

Master of Science in Industrial/Organizational Psychology

About this Program

Industrial and Organizational (I/O) Psychology is the scientific study of people in organizations. Both research and application are important to successfully translate scientific knowledge to improve workplaces. Thus, our program emphasizes the scientist-practitioner model, the approach recommended by the leading professional organization in the discipline, the Society for Industrial and Organizational Psychology (SIOP). The program and curriculum are designed for students who intend to pursue an applied, professional career as practitioners in the field. Our program offers both a thesis (41 hours) and a non-thesis (38 hours) option; however, all students enter the program under the non-thesis option. The decision to change to a thesis option will be made on a case-by-case basis and will be based on the student's aptitude and career focus, as well as on the fit between the student and the faculty mentor. Whether the thesis or non-thesis option is chosen, all students earn a Master of Science in I/O Psychology and will therefore be required to conduct research and develop practical skills related to I/O psychology. Students are also required to complete 400 hours of an outside internship and their thesis or non-thesis option (capstone project) at the end of their second year.

Competencies

1. Ability to Apply Research: graduates will demonstrate their advanced skills in translating psychological theory and research into everyday life applications.
2. Critical Thinking Skills: graduates will be proficient in critically evaluating the adequacy of scientific research in psychology.
3. Knowledge of Psychology: graduates will demonstrate their knowledge of psychological theory and research.

Admissions Criteria

There are no fixed criteria for admission to the MS. Many aspects of the student's application inform our admission decisions, but a complete application package submitted **on or before December 15** is highly recommended to ensure a timely review of the student file.

There are, though, some standard requirements. A student is expected to have successfully completed the appropriate work prior to admission, including an undergraduate BA or BS degree. The Office of Graduate Studies requires a minimum grade point average of 3.0 in undergraduate work for unconditional admission to the program. The Department of Psychology strongly encourages undergraduate courses in statistics and experimental methods prior to admission.

Qualified applicants are admitted once a year in Fall terms only and must be degree-seeking. Non-Fall/non-degree seeking applicants will be asked to submit the update/reactivation form (<https://common.forms.uta.edu/view.php?id=2626>) to have their file reviewed for the applicable Fall semester. Only Fall-intended degree-seeking applications will be reviewed. The application portal will open in September. Selected candidates are typically notified during the April to May time frame; however, this time frame is subject to change.

Admission steps:

1. Submit your application via ApplyUTA (<https://www.uta.edu/apply/>) by your applicable program priority date to ensure timely processing/review of your file.
 - Applications will not be reviewed by Graduate Admissions until the application fee is received. Once in "GCOM" or "GCUT" (complete) status by Graduate Admissions, your file will be sent to our department for review. Until the appropriate transcripts and test scores are received, you will be in "GCLI" (incomplete) status. Only "GCOM" or "GCUT" files are reviewed by our department. You can monitor your status via your MyMav account.
2. Submit official transcripts (<https://www.uta.edu/admissions/apply/submitting-transcripts/>) from all 4-year institutions attended.
 - Monitor your MyMav account "to-do list" for submission requirements/updates.
3. If applicable, submit official GRE (<https://www.ets.org/praxis/>) scores. Only scores submitted by ETS directly to UTA are acceptable.
 - While there are no minimum GRE sectional requirements, a standard of 300 or higher GRE total has been positive indicator our of most successful students as have average scores of 150 or higher for both quantitative and verbal sections.
4. If applicable, submit official English Language Test (<https://www.uta.edu/admissions/apply/international-graduate/>) scores as determined by Graduate Admissions.
5. Email the completed Departmental Summary Sheet (<https://cdn.web.uta.edu/-/media/project/website/science/psychology/documents/degree-programs/graduate/forms-and-resources/summary-sheet-07092021.ashx>) in PDF format (Last Name, First Name, UTA ID number if known or Program of Interest DptSS) to psychologydepartment@uta.edu.
6. Submit a minimum of 3 reference letters via SLATE or directly to psychologydepartment@uta.edu, preferably from professors or employers. NOTE: To submit reference letters directly to our email, it is applicant's responsibility to contact their recommenders and have them follow the instructions below.
 - Letter writers can email the Recommendation Request Form (<https://cdn.web.uta.edu/-/media/project/website/science/psychology/documents/degree-programs/graduate/forms-and-resources/recommendation-form-2022-fillable.ashx>) in PDF format (Recommender Name: Student Name,

Program of Interest) to psychologydepartment@uta.edu along with an official letter on letterhead. It is preferred by faculty to submit both the Recommendation Request Form and a letter; however, it is also acceptable to submit only a letter or the form.

7. Email the Personal Statement in PDF format (Last Name, First Name, UTA ID number if known or Program of Interest PS) to psychologydepartment@uta.edu. There is no page limit. Past applicants have submitted personal statements that are 2 to 3 pages long.
 - Please include a cover page with your Personal Statement that includes your name, UTA ID number, and Program of Interest. Your last name and page numbers should be on the header.
8. Check your application status on the [Graduate Admissions Application Status Website \(https://www.uta.edu/admissions/apply/application-status/\)](https://www.uta.edu/admissions/apply/application-status/).
 - Your to-do lists in Mymav account will be updated as the appropriate transcripts, test scores, and departmental materials are received.

ADMISSIONS FOCUS

The I/O MS Graduate Admissions Committee is composed of the I/O faculty and is a subcommittee of the Graduate Studies Committee. The admissions committee will review and give serious consideration to all application materials. This includes the application, departmental summary sheet, undergraduate GPA, graduate GPA (if applicable), applicant's personal statement, letters of reference and college transcripts. Applications from students whose undergraduate major is not psychology will also be considered. In such cases, the student's personal statement should emphasize the basis for switching educational tracks and should highlight why an I/O psychology degree is desired. Previous, relevant work experience may also be considered in such cases. Admissions decisions are based on interpretation of indicators of potential success in the program. The following points are generally considered:

1. **Grade Point Average.** Most candidates for admissions present averages greater than 3.2. Positive indicators of success in our program include greater than average work in psychology, mathematics and/or business. Candidates should demonstrate academic strengths in statistics and research methods (GPA of at least 3.2 in both areas).
2. **Verbal and Quantitative GRE scores.** Submission of verbal and quantitative GRE scores is required unless otherwise noted. High GRE scores are viewed positively, but lower GRE scores need not exclude a candidate who shows positive indicators in other areas. We do not require the GRE Subject Test in Psychology.
3. **Language-Based Tests.** If applicable, submission of language-based tests for applicants who do not have a U.S.-based degree is required. An applicant whose native language is not English must demonstrate a sufficient level of skill with the English language to assure success in graduate studies. This requirement will be waived for non-native speakers of English who possess a bachelor's degree from an accredited U.S. institution. Applicants are expected to submit a minimum score of 6.5 on the IELTS, or a minimum TOEFL IBT total score of 79. When the TOEFL IBT is taken, sectional scores of at least 22 on the Writing section, 21 on the Speaking section, 20 on the Reading section, and 16 on the Listening section are preferred. Meeting the TOEFL IBT and IELTS minimum admission requirements does not guarantee acceptance, and the admissions committee may give preference to students with higher scores. Only scores submitted directly by ETS or IELTS to UTA are acceptable.
4. **Letters of Reference.** A minimum of three reference letters is required. These are important insofar as they offer an assessment of past observed behavior in the classroom, workplace, and/or laboratory including observations of independent, critical and creative thinking as well as evidence that I/O is the appropriate career path. Letters also provide additional information about a candidate's experience and interests.
5. **Personal Statement.** The personal statement is required and will be examined for evidence of the appropriateness of the candidate to the program. MS applicants are not required to list/include preferred faculty mentors. The personal statement is separate from the "Academic Goals Essay" on the application. While it is understood that there may be some overlap, the personal statement should be more in-depth, detailing laboratory, field or applied interests, career plans, and research experience, as well as a discussion of how our I/O graduate program can serve to further your interests and plans. If an exact copy of the academic goals statements is submitted as the personal statement, the applicant will be required to submit a new personal statement.

Department assistantships and fellowships are not currently available for students in the I/O Psychology MS program. Students in the program may be eligible for scholarships, loans, or may find paid internship opportunities with local businesses.

ADMISSION STATUS

Unconditional Admission

An applicant who meets all requirements is normally considered for unconditional admission.

Probationary Admission

If an applicant does not evidence a majority of the positive indicators for the unconditional admission described above, they may, after careful examination of their application materials be given probationary admission. Probationary admission requires that the new student receive a 3.0 (B average) GPA or better in the first 9-12 hours of graduate course work at UT Arlington.

Deferred Admission

A deferred decision may be granted when a file is incomplete or when denial of admission is not currently appropriate.

Provisional Admission

An applicant unable to supply all documentation (including certified transcripts, GRE scores, letters of reference, and personal statement) prior to the admission deadline, but otherwise appears to meet admission requirements, may be granted provisional admission.

Denial of Admission

Applicants whose records in the aggregate do not show sufficient positive indications of potential success will be denied admission. Please note that not all "qualified" applicants are admitted. Successful admission depends upon, among other things, the competitiveness of the applicant pool and the number of positions available in the cohort.

UT Arlington Graduates

GRE Requirements

Submission of verbal, quantitative and analytical writing GRE score is **required** of *all* applicants unless otherwise indicated, including UT Arlington alumni, with the exception of "Facilitated Admission".

Facilitated Admission of Outstanding UT Arlington Undergraduates

Students with extraordinarily strong undergraduate records at UT Arlington may receive advanced admission to the program without having to pass through the normal application process. Qualified students will be able to gain admission without completing a formal application or paying application fees. The following conditions must be met in order to qualify for advanced admission of outstanding undergraduates:

1. The student must have graduated from a commensurate bachelor's degree program at UT Arlington no more than one academic year prior to the semester for which admission to a graduate program is sought. A commensurate bachelor's degree program is one that is a normal feeder program for the master's degree or doctoral degree-bound program to which the student seeks admission. Undergraduate students in their final year of study are also eligible; in such cases, facilitated admission is conditional upon a successful completion of the bachelor's degree.
2. The student's GPA must equal or exceed 3.5 in each of the following calculations:
 - a. The grade-point average in the last 60 hours of study as calculated in the Office of Graduate Studies for admission purposes.
 - b. All work completed at UTA to date.
3. The student's record will be assessed for strengths relevant to success in the program. All prospective facilitated admission applicants must also submit a personal statement and two (2) reference letters with the understanding that submitting the facilitated admission form does not guarantee admission into the program; all facilitated admission applicants will be reviewed by committee the same as applicants applying via regular application.

Students who are accepted via facilitated admission will be admitted directly to graduate school without completing the application for admission, submitting an application evaluation charge, or taking the GRE. Students who believe they qualify for this program should contact the appropriate Graduate Advisor in the Department of Psychology.

For additional information about the I/O MS program, you are encouraged to refer to the psychology department's [website \(https://www.uta.edu/academics/schools-colleges/science/departments/psychology/\)](https://www.uta.edu/academics/schools-colleges/science/departments/psychology/) and current [Graduate Student Handbook \(https://catalog.uta.edu/science/psychology/graduate/io-psych-ms/chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://cdn.web.uta.edu/-/media/project/website/science/psychology/documents/degree-programs/graduate/forms-and-resources/graduate-handbook-2024_2025.ashx\)](https://catalog.uta.edu/science/psychology/graduate/io-psych-ms/chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://cdn.web.uta.edu/-/media/project/website/science/psychology/documents/degree-programs/graduate/forms-and-resources/graduate-handbook-2024_2025.ashx).

Curriculum

Foundations

PSYC 5324	APPLIED RESEARCH DESIGN	3
PSYC 5325	ORGANIZATIONAL BEHAVIOR	3
PSYC 5326	EMPLOYEE SELECTION	3
PSYC 5405	ADVANCED STATISTICS I	4
PSYC 5407	MULTIVARIATE DATA ANALYSIS	4
PSYC 5227	INDUSTRIAL AND ORGANIZATIONAL INTERNSHIP	2
PSYC 5127	INDUSTRIAL AND ORGANIZATIONAL INTERNSHIP	1
PSYC 5330	ADVANCE EMPLOYEE TRAINING AND DEVELOPMENT	3
PSYC 5342	LEADERSHIP IN ORGANIZATIONS	3
PSYC 6300	SEMINAR IN PSYCHOLOGY	3

Thesis/Non-Thesis

Select one of the following: 3-6

PSYC 5391	RESEARCH IN PSYCHOLOGY
PSYC 5698	THESIS

Electives

Select two from the following: 6

MANA 5322	COMPENSATION & REWARD SYSTEMS
MANA 5327	HUMAN RESOURCE LAW
MANA 5329	HR METRICS AND ANALYTICS

MANA 5330	NEGOTIATIONS & CONFLICT MANAGEMENT
MANA 5332	MANAGING DIVERSITY IN ORGANIZATIONS
MANA 5334	ORGANIZATION CONSULTING & RESEARCH
MANA 5337	ETHICS AND THE BUSINESS ENVIRONMENT
MANA 5339	ENTREPRENEURSHIP
MANA 5344	EVIDENCE-BASED MANAGEMENT
MANA 6348	SEMINAR IN HUMAN RESOURCE MANAGEMENT
MARK 6302	CONSUMER BEHAVIOR I
BSAD 6311	EXPERIMENTAL DESIGN AND RESEARCH METHODS
INSY 5336	PYTHON PROGRAMMING
INSY 5340	MANAGING THE DIGITAL ENTERPRISE
INSY 5360	COMPUTATIONAL TECHNIQUES FOR BUSINESS ANALYTICS
INSY 5375	MANAGEMENT OF THE DIGITAL ENTERPRISE
INSY 5377	WEB AND SOCIAL ANALYTICS
Any 5000/6000 level Psychology course.	
Any course approved by the department.	

Total Hours **38-41**

The following is the recommended plan of study:

First Year			
Fall Semester	Hours	Spring Semester	Hours
PSYC 5325		3 PSYC 5326	3
PSYC 5227		2 PSYC 5324	3
PSYC 5405		4 PSYC 5407	4
		9	10
Second Year			
Fall Semester	Hours	Spring Semester	Hours
PSYC 5330		3 PSYC 5342	3
Elective		3 PSYC 5391 or 5698	3 or 6
PSYC 6300		3 PSYC 5127	1
		Elective	3
		9	10-13

Total Hours: 38-41

Note: Total hours correspond to a non-thesis (38 hrs) or thesis (41 hrs) option.

Advising Resources

Prospective applicants for the Master of Science in Industrial/Organizational Psychology are welcome to reach out to the faculty MSIO program advisor for information regarding our graduate program. Current master students should reach out to have their intended courses approved for the upcoming semester.

Prospective applicants for the PHD in Experimental Psychology (psychological sciences) are welcome to reach out to the faculty program advisor for Experimental Psychology for information regarding our graduate program.

Prospective applicants for the PHD in Experimental Psychology (Health/Neuroscience concentration) are welcome to reach out to the faculty program advisor for Health/Neuroscience for information regarding our graduate program.

Location:

Industrial/Organizational Psychology

SWSH 405A

Psychological Sciences

SWSH 404Y

Health/Neuroscience

LS 503

Email:

psychologydepartment@uta.edu

Phone:

Industrial/Organizational Psychology

817-272-8881

Psychological Sciences

817-272-0746

Health/Neuroscience

817-272-5222

Web:

Psychology advising (<https://www.uta.edu/academics/schools-colleges/science/departments/psychology/advising/>)