Ranked a "Best National University"
by *U.S. News & World Report*

SEATTLE PACIFIC
SCHOOL OF PSYCHOLOGY, FAMILY, AND COMMUNITY

MA and PhD Degrees in

Industrial-Organizational Psychology

Industrial-Organizational Psychology at Seattle Pacific University

Ask yourself:

What difference does leadership make?

Can we find and develop leaders who lead strong and stay connected?

How do we build organizations that challenge and support people?

Does our faith matter at work? How does it affect our identity?

Imagine a graduate program where world-class professors and recognized leaders in the marketplace equip and empower you with excellent research and training. That's what you'll find in SPU's Industrial-Organizational Psychology program. These professor-mentors will enable you to change the world of work as:

- **Scholars** who possess the necessary tools, theoretical knowledge, and analytical skills to launch productive academic and/or consulting careers.
- **Practitioners** who apply knowledge and skills to manage change, utilize scientific methodologies, and improve organizations.
- **Leaders** who guide organizations, motivate and build teams, and develop new paradigms of leadership for the future.

This can all happen for you when you earn your MA or PhD in Industrial-Organizational Psychology at Seattle Pacific University.

"The I-O Psychology program developed the skills I rely on almost every day in my job as a researcher.

What I appreciated most about the program was learning how to conduct research not just for the sake of being the best scientist I can be, but for finding truth and meaning in the work we do."

Emily Pelosi, PhD '15
Research Scientist
Amazon

(Pictured on cover)

"The I-O program taught me hard and soft skills that I've leveraged in my new career. The mixture of research skills, hands-on experience, learning the human aspect of business, and exposure to professionals created a well-rounded combination of learning that I don't think I would have found elsewhere."

Andres Umana, MA '20
Analyst, People Analytics
E15 Group

"The I-O program equipped me with the knowledge and tools to confidently enter the world of learning and development, and also the mindset to continue to grow and challenge myself there."

Annie Barthel, MA '18
Talent Management Specialist
Slalom Consulting

About the Industrial-Organizational Psychology Program

Experience the rigor and reward of a program built around four core essentials that can change the trajectory of your life and career for good.

Research

Provides the scientific evidence for what could be

We use what's called "evidence-based decision-making" when working with organizations. Research in Industrial-Organizational Psychology provides the support for decisions that will positively impact both employee motivation and organizational success.

Practice

The integration of what you know and who you are

We are responsible for training students who will know how to get the job done in the real world. The elements of research and character funnel into the practical application of Industrial-Organizational Psychology. You will often hear about our "scientist-practitioner" model, which focuses on empowering students with a marriage of evidence-based theory and applicable strategies of change.

Character

The combination of strength and sacrifice

We believe that the character of a person is defined by grace, and that grace is powerful because it both highlights our need for it, and the necessity for us to offer it to others. This program is a community of people who see their shortcomings and lead forward with strength and conviction.

"The program's investment in my competence and character set the foundation for my career.

The rigorous learning, enriching relationships, and space for personal development make this I-O program like no other. The curation of research and practice sets students up to contribute from day one in their careers."

Stephanie Lopez, PhD '18
Manager, People Data Science & Analytics
Nordstrom

"Pursuing a degree in I-O Psychology at SPU is more than a degree.

It is the partnership of rigorous academics, real-time practical application, and human-centered design that will evolve learners into practitioners, from students of the classroom to students of the world."

Jacob Redding, PhD '18
Learning and Development Partner – Tech
Facebook

You

The instrument of change

Learn through the lenses of research, character, and practice to discover the unknown variable that is you. Use research and the practical experience and wisdom of faculty, fellow students, program alumni, and members of our local corporate and not-for-profit organizations to challenge yourself to become an instrument of change whether you serve as a consultant, employee, or leader.

"We are deeply invested in developing the character and competence of a generation of leaders who will transform the world of work for the better. Decades of research on the psychology of organizations are the foundation, while the discernment, self-awareness, and skill of our graduates are the catalysts for change."

Paul Yost, PhD
Chair and Associate Professor of Industrial-Organizational Psychology; Director of Applied Learning and Development

Industrial-Organizational Psychology Faculty and Staff

Joey Collins, PsyD
Assistant Professor of Industrial-Organizational Psychology, at SPU since 2005

PsyD, Rosemead School of Psychology, Biola University, 2001

Jorge Lumbreras, PhD
Assistant Professor of Industrial-Organizational Psychology, at SPU since 2021

PhD, University of Georgia, 2021

Helen Chung, PhD
Assistant Professor of Industrial-Organizational Psychology, at SPU since 2016

PhD, Seattle Pacific University, 2018

Paul Yost, PhD
Chair and Associate Professor of Industrial-Organizational Psychology, at SPU since 1999

PhD, University of Maryland, 1996

Staff

Will Stover, *Program Manager*

For faculty profiles and research interests, visit spu.edu/iofaculty.

Sample MA and PhD Program Sequences

Your courses follow a carefully thought-out sequence (two years for MA; four years for PhD) that integrates your personal growth and clinical competence. The chart below shows a typical student's course sequence for each program.

MA Program Sequence

Quarter Credits Required for Completion: 66

Year One

Autumn
ORG 6100 Organizational Behavior (4)
ORG 6600 Quantitative Methods in Research I: Introduction to Inferential Statistics and Analysis of Variance (4)
ORG 6003 Hacking the World of Work (4)

Winter
ORG 6610 Quantitative Methods in Research II: Correlation and Regression (4)
ORG 6300 Leadership and Team Development (4)
Elective(s) or Topical Seminar (3–5)*

Spring
ORG 6101 Org Development and Consultation (4)
ORG 6105 Motivation (4)
Elective(s) or Topical Seminar (3–5)

Summer
ORG 6240 Social Psychology (4)
ORG 6000 History and Systems (4)
Elective(s) or Topical Seminar (3–5)

Year Two

Autumn
ORG 6003 Hacking the World of Work (4)
Elective(s) or Topical Seminar (3–5)
Elective(s) or Topical Seminar (3–5)

Winter
ORG 6210 Program and Org Evaluation (4)
ORG 6010 Selection and Performance Management (4)
Elective(s) or Topical Seminar (3–5)

Spring
ORG 6230 Learning Systems and On-The-Job Dev (4)
ORG 6001 Master's Seminar: Faith, Meaning, and Professional Foundations (4)
Elective(s) or Topical Seminar (3–5)

**Suggested elective(s) placement*
10 required; 4 must be ORG topical seminars

PhD 4-Year Program Plan

Quarter Credits Required for Completion: 168

Year One

Autumn
ORG 7031 Quantitative Methods in Research I: Introduction to Inferential Statistics and Analysis of Variance (5)
ORG 7100 Organizational Behavior (4)
ORG 7003 Hacking the World of Work (4)

Winter
ORG 7001 FMP: Vocation, Ethics, Integrity (4)
ORG 7300 Leadership and Team Development (4)
ORG 7032 Quantitative Methods in Research II: Correlation and Regression (5)

Spring
ORG 7101 Org Development and Consultation (4)
ORG 7105 Motivation (4)
ORG 7011 Quantitative Methods in Research III: Psychometrics/Theory of Test Construction (5)

Summer
ORG 7240 Social Psychology (4)
ORG 7000 History and Systems (4)
Elective(s) or Topical Seminar (3–5)

Year Two

Autumn
ORG 7995 Research and Dissertation (RVT) (2)
ORG 7003 Hacking the World of Work (4)
ORG 7033 Quantitative Methods in Research IV: Multivariate Modeling (5)
Elective(s) or Topical Seminar (3–6)

Winter
ORG 7995 Research and Dissertation (RVT) (2)
ORG 7210 Program & Org Evaluation (4)
Elective(s) or Topical Seminar (3–6)

Spring
ORG 7202 Personality Theory & Research (5)
ORG 7995 Research and Dissertation (RVT) (2)
ORG 7010 Selection and Performance Management (4)
Earned Master's Degree

Summer
ORG 7034 Qualitative Research Methods (4)
ORG 7995 Research and Dissertation (RVT) (2)
Elective(s) or Topical Seminar (3–6)

Year Three

Autumn
ORG 7995 Research and Dissertation (RVT) (2)
ORG 7021 Research Design and Methodology (5)
Elective(s) or Topical Seminar (3–6)

Winter
ORG 7995 Research and Dissertation (RVT) (2)
Elective(s) or Topical Seminar (3–6)
Elective(s) or Topical Seminar (3–6)

Spring
ORG 7995 Research and Dissertation (4)
ORG 7200 Theoretical Perspectives on Organizations (4)
ORG 7230 Learning Systems and On-the-job Development (4)
Passed Comprehensive Exam

Summer
ORG 7995 Research and Dissertation (4)
ORG 7940 Placement (4)
Elective(s) or Topical Seminar (3–6)

Year Four

Autumn
ORG 7995 Research and Dissertation (4)
ORG 7940 Placement (4)
Elective(s) or Topical Seminar (3–6)

Winter
ORG 7995 Research and Dissertation (4)
ORG 7940 Placement (4)
Elective(s) or Topical Seminar (3–6)

Spring
ORG 7995 Research and Dissertation (4)
ORG 7940 Placement (4)

For more information, visit spu.edu/iopsych.

Spectacular natural beauty

combined with diverse cultural and professional opportunities enriches Seattle's reputation as a world-class city and one of the nation's best places to live.

Industrial-Organizational Psychology

Seattle Pacific University
School of Psychology, Family, and Community

@spu.iop

spu.edu/iopsych

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800-601-0603 toll-free

gradadmissions@spu.edu

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