MASTER'S AND DOCTORAL DEGREES
INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY

CHANGING THE WORLD OF WORK, ONE MEANINGFUL CONVERSATION AT A TIME

IT BEGINS AT SEATTLE PACIFIC UNIVERSITY

Engaging Organizations
Applying Science
Cultivating Strategic Leadership

Imagine a graduate program where world-class professors and recognized leaders in the marketplace equip and empower you with the best research and training available. 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, and

- **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.

INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY PROGRAM CORE ESSENTIALS

"You learn to consume research and conduct your own research— and apply it to solve real-world problems."

Robleh Kirce
Third-year PhD student
Industrial/Organizational Psychology
Seattle Pacific University

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.

RESEARCH
Provides the scientific evidence for what could be

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.

"Rigorous applied learning has given me the experience and confidence I need to get to the next level."

Bobby Bullock
Fourth-year PhD student
Industrial/Organizational Psychology
Seattle Pacific University

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

The character of a person is valuable, yet it often suffers at the expense of organizational goals, personal results, and organizational effectiveness. While we need people who are competent and motivated, we also need people who are aware, discerning, humble, compassionate, and willing to take responsibility for their shortcomings.

CHARACTER
The imprint of past experiences and relationships

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.

"Given the relationships, insights and energy of the cohort study model, you can't help but become engaged in all that you're learning."

Megan Easley
Second-year MA student
Industrial/Organizational Psychology
Seattle Pacific University

"The program honed my ability to translate research into practical application in my day-to-day work. "

Jessica Loving MA '11
Loft9 Consulting
Industrial/Organizational Psychology
Seattle Pacific University

CENTER FOR LEADERSHIP RESEARCH AND DEVELOPMENT

What difference do leaders make?

What does it mean to invest deeply in the learning and development of a new generation of leaders?

What is character, and what difference does it make?

How do we learn from past experiences and current challenges? Who are the mentors, coaches, and guides who can help us lead?

The research-driven process that seeks answers to these questions is at the heart of the Center for Leadership Research and Development (CLRD). Affiliated with the Department of Industrial/Organizational Psychology, the CLRD is preparing a generation of leaders in business, not-for-profit, and ministry settings, by utilizing our experience and competence in:

- conducting cutting-edge applied research on the journey, formative experiences, and lessons learned by leaders,

CLR&D
CENTER FOR LEADERSHIP RESEARCH & DEVELOPMENT
SEATTLE PACIFIC UNIVERSITY

The CLRD is a community of people and organizations

COMMITTED TO DEVELOPING THE LEADERSHIP POTENTIAL OF A GENERATION

- creating research-based tools, resources, and processes to help leaders learn and get real-time help in the work place,

- establishing strategic partnerships with other leaders, experts, networks, and clearing houses, and

- training a cadre of highly skilled leaders, researchers, and leadership development practitioners.

Our recent publications include writings on calling, character, sacrificial leadership, leadership development, career transitions, mentoring, executive

coaching, and HR innovations. We are innovators in using web-based technologies to develop leaders in their respective real-time settings. Our faculty, students, alumni, and strategic partners are known for their illuminating perspectives about the realities of leading well and leveraging research tools to develop leaders just like you.

For more information, visit clrdspu.org or follow us on Twitter
🐦 **@SPU_CLRD**

INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY FACULTY

"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 is the catalyst for change."

Dr. Rob McKenna
Chair of Industrial/Organizational Psychology and
Executive Director of the Center for Leadership Research and Development

Respected for their classroom teaching and marketplace experience, our Industrial/Organizational Psychology faculty members make a total commitment to every student's personal growth and professional future.

Joey Collins, PsyD
Assistant Professor of
Industrial/Organizational Psychology

BA, Western Washington University 1989
MS, Western Washington University, 1996
MA, Rosemead School of Psychology, Biola University, 1998
PsyD, Rosemead School of Psychology, Biola University, 2001
At SPU since 2005

Dana Kendall, PhD
Director of Research
Assistant Professor of
Industrial/Organizational Psychology

BS, Andrews University, 1999
MS, Florida International University, 2002
PhD, University of Central Florida, 2007
At SPU since 2010

Robert B. McKenna, PhD, Chair
Associate Professor of
Industrial/Organizational Psychology

BA, Seattle Pacific University, 1990
MBA, Seattle Pacific University, 1992
PhD, Claremont Graduate University, 1998
At SPU since 2000

Paul Yost, PhD
Director of Applied Learning and Development
Associate Professor of
Industrial/Organizational Psychology

BA, Seattle Pacific University, 1987
MA, University of Maryland, 1994
PhD, University of Maryland, 1996
At SPU since 1999

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 course sequences below show a typical student progression; in practice, there may be slight variations.

MA PROGRAM SEQUENCE
Quarter Credits Required for Completion: 66

AUTUMN ONE (12 credits)
ORG 6100   Organizational Behavior (4)
ORG 6600   Research Methods and Statistics I (4)
ORG 6003   Hacking the World of Work (4)

WINTER ONE (11-13 credits)
ORG 6610   Research Methods and Statistics II (4)
ORG 6300   Leadership and Team Development (4)
ORG****   Elective (3-5)*

SPRING ONE (11-13 credits)
ORG 6101   Org Development and Consultation (4)
ORG 6105   Motivation (4)
ORG ****   Elective (3-5)

SUMMER ONE (11-13 credits)
ORG 6240   Social Psychology (4)
ORG 6000   History and Systems (4)
ORG****   Elective (3-5)

AUTUMN TWO (10-14 credits)
ORG 6003   Hacking the World of Work (4)
ORG***   Elective (3-5)
ORG***   Elective (3-5)

WINTER TWO (11-13 credits)
ORG 6210   Program and Org Evaluation (4)
ORG 6010   Selection and Performance Management (4)
ORG ****   Elective (3-5)

SPRING TWO (11-13 credits)
ORG 6230   Learning Systems and On-The-Job Dev (4)
ORG 6001   Master's Seminar:
         Faith, Meaning, and Pro Found (4)
ORG ****   Elective (3-5)

* Total electives required: 10
(4 must be ORG topical seminars)

PHD PROGRAM SEQUENCE
Quarter Credits Required for Completion: 168

AUTUMN ONE (13 credits)
CPY 7200   Personality Theory and Research (5)
ORG 7100   Organizational Behavior (4)
TBD   Emerging Issues in I/O Psychology (4)

WINTER ONE (11-13 credits)
ORG 7001   FMP: Vocation, Ethics, Integrity (4)
ORG 7300   Leadership and Team Development (4)
ORG ****   Elective (3-5)*

SPRING ONE (11-13 credits)
ORG 7101   Org Development and Consultation (4)
ORG 7105   Motivation (4)
ORG***   Elective (3-5)

SUMMER ONE (13 credits)
ORG 7240   Social Psychology (4)
ORG 7000   History and Systems (4)
CPY 7020   Statistical Methods (5)

AUTUMN TWO (11 credits)
CPY 7031   Research Methods and Stats I (5)
ORG 7995   Research and Dissertation (RVT) (2)
ORG 7003   Emerging Issues in I/O Psychology (4)

WINTER TWO (11 credits)
CPY 7032   Research Methods and Stats II (5)
ORG 7995   Research and Dissertation (RVT) (2)
ORG 7210   Program and Org Evaluation (4)
ORG ****   Elective (3-5)

SPRING TWO (11 credits)
CPY 7033   Research Methods and Stats III (5)
ORG 7995   Research and Dissertation (RVT) (2)
ORG 7010   Selection and Performance Management (4)

SUMMER TWO (9-11 credits)
ORG 7034   Qualitative Research Methods (4)
ORG 7995   Research and Dissertation (RVT) (2)
ORG****   Elective (3-5)

AUTUMN THREE (10-15 credits)
CPY 7010   Psychometrics (5)
ORG 7995   Research and Dissertation (RVT) (2)
ORG ****   Elective (3-5)

WINTER THREE (12-16 credits)
ORG 7210   Program and Org Evaluation (4)
ORG 7995   Research and Dissertation (RVT) (2)
ORG ****   Elective (3-5)
ORG***   Elective (3-5)

SPRING THREE (12 credits)
ORG 7995   Research and Dissertation (4)
ORG 7200   Theoretical Perspectives on Organizations (4)
ORG 7230   Learning Systems and On-The-Job Dev (4)
Passed Comprehensive Exam

SUMMER THREE (11-13 credits)
ORG 7995   Research and Dissertation (4)
ORG 7940   Placement (4)
ORG ****   Elective (3-5)

AUTUMN FOUR (8 credits)
ORG 7995   Research and Dissertation (4)
ORG 7940   Placement (4)

WINTER FOUR (8 credits)
ORG 7995   Research and Dissertation (4)
ORG 7940   Placement (4)

SPRING FOUR (8 credits)
ORG 7995   Research and Dissertation (4)
ORG 7940   Placement (4)

* Total electives required: 34
(16 must be ORG topical seminars)

For more information, visit spu.edu/iopsych

SPECTACULAR NATURAL BEAUTY

combined with diverse cultural and professional opportunities (including an array of I/O Psychology internships) 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

🐦 @spuIOPsych

For admissions information, contact:

Graduate Admissions
3307 Third Avenue West, Suite 111
Seattle, WA 98119
Phone: 206-281-2091; 800-601-0603 toll free

gradadmissions@spu.edu
spu.edu/iopsych

Engaging the culture, changing the world®

Seattle Pacific
UNIVERSITY