

# Industrial/Organizational Psychology

Master of Applied Industrial/Organizational Psychology (M.A.I.O.P.)



COLORADO STATE UNIVERSITY  
ONLINE

## Overview

Study the behavior of individuals in businesses and organizations to determine how to improve performance and productivity. Students in the online I/O psychology graduate program learn how to use research and measurement skills to solve practical workplace issues and to apply the principles of psychology to human resources and leadership challenges within an organization. This degree is practitioner-oriented, providing practical knowledge and skills focusing on research and consulting. Industrial/organizational psychology master's programs are considered terminal degrees in this field.

## What you learn

CSU's core curriculum is grounded in quantitative analysis coursework that prepares you to conduct research and analyze data that drives meaningful and lasting change in organizations. Through the online master's in I/O psychology, you will learn how to:

- Recruit, select, and retain high-quality employees.
- Identify training and development needs.
- Create, implement, and manage employee and leadership development programs.
- Address complex issues such as workplace diversity and anti-discrimination policies.
- Design and manage employee opinion and job satisfaction surveys.
- Analyze the effectiveness of workplace programs.
- Assess employee performance.
- Research and improve the quality of work environments.

## Curriculum

The courses in this program provide a comprehensive curriculum in industrial/organizational psychology with a strong emphasis on quantitative research methods. You may also have opportunities to tailor additional coursework to meet your individual objectives and future employment or educational plans.

Multiple courses are offered each semester to provide flexibility in your program of study. Need to plan your program of study? Courses for each semester are numbered based on priority. As an example, PSY 647 should be your first fall course as it is a prerequisite for other classes in the program. You would then enroll in PSY 662 as your second fall course or in your second fall term.

## Delivery

Online

## Credits

38 credits

## Tuition

\$757 per credit

- Includes [Student Services](#)
- [Fees](#) assessed separately
- [Financial aid](#) is available; eligibility determined on an individual basis

## Time frame

Can be completed in 2 years

## Completion requirements

38 graduate credit hours

## More info

[online.colostate.edu/degrees/io-psychology](https://online.colostate.edu/degrees/io-psychology)

## Contact

Gen Spering  
Student Success Coach  
[gen.spering@colostate.edu](mailto:gen.spering@colostate.edu)  
(970) 491-1814

# How to Apply

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## Application Deadline

Fall semester: **April 1**

### 1 Review Admission Requirements

- A bachelor's degree from a regionally-accredited institution
- A 3.0 GPA on all undergraduate coursework
- A grade of B or higher for an undergraduate course in industrial psychology, organizational psychology, human resource management (business), or organizational behavior (business)
- A grade of B or higher for an undergraduate course in statistics
- GRE scores are required.
- GRE Psychology Subject Test scores – If you have an undergraduate degree in psychology, have completed an IOP graduate certificate from CSU, OR have taken any three IOP courses from CSU (and received a grade B or higher), the psychology subject test is not required.

*Note that meeting the minimum department standards does not ensure admission to the program. Admission to Colorado State University graduate programs is based on a number of factors, including prior academic and professional experience and the personal statement.*

### 2 Prepare Application Materials

#### • Resume or vita

Indicate your education, training, and work experience.

#### • Statement of purpose

The statement of purpose should be about two pages double-spaced, although this is a loose guideline. It should describe:

- » How you became interested in industrial/organizational psychology.
- » What you want to gain from our graduate program.
- » Why you are interested in pursuing a career in industrial/organizational psychology.

#### • Writing sample

The writing sample should include a sample of your scientific writing ability such as a senior honors thesis, term paper from a psychology course, laboratory report from an experimental course, or some similar material. Should you not have an existing writing sample, you can submit a 6-8 page double-spaced paper on an I/O psychology-related topic, such as an empirically-supported position paper or an I/O psychology-related literature review.

#### • Three letters of recommendation

Three professional recommendations are required. Recommenders should describe your abilities and potential for graduate study. You will provide information about your recommenders in the online application. CSU will contact them with instructions and a link to a secure form they will submit on your behalf.

### 3 Complete Online Application

Complete the [online graduate application](#) and pay the nonrefundable application processing fee (payable online). As soon as you have completed the required information, please submit your application. You do not need to wait for recommendations or transcripts to move your application forward.

- Select "Applied Industrial/Organizational Psychology (M.I.O.P) – Distance" when choosing the program of study.

# How to Apply (Continued)

## 4 Submit Test Scores

- **GRE General scores**

Submit official GRE General Test scores through the [Educational Testing Service](#) (select institution code: 4075, leave the department code blank). Scores are typically received by the University 4-6 weeks after your testing date.

» GRE General scores must be provided before the deadline.

- **GRE Psychology Subject Test scores**

» If you have an undergraduate degree in psychology, have completed an IOP graduate certificate from CSU, OR have taken any three IOP courses from CSU (and received a grade B or higher), the psychology subject test is not required.

» GRE Subject Test scores can be provided after the application deadline. Fort Collins, CO 80523-1062

## Request Official Transcripts

## 5

Request one official transcript of all collegiate work completed from every institution attended, whether or not you received a degree from those institutions. Transcripts from Colorado State University are not required. Official transcripts can either be mailed in or sent as e-transcripts.

Send e-transcripts to: [gradadmissions@colostate.edu](mailto:gradadmissions@colostate.edu)

Send paper copies to:  
Graduate Admissions  
Colorado State University – Office of Admissions  
1062 Campus Delivery  
Fort Collins, CO 80523-1062

## Check Your Application Status

View your [application status](#) at any time to ensure your application checklist is complete or to check on updates. Once your complete application, including supporting materials, is received, the department admission committee will review your application and promptly notify you of their decision.

## International Students

See [website](#) for test score and transcript requirements.