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

February 2022
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

<table>
<thead>
<tr>
<th>Feature</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Very strong faculty</strong></td>
<td>- Publish in top-tier journals</td>
</tr>
<tr>
<td></td>
<td>- Grant and contract funding</td>
</tr>
<tr>
<td></td>
<td>- 3 SIOP Fellows</td>
</tr>
<tr>
<td></td>
<td>- Active at multiple professional conferences</td>
</tr>
<tr>
<td><strong>Working with multiple faculty is encouraged</strong></td>
<td>- Initially assigned “administrative advisor”</td>
</tr>
<tr>
<td></td>
<td>- Research/academic advisor based on mutual selection between student and faculty</td>
</tr>
<tr>
<td><strong>Norm and climate of cooperation &amp; success</strong></td>
<td>- Not competition</td>
</tr>
<tr>
<td></td>
<td>- “All boats rise” philosophy</td>
</tr>
<tr>
<td><strong>Feedback provided regularly</strong></td>
<td>- Culture of no negative surprises</td>
</tr>
</tbody>
</table>
Key Features of Our Program

- Tuition support and funding provided for 4-5 years, including health insurance
- Weekly colloquia
- Very low cost of living
- Low student/faculty ratio
- Great weather
Person-Program Fit is Important

- Faculty Productivity
- Prestige or external reputation
- Fit with research and career interests
- Student opportunity to publish and present research
- Student satisfaction and climate
- Coursework
- Applied experiences
- Internships Placements
- Financial support
- Quality of life
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)

<table>
<thead>
<tr>
<th>Rank</th>
<th>University</th>
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</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Michigan State University</td>
<td>11</td>
<td>The Ohio State University</td>
</tr>
<tr>
<td>2</td>
<td>University of Minnesota</td>
<td>12</td>
<td>New York University</td>
</tr>
<tr>
<td>3</td>
<td>University of Iowa</td>
<td>13</td>
<td>Bowling Green State University</td>
</tr>
<tr>
<td>4</td>
<td>University of Florida</td>
<td>14</td>
<td>Queen’s University</td>
</tr>
<tr>
<td>5</td>
<td>University of Illinois at Urbana-Champaign</td>
<td>15</td>
<td>University of Houston</td>
</tr>
<tr>
<td>6</td>
<td><strong>Texas A&amp;M University</strong></td>
<td>16</td>
<td>Georgia Institute of Technology</td>
</tr>
<tr>
<td>7</td>
<td>University of Maryland</td>
<td>17</td>
<td>University of South Florida</td>
</tr>
<tr>
<td>8</td>
<td>Cornell University</td>
<td>18</td>
<td>Colorado State University</td>
</tr>
<tr>
<td>9</td>
<td>Purdue University</td>
<td>19</td>
<td>University of Western Ontario</td>
</tr>
<tr>
<td>10</td>
<td>The Pennsylvania State University</td>
<td>20</td>
<td>Florida International University</td>
</tr>
</tbody>
</table>
### Productivity: Top 10 I/O Psych Journals (2003-2012; Beiler et al., 2014)

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<tr>
<th>Rank</th>
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<tr>
<td>1</td>
<td>University of South Florida</td>
<td>11</td>
<td>Bowling Green State University</td>
</tr>
<tr>
<td>2</td>
<td>University of Georgia</td>
<td>12</td>
<td>University of Illinois at Urbana-Champaign</td>
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<td>University of Maryland</td>
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<td>5</td>
<td>Purdue University</td>
<td>15</td>
<td>University of Houston</td>
</tr>
<tr>
<td>6</td>
<td><strong>Texas A&amp;M University</strong></td>
<td>16</td>
<td>Baruch College, CUNY</td>
</tr>
<tr>
<td>7</td>
<td>University of Akron</td>
<td>17</td>
<td>North Carolina State University</td>
</tr>
<tr>
<td>8</td>
<td>George Mason University</td>
<td>18</td>
<td>The Pennsylvania State University</td>
</tr>
<tr>
<td>9</td>
<td>Rice University</td>
<td>19</td>
<td>Portland State University</td>
</tr>
<tr>
<td>10</td>
<td>University of North Carolina—Charlotte</td>
<td>20</td>
<td>Wright State University</td>
</tr>
</tbody>
</table>

**Note:** The image includes logos and titles of various academic journals and universities, with the University of Texas at Austin (UT Austin) logo visible in the bottom right corner.
# Institutional Representation at 2008-2016 SIOP Conference Sessions

<table>
<thead>
<tr>
<th>1. University of Minnesota</th>
<th>11. Florida Institute of Technology</th>
</tr>
</thead>
<tbody>
<tr>
<td>2. University of Central Florida</td>
<td>12. Baruch College &amp; The Graduate Center, CUNY</td>
</tr>
<tr>
<td>5. University of South Florida</td>
<td>15. Clemson University</td>
</tr>
<tr>
<td>6. George Mason University</td>
<td>16. Wright State University</td>
</tr>
<tr>
<td><strong>7. Texas A&amp;M University</strong></td>
<td>17. Portland State University</td>
</tr>
<tr>
<td>8. University of Georgia</td>
<td>18. Colorado State University</td>
</tr>
<tr>
<td>10. Wayne State University</td>
<td>20. Purdue University</td>
</tr>
</tbody>
</table>

*(Keshef, 2016)*
Student Perceptions of 16 Criteria
(faculty quality/expertise, program culture, student support by faculty/dept, learn practical skills, funding resources…)

<table>
<thead>
<tr>
<th>1. Portland State University</th>
<th>11. Louisiana Tech University</th>
</tr>
</thead>
<tbody>
<tr>
<td>2. Pennsylvania State University</td>
<td>12. Wayne State University</td>
</tr>
<tr>
<td>5. Old Dominion University</td>
<td>15. University of Houston</td>
</tr>
<tr>
<td>6. University of South Florida</td>
<td>16. Seattle Pacific University</td>
</tr>
<tr>
<td>7. Rice University</td>
<td>17. University of Missouri – St. Louis</td>
</tr>
<tr>
<td>8. University of Georgia</td>
<td>18. University of Oklahoma</td>
</tr>
<tr>
<td>10. George Mason University</td>
<td>20. University of Akron</td>
</tr>
</tbody>
</table>

(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

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

- On-going efforts to publish research
  - Large percentage of faculty publications are with graduate student coauthors

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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

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

<table>
<thead>
<tr>
<th>96 hours for the PhD (64 if you already have a master’s)</th>
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</thead>
<tbody>
<tr>
<td>2 Core psychology classes (social required)</td>
</tr>
<tr>
<td>2 Core I/O classes</td>
</tr>
<tr>
<td>4 Quant classes</td>
</tr>
<tr>
<td>4 I/O seminars</td>
</tr>
<tr>
<td>2 Non-psychology classes (e.g., management, sociology, communication, statistics)</td>
</tr>
<tr>
<td>Electives, thesis, dissertation, and research hours</td>
</tr>
</tbody>
</table>

- 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

**Academic opportunities**
- Field and lab research
- Excellent facilities
- Broad research coverage
- Opportunities to teach

**Applied opportunities**
- On-site projects
- Practica and internships
- Grader
- TA Stats/Methods Lab
- Teach own class

*Emphasis on research — both basic and applied*
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

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

- **Amber Smittick (2019)**
  - Better Up

- **Nate Keiser (2019)**
  - US Army Research Institute

- **Paula Costa (2019)**
  - Surgwise

- **Jennifer McDonald (2021)**
  - People & Talent Insights at Oracle

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

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

- **Kelly Dray (2021)**
  - ICF

- **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

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