

**GRADUATE PROGRAMS IN
INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY
UNIVERSITY OF NEBRASKA AT OMAHA
M.A., M.S., Ph.D.**

BACKGROUND AND PHILOSOPHY

We appreciate your interest in the University of Nebraska at Omaha's (UNO) Industrial/Organizational (I/O) Psychology Graduate programs. The UNO Psychology Department consists of 19 faculty members, 4 of whom comprise the graduate program in I/O Psychology. The I/O Psychology faculty possess a breadth of knowledge, expertise and experience in both research and applied settings. Our program also has strong ties with faculty in the College of Business and the College of Information Science and Technology, and has forged partnerships with a variety of businesses and organizations within and outside the Omaha area.

The success of our graduate students is very important to our faculty. Graduate students are mentored by both faculty and senior students. Consistent with the researcher-practitioner model, our program provides opportunities for a variety of research and field experiences in addition to relevant course work. Students are also encouraged to become involved in local and national professional societies appropriate to their career goals. Graduates of our program have secured a variety of positions in industry, consulting firms, and academia.

OMAHA AND THE UNIVERSITY OF NEBRASKA AT OMAHA (UNO)

With a metropolitan area population of 700,000 and home to a number of corporate headquarters, Omaha provides many opportunities for study and recreation. Omaha is an attractive community with excellent public schools and medical facilities. It also offers very affordable housing. Information about off-campus housing can be obtained from the Student Housing Office, Milo Bail Student Center, UNO, Omaha, NE, 68182; phone (402) 554-2788. For more information about Omaha try the following website: <http://www.visitomaha.com>.

UNO is a comprehensive educational institution with an enrollment of 16,000 students, 2,500 of whom are engaged in graduate studies. Excellent computer facilities and a large research library are available to students. All students are provided with access to the UNO computer network and the Internet free of charge. Other attractions include the newly remodeled Milo Bail Student Center, an attractively landscaped campus surrounded by two parks, and an excellent exercise facility. More information about UNO can be found at <http://www.unomaha.edu>.

SIOP-UNO

The I/O Psychology graduate students have their own organization, SIOP-UNO, which meets regularly to discuss current issues in I/O Psychology. Speakers are frequently invited to present applied and academic projects. Students are encouraged to be active in the national Society for Industrial/Organizational Psychology (SIOP). Visit the SIOP website at www.siop.org for additional information on I/O Psychology.

PLACEMENT

Graduates of the program have been placed nationwide with employers such as HRStrategies, United Airlines, BellSouth, Valmont Industries, Union Pacific, Mutual of Omaha Insurance, Dell Computers, Microsoft, Financial Dynamics, DDI Consulting, SkillsNET, Organizational Effectiveness Consultants, Gallup, Immanuel Medical Center, University of Nebraska Medical Center, University of Northern Iowa, and St. Cloud University. Program alumni constitute a network of contacts for graduating students.

“Applied experiences were a key factor in my obtaining a position in a Fortune 500 company directly out of graduate school.” -Jeff Klawsky, Ph.D. graduate

GRADUATE DEGREE PROGRAMS

There are three degree programs offered in I/O Psychology. I/O Psychology graduate students number from 25-35, with approximately one-third of the students pursuing each of the three graduate degrees in any given year. Applicants are required to indicate the degree program to which they are applying, but can apply to change programs after they are enrolled.

Master of Science (M.S.): Graduate students enrolling in this 2-year, 36-hour program are those seeking employment in applied settings (e.g., Human Resource Departments, Training and Organizational Development Departments, Consulting firms) immediately following completion of the Masters Program. Research is encouraged though not required to complete this program. M.S. students are therefore not eligible for admission to the Ph.D. program. In lieu of a Master's thesis, students receive practicum credit for writing a technical report on a 150-hour applied project they conduct in an organization.

Master of Arts (M.A.): This 36-hour program is typically pursued by students who ultimately want to earn a Ph.D. Unlike the M.S. degree program, the M.A. requires completion of an empirical research project (thesis). Program requirements are usually fulfilled in 2 to 3 years. M.A. students are typically admitted with the expectation that they will continue their studies in the Ph.D. program.

Doctoral Program (Ph.D.): Students completing their M.A. in our program, as well as students with Master's degrees from other I/O Psychology departments, can apply to this program. The doctoral program requires an additional 54 credit hours beyond the 36 hours for a Master's degree. Students typically complete their Ph.D. work in 3-4 years beyond the M.A. A student pursuing both an M.A. and a Ph.D. at UNO would need to take a total of 90 semester hours. The semester hours include course credit for two practicum/internship experiences as well as dissertation and other research. The majority of recent Ph.D. graduates have sought employment in applied settings, while others have pursued jobs in research firms and academia. All coursework for the doctoral program is completed at the Omaha campus although the degree is formally administered through the Lincoln campus. Please send all application materials to the UNO Psychology Department; our department will forward necessary documentation to the Lincoln campus.

OPPORTUNITIES FOR APPLIED EXPERIENCES

Graduate students in all degree programs typically participate in one or more applied experiences for which they receive course credit and compensation. Through these experiences students learn to apply I/O Psychology principles and research to problems and issues facing organizations. The number and variety of applied experiences listed below allow students to choose opportunities suitable to their background and career goals.

Center for Applied Psychological Services (CAPS): CAPS is a UNO-sponsored consortium that responds to requests from local organizations to provide I/O psychology-related services. Small teams of graduate students, supervised by faculty, work part-time on CAPS projects and are compensated through University contracts with the organization.

Part-time Internships/Practica: Part-time internships/practica allow students to acquire applied experiences while taking classes. They also allow for interaction with faculty as questions and concerns arise.

Full-time Internships/Practica: This type of experience allows senior students to take advantage of competitive internship opportunities in Fortune 500 companies throughout the U.S.

Faculty-Led Applied Experiences: Graduate students have the opportunity to work with faculty on projects for which an organization has contracted directly with a faculty member. These projects are typically complex, at risk for litigation, and necessitate more faculty involvement than other applied experiences. However, it is the philosophy of the I/O Psychology faculty to involve graduate students in these projects wherever feasible.

“The practica and CAPS opportunities let me translate classroom knowledge into meaningful organizational skills.” -Rick De La Castro, Ph.D. graduate

OPPORTUNITIES FOR RESEARCH

I/O Psychology faculty and graduate students are actively engaged in research on a variety of topics. Both experimental laboratory and field research projects are conducted in a collegial environment. Graduate students are encouraged to present research at professional conferences as well as publish their work in relevant journals. Funding is available for graduate student research and travel.

“The practice I gained in writing and presenting papers has served me well in the corporate environment.” -Shar Jordan, M.A. graduate

FINANCIAL SUPPORT

The Psychology Department as well as administrative units on campus offer graduate assistantships which provide a stipend and a full tuition waiver. Teaching Assistantships in the Psychology Department are competitively awarded based on GPA and GRE scores. The Psychology GRE score is required to be considered for an assistantship in the psychology department.

Assistantships: Assistant responsibilities typically range from 15-20 hours per week. Assistantships include waiver of tuition and a stipend of \$1,095.90/month for 10 months of the year (2006-2007 stipend amounts are provided). Tuition as of the Fall semester of 2006-2007 is \$182.00/semester hour for residents and \$478.50/semester hour for non-residents. Omaha is an affordable city with an average composite cost of living below average (92). Most out-of-state graduate students achieve resident status after one year of full-time study.

The Student Employment Services Division of the Career Center, (402) 554-2885, furnishes information regarding assistantships in administrative units and part-time employment opportunities in Omaha.

A Regent's Tuition Waiver reduces the tuition paid by out-of-state students who do not have assistantships to the level of in-state tuition. For more information about the tuition waiver contact the Graduate Office at (402) 554-2341.

Students may apply for financial aid and are encouraged to contact the Financial Aid Office at (402) 554-2327 for application materials. Finally, financial support and competitive scholarships are available for thesis and dissertation research; more information is available from the Graduate Office.

COURSE WORK AND CULMINATING EXPERIENCES

Courses and culminating experiences provide a strong background for any career in I/O Psychology. Students generally enroll in three courses (9 credit hours) per semester.

Basic Psychology:

Consistent with SIOP guidelines for graduate education and training in I/O Psychology, students take proseminar courses from the following areas:

Social Basis of Behavior
Biological Basis of Behavior
Cognitive-Affective Basis of Behavior
Individual Differences

Research Methods and Statistics Courses:

These courses provide students with knowledge of the methodology, psychometrics, and statistics needed to conduct research and applied projects.

Correlation and Regression
Analysis of Variance
Multivariate Statistics
Research Process in Psychology
Psychometric Theory
Program Evaluation

Core Courses:

These courses provide broad exposure to the I/O Psychology field.

Criterion Development & Perf. Appraisal
Org'l Problem Solving & Decision Making
Training & Development
Motivation
Personnel Selection
Leadership Theories and Research

Electives:

These courses allow students to customize their programs of study to meet their career goals. Courses may be taken in the Psychology Department as well as in other departments on campus.

Psychology Department

Contemporary Issues in I/O Psychology
Organizational Justice
Human Factors Engineering
Moods and Emotions in the Workplace
Creativity and Innovation in Organizations

Information, Science and Technology

Computer-Based Training
Group Facilitation

Communication Department

Organizational Culture

Management Department

Human Behavior in Organizations
Organizational Theory & Design
Compensation & Benefits

Culminating Experiences:

These courses help students integrate and apply I/O knowledge to research effort and problems in business and industry.

Practicum/Internship in Industrial Psychology: Students receive 3 credit hours for working at least 150 hours on project(s) related to Personnel Psychology with faculty approval. Any of the Applied Experiences Options can be utilized to meet the requirements of this course.

Practicum/Internship in Organizational Psychology: Students receive 3 credit hours for working at least 150 hours on project(s) related to Organizational Psychology with faculty approval. Any of the Applied Experiences Options can be utilized to meet the requirements of this course.

Thesis and Dissertation Research: Students receive a minimum of 6 credit hours for thesis research and a minimum of 12 credit hours for dissertation research.

Research Other Than Thesis/Dissertation: Students receive course credit for additional research.

SUGGESTED SCHEDULE OF CLASSES

M.A. and M.S. students who are accepted to the program will be registered for their first semester courses by the department. Ph.D. students new to the campus are directed to their advisor to determine course decisions.

First Year Schedule for M.A. and M.S. Students

FALL

PSYC 8000: Profession of Psychology
PSYC 9090: Psychometric Theory
PSYC 9440: Social Psychology
PSYC 9010: Statistical Methods I (Correlation & Regression)

SPRING

PSYC 9660: Criterion Development & Performance Appraisal
PSYC 9020: Statistical Methods II (Analysis of Variance)
Proseminar choice (Basic Psychology)

Second Year Schedule for M.A. and M.S. Students

FALL – M.A.

I/O core choice or Proseminar choice
PSYC 9650: Research Process in I/O
Psyc 8990: Thesis

FALL – M.S.

I/O core choice
Proseminar Choice (Basic Psychology)
Elective

SPRING – M.A.

PSYC 9670: Personnel Selection
PSYC 8990: Thesis
I/O core choice or Proseminar choice

SPRING – M.S.

PSYC 9670: Personnel Selection
PSYC 8950: Practicum/Internship
I/O core choice

Schedule for Ph.D. Students

The schedule for Ph.D. students is very flexible and tailored to meet the career goals of the student. Research, advanced topical seminars and practicum/internship experiences are emphasized.

INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY FACULTY

Wayne Harrison – Ph.D., University of North Carolina at Chapel Hill, 1978

Courses: Social Psychology, Motivation, Organizational Justice, Multivariate Statistical Analysis

Research: Organizational Justice, Motivation Theories, Data Visualization

e-mail: wharrison@mail.unomaha.edu

Roni Reiter-Palmon – Ph.D., George Mason University, 1993 – (Program Director)

Courses: Statistics, Psychological Testing, Research Methods, Personnel Selection, Leadership, Personality, Creativity and Innovation in the Workplace.

Research: Creativity and Innovation, Biodata, Leadership, Individual Differences, Personality, Adult Development in the Workplace

e-mail: reiter-palmon@mail.unomaha.edu

Lisa Scherer – Ph.D., Ohio State University, 1989

Courses: Research Methods, Training and Development, Organizational Problem Solving and Decision Making, Current Issues in I/O Psychology, Human Factors, Organizational Psychology, Moods and Emotions in the Workplace

Research: Organizational Problem Solving and Decision Making, Expertise, Work-Nonwork Balance, Mood and Emotions in the Workplace, Age and Generational Issues, Women and Diversity, Counterproductive Behavior

e-mail: lscherer@mail.unomaha.edu

Jim Thomas – Ph.D., Iowa State University, 1973

Courses: Psychometric Theory, Performance Appraisal

Research: Performance Appraisal, Attitude Measurement and Change

e-mail: jthomas@mail.unomaha.edu

FACULTY AFFILIATED WITH THE I/O PSYCHOLOGY PROGRAM

John Newton – Ph.D., Ohio State University, 1955 – (Emeritus)

Courses: Human Factors, Learning, Research Methods

Research: Instructional Technology, Human Factors, Training Devices and Simulators

e-mail: jnewton@mail.unomaha.edu

Carey Ryan – Ph.D., University of Colorado – Boulder, 1989

Courses: Statistics, Research Methods, Program Evaluation

Research: Stereotyping and Intergroup Relations, Group Processes, Program Evaluation

e-mail: careyryan@mail.unomaha.edu

Lynn Harland – Ph.D., Organizational Behavior, University of Iowa, 1991

(Management, College of Business Administration)

Courses: Organizational Behavior, Organizational Theory

Research: Organizational Justice, Personality Testing, Professional Development

e-mail: lhharland@mail.unomaha.edu

APPLICATION PROCESS

Graduate application materials are available from the UNO Psychology Department: Psychology Department, University of Nebraska at Omaha, Arts & Sciences Hall, Room 347, Omaha, NE, 68182-0274 [(402) 554-2592]. They can also be found online at <http://www.unomaha.edu/psych/graduate.php>.

All application materials must be received by January 5th of each year. Incomplete application files will not be considered. To apply, send the following materials to the locations indicated:

Admissions Office

University Application Form
Official Transcripts (for all institutions attended)
\$40.00 Application Fee

Psychology Office

Department Application
Statement of Purpose Form
3 Letters of Recommendation
Writing Sample (APA Style preferred)
GRE (in Verbal, Quantitative and Writing)
GRE Psychology Subject Test (this test is not required for admission to Masters Programs, but is required for Graduate Teaching Assistantships, for graduation from Masters programs, and for admission to the Ph.D. Program)

The I/O Psychology faculty will thoroughly review all completed applications to determine which students receive offers of admissions. Some applicants may also be placed on an alternate list to be considered further if openings become available. In addition to the usual criteria for graduate school admission (e.g., grades, GRE scores, honors), the I/O Psychology faculty prefer applicants with research experience. Applied experiences are also helpful, particularly for admission to the M.S. program.

Applicants who receive offers of admission have until April 15th to respond. The number of acceptances received by April 15th and the strength of applicants on the alternate list dictate whether alternates will be extended offers of admission after April 15th.

The I/O faculty of the Department of Psychology at the University of Nebraska at Omaha thank you for your interest in our program and extend our best wishes to you in your academic and career goals.