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

January 2023
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>
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<tbody>
<tr>
<td><strong>Very strong faculty</strong></td>
<td>- Publish in top-tier journals</td>
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<tr>
<td></td>
<td>- Grant and contract funding</td>
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<tr>
<td></td>
<td>- 3 SIOP Fellows</td>
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<td></td>
<td>- Active at multiple professional conferences</td>
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<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>
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<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>
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</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

- 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
- Faculty Productivity
- Prestige or external reputation

Fit
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

#7 Peer assessment of reputation (U.S. News & World Report, 2022)

#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 (Keshif, 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)
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
  - Len Bierman
  - Wendy Boswell
  - Matthew Call
  - Nitya Chawla
  - Ricky Griffin
  - Mike Hitt
  - Duane Ireland
  - Ji Kyoung Kim
  - Joel Koopman
  - Madeline Ong
  - Tyler Sabey
  - Huiwen Lian
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
Student Satisfaction/Climate

• Smart, motivated, and friendly
• Eager to help and collaborate
Most Recent Internships and Current Jobs

Zach Traylor
Defense Equal Opportunity Mission Institute

Stefan Dumlao
Spellman High Voltage Electronics Corp

Ashley Williams
NSF

Cindy Liu
Spellman High Voltage Electronics Corp

Jessica Walker
Hogan Assessments

Ellen Hagen
Lhoist; Lockton

Sam January
U.S. Federal Government; 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>
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<tr>
<td>HumRRO</td>
<td>Don Paul, Kathy Archuletta</td>
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Coursework

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

**Emphasis on research — both basic and applied**
Most Recent Initial Academic Placements

Yimin He (2020)  
University of Nebraska, Omaha

Inchul Cho (2017)  
Black Hills State University

Xiaohong (Violet) Xu (2015)  
Old Dominion University

Bisi Atoba (2016)  
South Dakota State University

Clare Barrett (2015)  
Bowling Green State University

Gonzalo M Muñoz (2014)  
Pontificia Universidad Católica de Chile

Ismael Diaz (2013)  
Angelo State University
Less Recent Initial Academic Placements

Rebecca Thompson (2013)  
U of Baltimore

Nichelle Carpenter (2012)  
U of Illinois

Jeremy Beus (2012)  
University of Central Florida

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 Initial Applied Placements

Felix George (2022)  
CUNY Mutual Group

Stephanie Brown (2022)  
Knowesis

Kelly Dray (2021)  
ICF

Jennifer McDonald (2021)  
Oracle

Nate Keiser (2019)  
US Army Research Institute

Paula Costa (2019)  
Surgwise

Amber Smittick (2019)  
Hogan Assessments

Vanessa (Jean) Gaskins (2018)  
PepsiCo
Less Recent Initial Applied Placements

Juan Carlos Batarse (2018)  
DCI Consulting

Laura Lomeli (2015)  
Walmart

Andrew Naber (2015)  
Aptima

Jennifer Rasmussen (2015)  
Situs RERC

Allison Alexander (2014)  
ICF

Adam Kabins (2013)  
Assess Systems
## Older Applied & Research Placements

<table>
<thead>
<tr>
<th>Placement</th>
<th>Student</th>
</tr>
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<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 & Area Head for I/O PhD Program; Affiliate of Diversity Science
• At Texas A&M since 2000
• Ph.D., George Mason University

Research interests

• Workplace Safety particularly in the oil & gas industries, including off-shore environments
  • Measurement, antecedents and consequences of safety climate; stability of safety climate over time
  • Multitasking (distracted driving) as a form of risk taking
• How individual differences facilitate/inhibit HR practices and organizational initiatives (e.g., telework)
• Performance management, measurement, and monitoring
• Predictors of turnover (e.g., work-family conflict, mentoring, commitment)

Graduate courses

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

• Professor
• 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 skill acquisition and performance on complex information processing tasks

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 & Interim Department Head; 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, Motivation, Identification, & the Meaning of Work
- 680: Work Stress
Isaac Sabat

Quick biography

- Associate 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