

# DOCTOR OF PHILOSOPHY IN THE FIELD OF INDUSTRIAL/ ORGANIZATIONAL PSYCHOLOGY (STEM)

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 (<https://orgsciandcomm.columbian.gwu.edu/alumni-outcomes/>) in academia, government agencies, consulting firms, and the private sector.

This is a STEM designated program.

Visit the program website (<https://orgsciandcomm.columbian.gwu.edu/phd-i-o-psychology/>) for additional information.

## ADMISSIONS

Admission Fall - December 15 deadlines:

Standardized GRE general test required (institutional code 5246).  
test scores: Waived for applicants who hold a JD, MD, or PhD.

The Test of English as a Foreign Language (TOEFL), the academic International English Language Testing System (IELTS), or the PTE Academic is required of all applicants except those who hold a bachelor's, master's, or doctoral degree from a college or university in the United States or from an institution located in a country in which English is the official language, provided English was the language of instruction.

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;

Prerequisite A bachelor's degree with a major in Psychology or requirements relevant fields. Students whose academic preparation is in other disciplines will be expected to have completed prerequisite undergraduate courses to prepare for graduate study in psychology before admission.

Recommendations (3) recommendations required:

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: Please review International Applicant Information (<https://columbian.gwu.edu/international-graduate-applicants> (<https://columbian.gwu.edu/international-graduate-applicants/>)) carefully for details on required documents and English language requirements.

Supporting documents not submitted online should be mailed to:

Columbian College of Arts and Sciences - Office of Graduate Studies  
The George Washington University  
801 22nd Street NW, Phillips Hall 107  
Washington DC 20052

For additional information about the admissions process visit the Columbian College of Arts and Sciences Frequently Asked Questions (<https://columbian.gwu.edu/graduate-admissions-faq/>) page.

Contact:

askccas@gwu.edu  
202-994-6210 (phone)

Hours: 9:00 am to 5:00 pm, Monday through Friday

## REQUIREMENTS

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
<b>Required</b>		
Methods/statistics		
ORSC 8261	Research Methods in Organizational Sciences	
PSYC 8231	Development of Psychometric Instruments	
Three graduate-level statistics courses		
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 *	
<b>Electives**</b>		
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	
ORSC 8265	Current Issues in Organizational and Occupational Health	
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	Design and Analysis of Experiments	
<b>Dissertation</b>		
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.		