

Graduate Study in  
**Industrial/Organizational  
Psychology**  
at the  
**University of Nebraska at Omaha**

**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 18 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](http://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 Klawnsky, 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.

Assistantships: Assistant responsibilities typically range from 20 hours per week. Assistantships include waiver of tuition and a stipend of \$1,192.10/month for 10 months of the year (2009-2010).

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:** Students receive 3 credit hours for working at least 150 hours on project(s) related to Personnel or 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
- 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.

## **APPLICATION INFORMATION:**

### **To apply go to:**

<https://admit.nebraska.edu/applyUNO/login.action>

### **Required information for the online application include:**

- 2 official transcripts from each college attended
- Date GRE was taken and scores, if received
- Statement of Purpose (PDF) (at top of Statement, write the Program Area to which you are applying) your statement should include: your purpose in applying for graduate study, your particular area of specialization within the major field, your plans for future occupation or profession, and any additional information that may aid the selection committee in evaluating your preparation and your aptitude for graduate study. You should specifically address your goals and objectives in pursuing graduate study.
- Writing Sample (PDF)
- Resume (PDF)
- 3 letters of recommendation (request emailed to recommenders by UNO)

The on-line application system will give you 30 days to complete the application from the time you begin. You can save your work and go back to it for up to 30 days, but the information will be erased after the 30 days are over. However, letters of recommendation and GRE scores can be submitted after the online application is complete, as long as it is before the **Psychology Department application deadline of January 5th.**

The online system will email the letter of recommendation form to the recommenders, so please tell them to expect an email from UNO, because it may end up in their spam mailbox.

All application materials must be submitted by January 5th of each year. Incomplete applications will not be considered.

### **For More Information**

Chair, Graduate Program Committee  
Department of Psychology  
University of Nebraska at Omaha  
Omaha, NE 68182-0274  
Phone: (402) 554-2592  
FAX: (402) 554-2556

## **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@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: rreiter-palmon@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: Work-life balance, organizational problem solving and decision making, influence of mood and emotion in the workplace, counterproductive/deviant employee behavior, and applications of positive psychology and organizational spirituality to the work place, particularly as approaches for reducing stress and maximizing well-being.  
e-mail: lscherer@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@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@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@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: lharland@unomaha.edu

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