

MASTER OF INDUSTRIAL-ORGANIZATIONAL PSYCHOLOGY (MIOP) DEGREE

Program Learning Outcomes for the MIOP Degree

Upon completing the MIOP degree, students will be able to:

1. Achieve knowledge of psychological theories and principles, including individual differences, psychometrics, organizational theories and social and personality theories.
2. Propose and design studies and projects that apply principles and knowledge to understand and predict human behavior in organizations.
3. Develop quantitative skills to analyze psychological data to solve problems and support scientific and practical inferences.
4. Demonstrate ability to interact and communicate orally and in writing with lay individuals in organizational settings the scientific knowledge and products of the field.
5. Appreciate the role of an I-O Psychologist as an internal or external consultant to organizations and their leadership.

Requirements for the MIOP Degree

The MIOP degree is a non-thesis master's degree. For general university requirements, please see [Non-Thesis Master's Degrees \(https://ga.rice.edu/graduate-students/academic-policies-procedures/regulations-procedures-non-thesis-masters-degrees/\)](https://ga.rice.edu/graduate-students/academic-policies-procedures/regulations-procedures-non-thesis-masters-degrees/). For additional requirements, regulations, and procedures for all graduate programs, please see [All Graduate Students \(https://ga.rice.edu/graduate-students/academic-policies-procedures/regulations-procedures-all-degrees/\)](https://ga.rice.edu/graduate-students/academic-policies-procedures/regulations-procedures-all-degrees/). Students pursuing the MIOP degree must complete:

- A minimum of 12 courses (44-52 credit hours, depending on course selection) to satisfy degree requirements.
- A minimum of 44 credit hours of graduate-level study (graduate semester credit hours, coursework at the 500-level or above).
- A minimum of 24 graduate semester credit hours must be taken at Rice University.
- A minimum of 24 graduate semester credit hours must be taken in standard or traditional courses (with a course type of lecture, seminar, laboratory, lecture/laboratory).
- A minimum residency enrollment of one fall or spring semester of full-time graduate study at Rice University.
- A maximum of 2 courses (6 graduate semester credit hours) from transfer credit. For additional program guidelines regarding transfer credit, see the [Policies](#) (p. 2) tab.
- A capstone experience. (This is to be a year-long, hands-on applied experience that can take the form of either an internship, an applied research experience, or a portfolio of work that reflects the integration of I-O science and practice.)
- A minimum overall GPA of 2.67 or higher in all Rice coursework.
- A minimum program GPA of 3.00 or higher in all Rice coursework that satisfies requirements for the non-thesis master's degree.

The courses listed below satisfy the requirements for this degree program. In certain instances, courses not on this official list may

be substituted upon approval of the program's academic advisor, or where applicable, the department or program's Director of Graduate Studies. Course substitutions must be formally applied and entered into Degree Works by the department or program's [Official Certifier \(https://registrar.rice.edu/facstaff/degreeworks/officialcertifier/\)](https://registrar.rice.edu/facstaff/degreeworks/officialcertifier/). Additionally, these must be approved by the Office of Graduate and Postdoctoral Studies. Students and their academic advisors should identify and clearly document the courses to be taken.

Summary

Code	Title	Credit Hours
Total Credit Hours Required for the MIOP degree		44-52

Degree Requirements

Code	Title	Credit Hours
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Core Requirements

PSYC 502 / STAT 509	ADVANCED PSYCHOLOGICAL STATISTICS I	4
PSYC 503 / STAT 510	ADVANCED PSYCHOLOGICAL STATISTICS II	3
PSYC 530	FOUNDATIONS OF I-O PSYCHOLOGY	3
PSYC 533	I-O PSYCHOLOGY RESEARCH SEMINAR (4 semesters required, 1st semester)	1-3
PSYC 533	I-O PSYCHOLOGY RESEARCH SEMINAR (4 semesters required, 2nd semester)	1-3
PSYC 533	I-O PSYCHOLOGY RESEARCH SEMINAR (4 semesters required, 3rd semester)	1-3
PSYC 533	I-O PSYCHOLOGY RESEARCH SEMINAR (4 semesters required, 4th semester)	1-3
PSYC 634	PERSONNEL PSYCHOLOGY	3
PSYC 636	ORGANIZATIONAL PSYCHOLOGY	3

Elective Requirements ¹

<i>Select 5 courses from the following:</i>		15
PSYC 507	RESEARCH METHODS	
PSYC 550	FOUNDATIONS OF SOCIAL PSYCHOLOGY	
PSYC 601	MULTIVARIATE STATISTICS	
PSYC 602	PSYCHOMETRICS	
PSYC 630	ADVANCED TOPICS IN I/O	
PSYC 631	FOUNDATIONS OF INDIVIDUAL DIFFERENCES	
PSYC 632	LEADERSHIP	
PSYC 637	META-ANALYSIS IN PSYCHOLOGICAL RESEARCH	
PSYC 651	TOPICS IN SOCIAL PSYCHOLOGY	

Capstone Requirement ²

PSYC 699	GRADUATE CAPSTONE EXPERIENCE IN I-O PSYCHOLOGY (3 semesters required, 1st semester)	3
PSYC 699	GRADUATE CAPSTONE EXPERIENCE IN I-O PSYCHOLOGY (3 semesters required, 2nd semester)	3

PSYC 699	GRADUATE CAPSTONE EXPERIENCE IN I-O PSYCHOLOGY (3 semesters required, 3rd semester)	3
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Total Credit Hours **44-52**

Footnotes and Additional Information

- ¹ Other courses may be chosen to fulfill Elective Requirements in conjunction with the MIOP degree program advisor.
- ² All students in the MIOP degree program are required to engage in a capstone experience, by taking PSYC 699. This is to be a year-long (3 semester), hands-on applied experience that can take the form of either an internship, an applied research experience, or a portfolio of work that reflects the integration of I-O science and practice.

Proposed Plan-of-Study

The following plan-of-study represents the lockstep four-semester sequence in which students pursuing the MIOP degree complete the required coursework.

Course	Title	Credit Hours
First Year		
1st Semester		
PSYC 502	ADVANCED PSYCHOLOGICAL STATISTICS I	4
PSYC 530	FOUNDATIONS OF I-O PSYCHOLOGY	3
PSYC 533	I-O PSYCHOLOGY RESEARCH SEMINAR (4 semesters required, 1st semester)	1-3
Elective one	Elective one	3
Credit Hours		11-13
2nd Semester		
PSYC 503	ADVANCED PSYCHOLOGICAL STATISTICS II	3
PSYC 533	I-O PSYCHOLOGY RESEARCH SEMINAR (4 semesters required, 2nd semester)	1-3
PSYC 634	PERSONNEL PSYCHOLOGY	3
PSYC 636	ORGANIZATIONAL PSYCHOLOGY	3
Credit Hours		10-12
3rd Semester		
PSYC 699	GRADUATE CAPSTONE EXPERIENCE IN I-O PSYCHOLOGY (3 semesters required, 1st semester)	3
Credit Hours		3
Second Year		
1st Semester		
PSYC 533	I-O PSYCHOLOGY RESEARCH SEMINAR (4 semesters required, 3rd semester)	1-3
PSYC 699	GRADUATE CAPSTONE EXPERIENCE IN I-O PSYCHOLOGY (3 semesters required, 2nd semester)	3
Elective two	Elective two	3
Elective three	Elective three	3
Credit Hours		10-12
2nd Semester		
PSYC 533	I-O PSYCHOLOGY RESEARCH SEMINAR (4 semesters required, 4th semester)	1-3

PSYC 699	GRADUATE CAPSTONE EXPERIENCE IN I-O PSYCHOLOGY (3 semesters required, 3rd semester)	3
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Elective four	Elective four	3
Elective five	Elective five	3

Credit Hours **10-12**

Total Credit Hours **44-52**

Policies for the MIOP Degree

Department of Psychological Sciences Graduate Program Handbook

The General Announcements (GA) is the official Rice curriculum. As an additional resource for students, the department of Psychological Sciences, the home department for the Industrial-Organizational Psychology program, publishes a graduate program handbook, which can be found here: https://gradhandbooks.rice.edu/2023_24/Psychological_Sciences_MIOP_Graduate_Handbook.pdf

Admission

Admission to graduate study in Industrial-Organizational Psychology is open to qualified students holding a BS or a BA degree in a quantitative field from an accredited institution. The MIOP degree governing committee will evaluate the previous academic record and credentials of each applicant individually, and will make all admissions decisions.

Financial Aid

No financial aid is available from Rice University or the Psychological Sciences Department for students in the MIOP degree program.

Transfer Credit

For Rice University's policy regarding transfer credit, see [Transfer Credit \(https://ga.rice.edu/graduate-students/academic-policies-procedures/regulations-procedures-all-degrees/#transfer\)](https://ga.rice.edu/graduate-students/academic-policies-procedures/regulations-procedures-all-degrees/#transfer). Some departments and programs have additional restrictions on transfer credit. Students are encouraged to meet with their academic program's advisor when considering transfer credit possibilities.

Program Transfer Credit Guidelines

Students pursuing the MIOP degree should be aware of the following program-specific transfer credit guidelines:

- No more than 2 courses (6 credit hours) of transfer credit from U.S. or international universities of similar standing as Rice may apply towards the degree. Transferred courses must be comparable in content and depth to the corresponding course at Rice, and must not have counted toward another degree.
- Requests for transfer credit will be considered by the program director on an individual case-by-case basis.

Additional Information

For additional information, please see the Psychological Sciences website: <https://psychology.rice.edu/>

Opportunities for the MIOP Degree

Additional Information

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