Admission to the College

All MTSU graduate degrees are awarded through the College of Graduate Studies, which provides academic, financial, and other support services to students while upholding academic standards and ensuring that each program provides optimal experiences. In consultation with faculty, the college establishes policies and procedures to ensure judicious and selective admission decisions, rigorous adherence to academic standards, excellence in curricula, and selective faculty appointments.

Graduate applicants must have earned a bachelor’s degree from an accredited institution. The minimum grade point average required for unconditional admission is 3.0. Individual graduate programs at MTSU may have higher or additional requirements, and applicants should check with the specific department/program to which they intend to apply. For more information about the specific requirements of the Industrial/Organizational Psychology master’s program, see the “Admission” section of this brochure and the “Apply” section of the program’s Web page at www.mtsu.edu/~iopsych.

Admission into an individual program of study is a separate decision from acceptance into the College of Graduate Studies. Applicants should check the admission requirements and process for their intended graduate program.

Financial Aid

Limited numbers of graduate teaching assistantships, research assistantships, scholarships, and doctoral fellowships are available in addition to other forms of aid. Applications may be obtained from the College of Graduate Studies or from the appropriate academic department. Students must meet the requirements for admission to graduate school and have a cumulative GPA of 3.00 or higher.

The Student Financial Aid Office in 218 Cope Administration Building has information on various kinds of financial aid.

The 500 acres of Middle Tennessee State University make up the oldest and largest public campus in the area. Easy to access because of its location at Tennessee’s geographic center, the University is only 30 miles from Nashville, the state capital.

MTSU is proud of its status as a comprehensive doctoral/research-intensive university. The College of Graduate Studies oversees more than 55 programs, including graduate certificates and master’s, specialist’s, and doctoral degrees. Total student enrollment is about 23,000; there are approximately 2,000 graduate students.

An example of the many University resources supporting graduate study is the James E. Walker Library, which has resources for reading, research, and group study. More than 350 computers are available for accessing local and international information and searching electronic databases. The Instructional Technology Support Center in McWherter Learning Resources Center provides facilities, equipment, training, and support for multimedia presentations, satellite downlinking, video, classroom presentations, etc.

Visit us on the Web at www.mtsu.edu/~graduate

MTSU, a Tennessee Board of Regents university, is an equal opportunity, non-racially identifiable, educational institution that does not discriminate against individuals with disabilities. AA/EO

College of Graduate Studies
114 Cope Administration Building
Middle Tennessee State University
Murfreesboro, TN 37132
972-368-8800
What Is I/O Psychology?

Industrial/Organizational (I/O) psychologists apply the science of psychology in business, industry, and government settings. They often work in human resources departments or sometimes as consultants. I/O psychology is a very diverse field, with specialty areas including recruitment and selection of employees, training, job analysis, compensation, performance measurement and evaluation, leadership, workplace attitudes, organizational development, and more. I/O psychologists improve the quality of people's lives at work and increase their motivation, satisfaction, and productivity. The employment outlook for I/O psychology has continued to grow, and a master's degree provides good career opportunities.

About the Program

MTSU offers one of the top master’s programs in the country for I/O psychology. The main emphasis of the program is to produce professionals who are capable of applying their I/O psychology knowledge to real-world organizations. The program offers a wide range of courses designed to prepare students for positions in human resource departments or consulting or for entry into an I/O doctoral program. There is an emphasis on going beyond the classroom and providing students direct experience in I/O through hands-on work with real clients. This experience gives students the opportunity to translate classroom knowledge into practical application, making them more attractive to potential employers after graduation.

The I/O master’s program provides strong theoretical and scientific grounding as well, giving successful students the professional flexibility and adaptability they need to evaluate new approaches and distinguish between fast and innovation. However, theory alone is not enough to prepare students for the practical challenges of the real world. The program’s applied approach to the study of I/O psychology integrates with multiple work experiences is instrumental in preparing students to face the practical challenges that arise in organizations.

Students typically receive multiple applied experiences with various clients. Several classes include applied consulting projects with client organizations. Each student also completes a practicum job experience. Students may also be hired for consulting projects conducted by faculty members. A separate consulting firm is specifically dedicated to developing these applied opportunities for our students—the Center for Organizational and Human Resource Effectiveness (COHRE). More information about COHRE is available online at www.mtsu.edu/~cohre. The program also sponsors a national award-winning chapter of the Society for Human Resource Management (SHRM), which provides additional opportunities for students to get involved with I/O and HR professionals.

Another strength of the program is the quality of students it attracts. Top-quality students from a wide variety of states and countries benefit from the I/O psychology program at MTSU. Some of the best learning comes from discussions among students both in and out of the classroom—discussions that reveal the many different perspectives held by students and that enhance the highly collaborative climate of sharing between students and faculty.

The I/O program at MTSU is not for everyone. Admission is competitive, and enrollment is kept at a level that allows the faculty to work closely with each student. The program requires two years of full-time study including at least one summer. Most classes occur during the daytime weekday hours. The curriculum includes courses in all major areas of I/O psychology and meets the guidelines suggested by the Society for Industrial and Organizational Psychology. The program is rigorous, but faculty members and administrators strive to promote a positive, student-centered climate. A large majority of students successfully complete the program, and graduates are well prepared for professional careers.

The placement rate in career-relevant jobs has typically been close to 100 percent for program graduates. They work in a variety of organizations ranging from large Fortune 100 companies to medium and small businesses to government agencies and nonprofit organizations. Applicants who seek financial support have some encouraging opportunities beyond student loans. Many students are able to obtain graduate assistantships (GA) by working for the university. The program does not automatically guarantee a GA, the majority of students who apply are able to obtain one. There are more financial assistance opportunities as well. Most students obtain paid practicum positions, and many also find paid positions on consulting projects during their time here.

For more information about the program, please visit www.mtsu.edu/~iopsych.

The program consists of 45 semester hours.

Prerequisite/corequisite

Introductory course in I/O psychology such as PSY 3320

Required

PSY 6070 Advanced Industrial Organizational Training and Development

PSY 6090 Practicum: Industrial/Organizational Psychology

PSY 6300 Literature Review and Reading in Psychology: Industrial/Organizational

PSY 6320 Performance Appraisal and Job Analysis

PSY 6330 Professional Issues in Industrial/Organizational Psychology

PSY 6420 Advanced Personnel Selection and Placement

PSY 6450 Advanced Organizational Psychology

PSY 6570 Psychological Research Methods in Human Resource Management

Electives

A wide variety of elective courses are available within the Psychology Department, the Jennings A. Jones College of Business, and other departments on campus.

Thesis

A master’s thesis is required to complete the program.

Faculty and Areas of Interest

Seven full-time I/O instructors in a department of 45 full-time faculty members provide a wide range of expertise. All have doctoral degrees, applied professional experience, and ongoing research. The faculty takes pride in fostering a supportive, student-friendly culture. Each faculty member and his or her areas of interest are listed at the program Web page at www.mtsu.edu/~iopsych.

Admission to the program is competitive. In order to be considered for unconditional admission, all application materials (outlined below) must be submitted, and candidates must meet two minimal standards: an undergraduate GPA of 3.0 or higher and a minimum score on the Graduate Record Examination Quantitative section (GRE-Q). (If the GRE was taken under the original 800-point scale format, the minimum GRE-Q score is 450.) For the newer system, check for an update of the minimum required GRE-Q score at www.mtsu.edu/~iopsych/apply.htm.

All of the following are required for application: a completed application form, official GRE scores, official transcripts, and three letters of recommendation. The I/O program also requests a cover letter or personal statement. (See www.mtsu.edu/~iopsych/apply.htm for more details.)

March 1: Fall Admission

October 1: Spring Admission

Most students admitted are selected from the March applicant pool and begin the program in the fall. The program typically accepts 10-12 students each year for fall admission, while students admitted in October are also considered, but usually only a few (if any) open slots are available for spring admission.

For Information

I/O Psychology Program

www.mtsu.edu/~iopsych

Dr. Patrick McCarthy: mccarthy@mtsu.edu

Psychology Department

MTSU Box 87

Murfreesboro, TN 37132

(615) 898-2706 · fax: (615) 898-5027

www.mtsu.edu/~psych

Anna Littlepage, alittlep@mtsu.edu