measures available for student research. Students must obtain the signature of the faculty member supervising the research on signature request cards, which are available at the PAM office.

## 5. Student Services

University Student Services are available in such areas as academic advising, personal and health counseling, and financial assistance.
The MAIO Program Committee functions to: develop and implement program policy, review petitions, and select new students from among the MAIO program applicants. The Committee is composed of faculty members and two to three MAIO graduate student representatives.

Students interested in serving as a Graduate Assistant (GA) should submit a GA application to the Graduate Coordinator. Applications will remain active for one year. Positions are open until filled. Review of applications begins April 15th for the Fall semester and November 15th for the Spring semester. Applications are available in, and should be submitted to, the Graduate Coordinator’s Office.

Each year the department of Psychology hires approximately 10-13 graduate assistants to perform various activities. The assignments are usually 10 hours per week for 17 weeks in the Fall and 17 weeks in the Spring. Most GA assignments fall into two major categories. Some assignments are to assist with the introductory research methods course (PSY 200). This involves preparing materials, grading papers and assisting students. Other GA assignments support introductory and intermediate statistics courses (PSY 110, 310). These assignments generally involve grading papers, assisting students and helping students with various statistical software packages. Both research methods and statistics GA positions also involve providing support for the department computer lab. An EEO policy is followed.

- Financial: If appointed for 10 hours of work each week, for two semesters, a first year GA receives approximately $4500 per year.

- Educational: By teaching, GAs can further develop their own psychological skills (teaching and research).

- Experiential: Working closely with a faculty member can add to a GA’s knowledge and experience.

- Convenience: Having a job on campus can save travel time and study time.
XI. DEPARTMENT AND COLLEGE AWARDS

The College of Liberal Arts presents the following awards each Spring to outstanding Master’s students: 1) Graduate Dean’s List of University Scholars and Artists, 2) Best Thesis Award for the College of Liberal Arts. Graduating masters students are selected by faculty committee members to represent the department in competition for these two awards. The Psychology department awards the Gilbert J. Padilla Memorial Award, the Outstanding Master’s Students in Psychology Award and the J. Robert Newman Scholarship.

Graduate Dean’s List

Early in the Spring semester, the Graduate Coordinator distributes to department faculty a memo requesting nominations for the Graduate Dean’s List, on which the College selection criteria are listed. The memo contains a list of students who graduated the previous Fall and Summer semesters and a list of those students who have completed preliminary and/or final orals. Faculty are instructed to only nominate students from the second list who have graduated or will graduate during the current Spring or upcoming Summer semester.

When nominations are received by the Graduate Office, the students’ GPAs are checked for eligibility (3.75 min.). The eligible students are then mailed a letter informing them of their nomination and the identity of the faculty person that nominated them. They are instructed to inform the Graduate Office if they wish to pursue the award. If so, they must secure three (3) letters of recommendation from faculty, return the completed application, and supply any additional materials that might support their nomination.

The Psychology department’s Graduate Committee, consisting of three faculty persons, (one from each of our three graduate programs), reviews all the application material submitted. The students are then rank-ordered and the top 2 to 3 nominees are forwarded to the College of Liberal Arts. The number of awardees from each college is limited to one percent of the students pursuing a master’s degree. Five awards were given by the College of Liberal Arts during 2002 Commencement.

Gilbert J. Padilla Memorial Award

The #1-ranked Psychology Graduate Dean’s List nominee receives the Gilbert J. Padilla Memorial Award.

Outstanding Master’s Graduate Award

Psychology students who are nominated but not selected by the College for the Graduate Dean’s List receive the Outstanding Master’s Graduate Award for the Department of Psychology.

Best Thesis Award

At the time of final orals, the student’s thesis committee may recommend a thesis for Best Thesis Award. Just prior to the award’s deadline, these rankings are reviewed by the Graduate Coordinator and the highest-ranked theses are selected. The Graduate Committee reviews them and selects one thesis to represent the Psychology Department, which is forwarded to the College for consideration of Best Thesis Award (one is awarded per each College of Liberal Arts commencement ceremony).

J. Robert Newman Scholarship

The MA-R and the MAIO committees each select one outstanding incoming student as a J. Robert Newman Scholar. The recipient receives $1250/semester, up to four semesters.
Former students have found that joining a professional organization to become familiar with the current IO issues and research is very beneficial. Some organizations are:

- Western Psychological Association (WPA)
  www.westernpsych.org
- American Psychological Association (APA)
  www.apa.org
- American Psychological Society (APS)
  www.psychologicalscience.org
- Society of Industrial and Organizational Psychology (SIOP)
  www.siop.org
- American Society of Training and Development (ASTD)
  www.astd.org
- Personnel Testing Council (PTC)
  www.ipmaac.org (Southern California)

Upon completion of the MAIO program, a graduate may decide to continue graduate study to pursue a PhD in IO psychology – OR may find a job in industry (focused on Personnel and/or Organizational issues).

Recent graduates of the CSULB MAIO program that have sought employment have been quite successful in both the public and private sectors. Some of these graduates have continued to work for the organizations for whom they conducted the required program practicum, while others have found gainful employment through contacts with our many alumni and community contacts, or through their own efforts.

The following is a sample of job titles held by recent graduates of the MAIO program:

- Organizational Development Specialist
- Personnel Analyst
- Organizational Consultant
- Business owner
- Training and Development Specialist
Name: _____________________________________________________________________
Address: ___________________________________________________________________
Phone: ________________________________  SS# ________________________________

Prerequisites:

PSY 200 __________           PSY 310 __________          PSY 314/315 __________
PSY 351/453/553 __________          332/333 __________

REQUIREMENTS: MA-INDUSTRIAL/ORGANIZATIONAL DEGREE

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<thead>
<tr>
<th>COURSE</th>
<th>TITLE</th>
<th>UNITS</th>
<th>Completed Grade</th>
<th>Completed Sem/Year</th>
<th>TO BE TAKEN SEM/YEAR</th>
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<tr>
<td>511 or 512</td>
<td>Statistical Design &amp; Analysis</td>
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<td>Multivariate Stat Analysis</td>
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<td>Test Construction</td>
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<td>698</td>
<td>Thesis</td>
<td>4</td>
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**TOTAL UNITS**

**SUBSTITUTES** (Students with credit in 411, 412, or 481 as undergraduates may substitute a maximum of 3 units from related areas towards the 30-unit program.)

**TOTAL UNITS**