The Industrial/Organizational Psychology Doctoral Program at Texas A&M University

February 2022

ĀĪM | **TEXAS A&M** UNIVERSITY.

Our Program's Goals

Maintain and enhance a national reputation as center of scholarly excellence in I/O psychology by conducting high-quality basic and applied research via intense faculty & student collaborative efforts

Maintain or improve our rank within I/O psychology doctoral programs (Current rank = 6)

Develop & train students for placement in competitive academic & applied positions

Key Features of Our Program

Very strong faculty
- Publish in top-tier journals
- Grant and contract funding
- 3 SIOP Fellows
- Active at multiple professional conferences

Working with multiple faculty is encouraged
- Initially assigned "administrative advisor"
- Research/academic advisor based on mutual selection between student and faculty
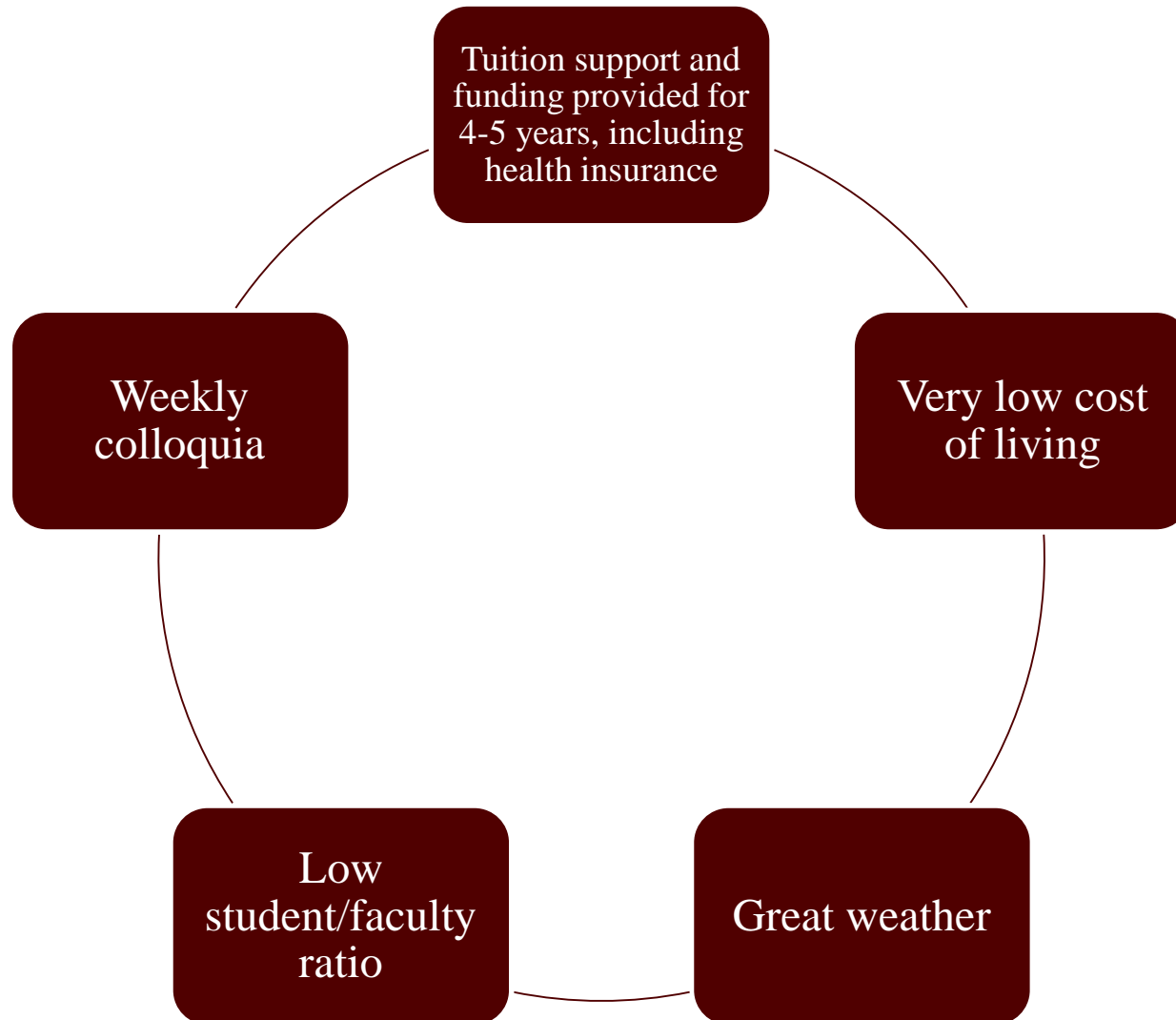
Norm and climate of cooperation & success
- Not competition
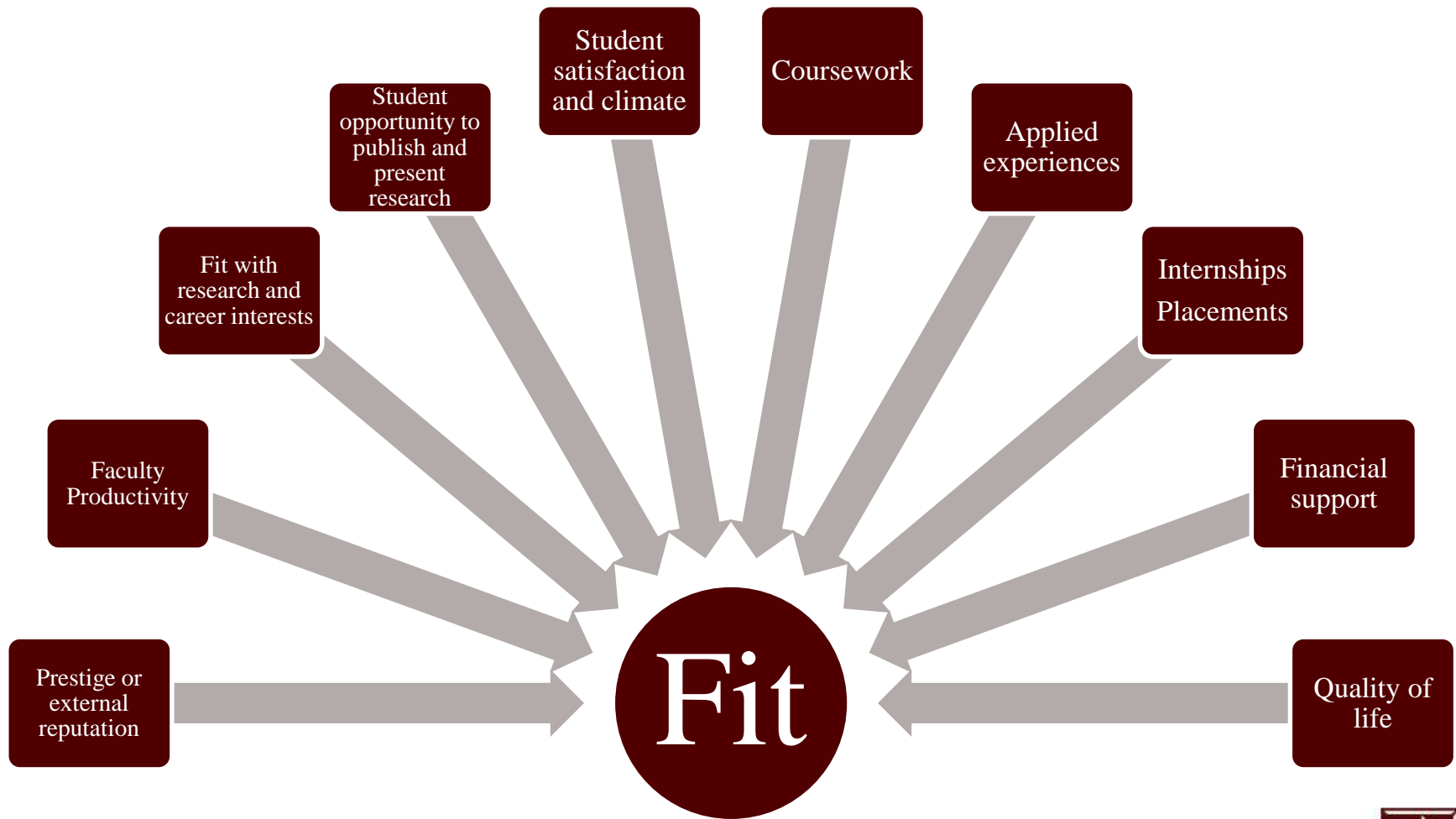- "All boats rise" philosophy

Feedback provided regularly
- Culture of no negative surprises

Key Features of Our Program

Tuition support and funding provided for 4-5 years, including health insurance

Very low cost of living

Great weather

Low student/faculty ratio

Weekly colloquia

Person-Program Fit is Important

Student satisfaction and climate

Coursework

Student opportunity to publish and present research

Applied experiences

Fit with research and career interests

Internships Placements

Faculty Productivity

Financial support

Prestige or external reputation

Fit

Quality of life

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I/O Graduate School Rankings
(Bulger, Horvath, & Zickar, 2006)

Questions to ask of all ranking systems

- What matters to you (ultimate criterion)?
- Which programs are considered in the rankings?
- What methodology is being used?

Types of rankings

- Prestige or external reputation (U.S. News & World Report)
- Student satisfaction (Kraiger & Abalos, 2004; Roman et al., 2018)
- Research productivity
  - Journal articles (2010 data; Gibby et al., 2002; Oliver et al., 2005)
  - Representation at SIOP conference (Payne et al., 2001; Beiler et al., 2014)
  - Student presentations at IOOB (Surrette, 1989, 2002)

Summary of Rankings

#4 Student Ratings of 16 Grad School Criteria (faculty quality, culture, support, skills, resources, etc.) (Roman et al., 2018)

#7 Institutional Representation in the 2008-2016 SIOP Conference Sessions (Keshef, 2016)

#6 Productivity in *JAP* from 1986-2008 (Mahoney et al., 2010)

#6 Productivity in Top I/O Psychology Journals from 2003-2012 (Beiler et al., 2014)

Productivity: *JAP*
(1986-2008; Mahoney et al., 2010)

1. Michigan State University	11. The Ohio State University
2. University of Minnesota	12. New York University
3. University of Iowa	13. Bowling Green State University
4. University of Florida	14. Queen's University
5. University of Illinois at Urbana-Champaign	15. University of Houston
6. Texas A&M University	16. Georgia Institute of Technology
7. University of Maryland	17. University of South Florida
8. Cornell University	18. Colorado State University
9. Purdue University	19. University of Western Ontario
10. The Pennsylvania State University	20. Florida International University

Productivity: Top 10 I/O Psych Journals (2003-2012; Beiler et al., 2014)

1. University of South Florida	11. Bowling Green State University
2. University of Georgia	12. University of Illinois at Urbana-Champaign
3. Michigan State University	13. University of Maryland
4. University of Minnesota	14. Georgia Institute of Technology
5. Purdue University	15. University of Houston
6. Texas A&M University	16. Baruch College, CUNY
7. University of Akron	17. North Carolina State University
8. George Mason University	18. The Pennsylvania State University
9. Rice University	19. Portland State University
10. University of North Carolina–Charlotte	20. Wright State University

Institutional Representation at 2008-2016 SIOP Conference Sessions

1. University of Minnesota	11. Florida Institute of Technology
2. University of Central Florida	12. Baruch College & The Graduate Center, CUNY
3. University of Houston	13. North Carolina State
4. Michigan State University	14. Bowling Green University
5. University of South Florida	15. Clemson University
6. George Mason University	16. Wright State University
7. Texas A&M University	17. Portland State University
8. University of Georgia	18. Colorado State University
9. Central Michigan University	19. University of Oklahoma
10. Wayne State University	20. Purdue University

SIOP | SOCIETY for INDUSTRIAL and ORGANIZATIONAL PSYCHOLOGY

SCIENCE FOR A SMARTER WORKPLACE

(Keshef, 2016)

Student Perceptions of 16 Criteria
(faculty quality/expertise, program culture, student support by faculty/dept, learn practical skills, funding resources…)

1. Portland State University	11. Louisiana Tech University
2. Pennsylvania State University	12. Wayne State University
3. Michigan State University	13. University of Minnesota
4. **Texas A&M University**	14. Northern Illinois University
5. Old Dominion University	15. University of Houston
6. University of South Florida	16. Seattle Pacific University
7. Rice University	17. University of Missouri – St. Louis
8. University of Georgia	18. University of Oklahoma
9. Columbia Teacher's College	19. Florida International University
10. George Mason University	20. University of Akron

(Roman et al., 2018)

Fit with Research Interests
Very Strong Faculty

- **Core I/O Faculty**
  - Winfred Arthur, Jr.
  - Mindy Bergman
  - Stephanie Payne
  - Isaac Sabat

- **Jointly Appointed Faculty**
  - Ramona Paetzold

- Management Dept. Faculty
  - Murray Barrick
  - Len Bierman
  - Wendy Boswell
  - Matthew Call
  - Nitya Chawla
  - Ricky Griffin
  - Mike Hitt
  - Duane Ireland
  - Ji Koung Kim
  - Anthony Klotz
  - Joel Koopman
  - Madeline Ong
  - Tyler Sabey
  - Richard Woodman

Student Opportunity to Publish and Present Research

On-going efforts to publish research

- Large percentage of faculty publications are with graduate student coauthors
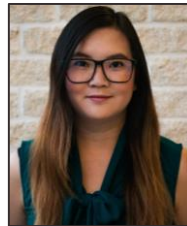
Active at Conferences

- Society for Industrial and Organizational Psychology
- Academy of Management
- Work, Stress, and Health
- Work and Family Researchers Network
- Human Factors

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Student Satisfaction/Climate

- Smart, motivated, and friendly
- Eager to help and collaborate

Most Recent Internships and Current Jobs

Zach Traylor
U.S. Army
Research Institute

Stephanie Brown
Knowesis, ICF

Jessica Walker
Hogan Assessments

Ellen Hagen
Lhoist, now at Lockton

Sam January
U.S. Federal Government/
now at Lockton Companies

Linden Wooderson
The Guitar Center
Company

Elizabeth Jenkins
Collective Capacity Consulting

Applied Experiences
Less Recent Internship Placements

Placement	Students
Surgwise	Paula Costa
CEB/SHL (Valtera)	Amber Smittick, Jennifer Rasmussen, Jennifer Rodriguez
RAND	Andrew Naber
Atrain	Laura Lomeli
NASA, Johnson Space Center	Jennifer Rodriguez
Kenexa	Allison Cook, Justin Benzer, Alok Bhupatkar, Joe Hendricks
Personnel Decisions Inc.	Tori Youngcourt, Dave McMonagle
Texas Transportation Institute	Toby Kyte
Home Depot	Joel Philo, Jennifer Rasmussen
ACT	Suzanne Bell
FedEx Kinkos	Kristen Watrous, Natasha Hudspeth
Personnel Board	Maria Sanchez-Ku
HumRRO	Don Paul, Kathy Archuletta

Coursework

96 hours for the PhD (64 if you already have a master's)

2 Core psychology classes (social required)

2 Core I/O classes

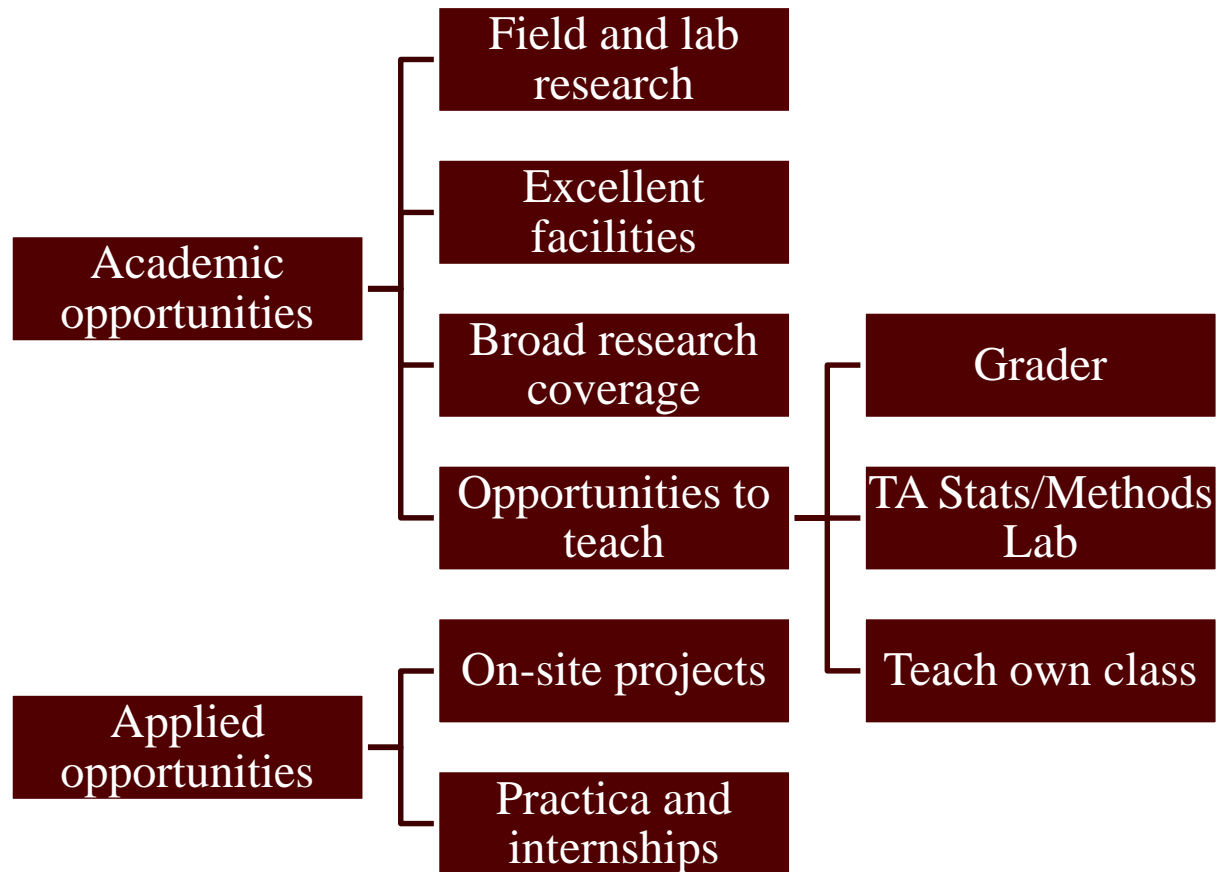4 Quant classes

4 I/O seminars

2 Non-psychology classes (e.g., management, sociology, communication, statistics)

Electives, thesis, dissertation, and research hours

- Time to complete PhD: ~5 years
- Opportunities for **interdisciplinary certificates** (e.g., Academy of Future Faculty, Africana Studies, Advanced Research Methods, Women's and Gender Studies, Latino/a & Mexican American Studies)
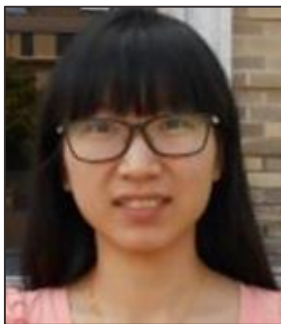
Academic and Applied Opportunities

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Academic opportunities
    ├─ Field and lab research
    ├─ Excellent facilities
    ├─ Broad research coverage
    └─ Opportunities to teach
            ├─ Grader
            ├─ TA Stats/Methods Lab
            └─ Teach own class

Applied opportunities
    ├─ On-site projects
    └─ Practica and internships
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Emphasis on research — both basic and applied

A&M

Most Recent Academic Placements

Yimin He (2020)
University of Nebraska, Omaha

Inchul Cho (2017)
BHSU; McNeese State;
University of N. Georgia

Xiaohong (Violet) Xu (2015)
ODU; UTSA

Bisi Atoba (2016)
South Dakota State University;
Texas A&M University

Clare Barrett (2015)
Bowling Green State University

Gonzalo M Muñoz (2014)
Universidad Adolfo Ibáñez

Ismael Diaz (2013)
Angelo State University;
California State University San Bernardino
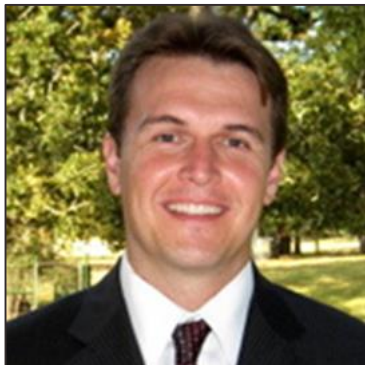
Less Recent Academic Placements

Rebecca Thompson (2013)
U of Baltimore;
George Mason University

Nichelle Carpenter (2012)
U of IL; USC;
Rutgers University

Jeremy Beus (2012)
UCF; LSU;
Washington State University

Anton Villado (2008)
Rice University

Jaime Henning (2008)
Eastern Kentucky University

Pedro Leiva (2006)
University of Chile

Most Recent Post-Doc Positions

Nate Keiser (2017)
Air Force Research Laboratory

Xiaohong (Violet) Xu (2015)
Bowling Green State University

Rebecca Thompson (2013)
Purdue University

Most Recent Applied Placements

Kelly Dray (2021)
ICF

Jennifer McDonald (2021)
People & Talent Insights at
Oracle

Nate Keiser (2019)
US Army Research Institute

Paula Costa (2019)
Surgwise

Amber Smittick (2019)
Better Up

Vanessa (Jean) Gaskins (2018)
PepsiCo; Trane Technologies

Juan Carlos Batarse (2018)
DCI Consulting;
ICF; TAMU San Antonio

Less Recent Applied Placements

Laura Lomeli (2015)
Walmart; Sweetgreen;
Better Up

Andrew Naber (2015)
Aptima

Jennifer Rasmussen (2015)
Situs RERC

Allison Alexander (2014)
ICF

Adam Kabins (2013)
Assess Systems;
Korn Ferry Hay Group

Older Applied Placements

Placement	Student
Pearson	Ryan Glaze
Select International Inc.	Steven Jarrett
U.S. Air Force	Ira Schurig
VA Boston Healthcare System	Justin Benzer
ACT	Toby Kyte
U.S. Army Research Institute	Andrew Slaughter
American Institutes for Research	Alok Bhupatkar

Stephanie Payne

Quick biography

- Professor; Affiliate of Diversity Science
- At Texas A&M since 2000
- Ph.D., George Mason University

Research interests

- How individual differences facilitate/inhibit HR practices and organizational initiatives (e.g., telework)
- The measurement, antecedents, and consequences of safety climate
- Performance management, measurement, and monitoring
- Predictors of turnover (e.g., work-family conflict, mentoring, commitment, diversity climate)

Graduate courses

- 611: Personnel Psychology
- 682: Individual Differences
- 682: Performance Appraisal
- 682: Work-related Criteria

Winfred Arthur, Jr.
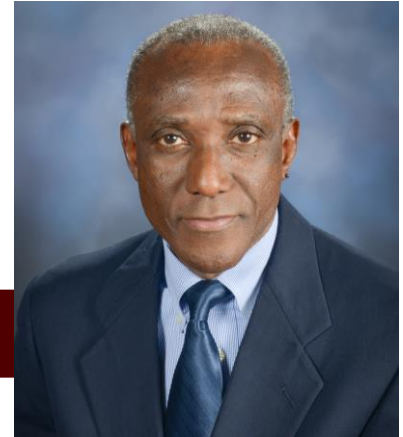
Quick biography

- Professor and Area Coordinator of I/O Program
- At Texas A&M since 1987
- Ph.D., University of Akron

Research interests

- Testing, selection, validation, and measurement
- Training (individuals and teams), complex skill acquisition, and performance
- Identification and examination of individual differences related to complex information processing tasks (e.g., driving)

Graduate courses

- 611: Personnel Psychology
- 656: Advanced Selection
- 682: Advanced Personnel Selection and Placement
- 682: Training and Development in Organizations
- 682: The Intersection of Personnel Psychology and Technology

Mindy Bergman

Quick biography

- Professor; Affiliate of Diversity Science
- At Texas A&M since 2001
- Ph.D. and AM, University of Illinois at Urbana-Champaign

Research interests

- Occupational health: safety; prejudice and harassment; stigma
- Organizational commitment
- Measurement

Graduate courses

- 610: Organizational Psychology
- 680: Organizational Commitment

Isaac Sabat

Quick biography

- Assistant Professor; Associate Head for Diversity & Inclusion
- Affiliate with Diversity Science
- At Texas A&M since 2016
- Ph.D., George Mason University (2016)

Research interests

- Identifying implicit biases and instances of workplace discrimination
- Workplace and health outcomes of expressing or suppressing a stigmatized identity
- Focus on LGBT, pregnancy, gender, religion, race, and intersectional stigmas

Graduate courses

- 610: Organizational Psychology
- 680: Workplace Diversity