DOCTOR OF PHILOSOPHY IN THE FIELD OF INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY

The doctor of philosophy in industrial-organizational (I-O) psychology, offered through the Department of Organizational Sciences and Communication, delves into areas such as personnel selection, training and development, work motivation, and leadership. Working closely with advisors, PhD students often win awards for their research, and many present each year at conferences held by the Society for Industrial and Organizational Psychology and the Academy of Management.

The I-O psychology program is designed in accordance with guidelines established by the Society for Industrial and Organizational Psychology (SIOP; Division 14, APA). Graduates leave prepared for roles in academia, government agencies, consulting firms and the private sector.

Visit the program website for additional information.

ADMISSIONS

Admission deadlines:
- Fall - December 15

Standardized test scores:
- GRE general test (institutional code 5246).

Minimum scores for the program are:
- Academic IELTS: an overall band score of 7.0 with no individual score below 6.0; or
- TOEFL: 600 on paper-based or 100 on Internet-based; or
- PTE Academic: 68;

Prior academic records: Transcripts are required from all colleges and universities attended, whether or not credit was earned, the program was completed, or the credit appears as transfer credit on another transcript. Unofficial transcripts from all colleges and universities attended must be uploaded to your online application. Official transcripts are required only of applicants who are offered admission. If transcripts are in a language other than English, English language translations must be provided. The English translation alone should be uploaded into your application.

Statement of purpose: In an essay of 250 - 500 words, state your purpose in undertaking graduate study in your chosen field. Include your academic objectives, research interests, research experience and career plans. Also discuss your related qualifications, including collegiate, professional, and community activities, and any other substantial accomplishments not already mentioned on the application. If you are applying for an assistantship or fellowship, you should also describe any teaching experience you have had.

Interview: An interview is required.

International applicants only: Please review International Applicant Information for details on required documents and English language requirements.

For more information on the admission process, please visit the Columbian College of Arts and Sciences Frequently Asked Questions page.

Supporting documents not submitted online should be mailed to:
Columbian College of Arts and Sciences - Graduate Admissions Office
The George Washington University
801 22nd Street NW, Phillips Hall 107
Washington DC 20052

Contact for questions:
askccas@gwu.edu ~ 202.994.6210 (phone) ~ 202.994.6213 (fax)
8:30 am - 5:00 pm, Monday through Friday

REQUIREMENTS

The following requirements must be fulfilled:

The general requirements stated under Columbian College of Arts and Sciences, Graduate Programs.
The following requirements must be fulfilled: 72 credits, including 42 credits in required courses, 12 credits in elective courses, and 18 credits in dissertation research.

### Code | Title | Credits
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**Required**

**Methods/statistics**
- DNSC 6274 Statistical Modeling and Analysis
- DNSC 6275 Advanced Statistical Modeling and Analysis
- DNSC 6276 Exploratory and Multivariate Data Analysis

**ORSC 8261** Research Methods in Organizational Sciences

**PSYC 8231** Development of Psychometric Instruments

**Industrial/organizational psychology core**
- ORSC 6212 Current Issues in Personnel Testing and Selection
- ORSC 6214 Personnel Training and Performance Appraisal Systems
- ORSC 6297 Special Topics

**PSYC 8243** Seminar: Psychology of Leadership in Organizations

**PSYC 8245** Seminar: Organizational Behavior

**PSYC 8260** Psychology of Work Group Development

**PSYC 8291** Theories of Organizational Behavior

**Psychology breadth**

One course from the following:

- PSYC 8253 Social Cognition *
- PSYC 8254 Social Influence *
- PSYC 8255 Attitudes and Attitude Change *

One course from the following:

- PSYC 8203 Experimental Foundations of Psychology: Learning, Memory, and Cognition *
- PSYC 8204 Experimental Foundations of Psychology: Biological Basis of Behavior *

### Electives**

12 credits in elective courses selected from the following:

- ECON 6219 Managerial Economics
- ORSC 6209 Management Systems
- ORSC 6216 Theories and Management of Planned Change
- ORSC 6217 Productivity and Human Performance
- ORSC 6241 Strategic Management and Policy Formation
- ORSC 6242 Organizational Communication and Conflict Management
- ORSC 6246 Comparative Management
- ORSC 6248 Strategic Human Resource Planning
- PSYC 8203 Experimental Foundations of Psychology: Learning, Memory, and Cognition *
- PSYC 8204 Experimental Foundations of Psychology: Biological Basis of Behavior *
- PSYC 8211 Community Psychology I *
- PSYC 8253 Social Cognition *
- PSYC 8254 Social Influence *
- PSYC 8255 Attitudes and Attitude Change *
- PSYC 8256 Introduction to Survey Research
- PSYC 8257 Current Topics in Social Psychology
- STAT 2118 Regression Analysis
- STAT 3119 Analysis of Variance

### Dissertation

- PSYC 8998 Advanced Reading and Research (taken for 3 credits)
- PSYC 8999 Dissertation Research (taken for 15 credits)

*Can be used as an elective only if it is not chosen to fulfill the breadth requirement.

** The list of electives is not exhaustive. At least 3 credits must be taken in a course outside of the PSYC designation.