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

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

ADMISSIONS

Admission deadlines:

Fall - December 15

Standardized test scores:

GRE general test required (institutional code 5246). 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 requirements:

A bachelor’s degree with a major in psychology. 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 only:

Please review International Applicant Information (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:

The general requirements stated under Columbian College of Arts and Sciences, Graduate Programs (https://bulletin.gwu.edu/arts-sciences/#degreeregulationtext).
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.

### Required

<table>
<thead>
<tr>
<th>Code</th>
<th>Title</th>
<th>Credits</th>
</tr>
</thead>
<tbody>
<tr>
<td>ORSC 8261</td>
<td>Research Methods in Organizational Sciences</td>
<td></td>
</tr>
<tr>
<td>PSYC 8231</td>
<td>Development of Psychometric Instruments</td>
<td></td>
</tr>
<tr>
<td>ORSC 6212</td>
<td>Current Issues in Personnel Testing and Selection</td>
<td></td>
</tr>
<tr>
<td>ORSC 6214</td>
<td>Personnel Training and Performance Appraisal Systems</td>
<td></td>
</tr>
<tr>
<td>ORSC 6297</td>
<td>Special Topics</td>
<td></td>
</tr>
<tr>
<td>PSYC 8243</td>
<td>Seminar: Psychology of Leadership in Organizations</td>
<td></td>
</tr>
<tr>
<td>PSYC 8245</td>
<td>Seminar: Organizational Behavior</td>
<td></td>
</tr>
<tr>
<td>PSYC 8260</td>
<td>Psychology of Work Group Development</td>
<td></td>
</tr>
<tr>
<td>PSYC 8291</td>
<td>Theories of Organizational Behavior</td>
<td></td>
</tr>
</tbody>
</table>

### Industrial/organizational psychology core

- Three graduate-level statistics courses
- One course from the following:
  - PSYC 8253 Social Cognition *
  - PSYC 8254 Social Influence *
  - PSYC 8255 Attitudes and Attitude Change *

### Psychology breadth

- 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

### 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.