

Graduate Programs in Psychology

Chairperson, Professor Graduate Coordinator Associate Professor	V. Catano M. Flemming
Professors	K. Hill K. Kelloway R. Konopasky
Associate Professors	J. Cameron A. Day M. Fleming L. Francis P. Street S. Smith V. Stinson B. Vulcano
Assistant Professors	N. Conrad M. Fisher D. Gilin, C. Holmvall J. Ivanoff M. Patry D. Powell
Adjunct Professors	J. Hurell, L. Methot, S. Newsome
Professors Emeriti	D. Bruce, J. Chadwick-Jones

Industrial/Organizational Psychology

The program in Industrial/Organizational Psychology prepares students to examine and understand the behaviour of individuals and groups in organized environments. Since Industrial/ Organizational psychologists may perform a variety of jobs in industry, business, and the public service, students in the program are expected to have a solid understanding of quantitative and research methods, and to acquire skills that will help them in the training and selection of personnel, the design of jobs, workplaces and habitats, and the development of social skills and work-team structures. Students in this program may also be permitted access to courses and supervisors in the MBA program at Saint Mary's.

Masters of Science in Applied Psychology

The Department of Psychology offers a Master of Science in Applied Psychology in Industrial/Organizational Psychology. Students are admitted with either full-time or part-time status. Full-time status students will need at least two years to complete all degree requirements and must finish these requirements within three years. Part-time status students must complete all requirements within five years. Normally, part-time students are concurrently employed in an occupation related to Applied Psychology. Students completing Master of Science degree requirements in this area are eligible to apply for registration as a psychologist in Nova Scotia and may pursue careers in public organizations, independent practice, or consulting. They may also continue their graduate education in a Ph.D. program. Further

information can be obtained from the Graduate Program Coordinator.

Admission Requirements

The MSc in Applied Psychology follows the general admission requirements and procedures of the Faculty of Graduate Studies and Research as outlined in Section 2 of the Graduate Studies Academic Calendar. In addition, admission to the program requires an honours degree in Psychology or its equivalent [the equivalent of sixty (60) credit hours in Psychology including an independent research project). Applicants must submit a completed application form, official transcripts, 3 letters of reference, and the Graduate Record Exam scores (verbal, quantitative, analytical, and psychology) to the Faculty of Graduate Studies and Research by 1 February. Consideration will be given to relevant work, research, and volunteer experience. The admission materials are available from the Faculty of Graduate Studies & Research (or on-line at http://fgsr.smu.ca/grad_pro_app.html). Any application for change in status (i.e., full-time or part-time) must be made in writing directly to the Graduate Program Coordinator. Change in status is not guaranteed and must be approved by the Department.

Financial Support

Students admitted to the MSc in Applied Psychology may be eligible for funding of a student stipend through funds provided by the Faculty of Graduate Studies and Research and for several other types of University awards and graduate assistantships. Students will be considered for stipends with their application for admission to the MSc in Applied Psychology; application forms for other awards can be obtained from the Director of Financial Aid at Saint Mary's University.

The competition for graduate fellowships is adjudicated by the Psychology Department on the basis of GPA, GRE scores, research experience, and letters of reference. Graduate teaching assistantships are also provided by the Department as remuneration for assisting professors in course and lab instruction.

Program Requirements

Note: Students not registered in any course work but working on their Program/Thesis must register in Program Continuation (FGSR 9000) if their program was initiated after 1 September 2004 or Thesis Continuation (THES 9999) if their program was initiated prior to 1 September 2004 for every semester (including summer) in which they are in their graduate program.

Students are required to take the equivalent of twenty-four (24) credit hours, in addition to completing a supervised 500-hour practicum (PSYC 6690.0) and preparing a thesis (PSYC 6695.0). The following first year courses are required for all students: PSYC 6601 (Advanced Psychological Statistics) and PSYC 6603 (Advanced

Assessment), PSYC 6605 (Personnel Psychology) and PSYC 6625 (Organizational Psychology).

Students must achieve an average of at least B (3.00). A review of students' progress will be undertaken by the Department at the end of the first year of study [eighteen (18) credit hours]. Notwithstanding students' grade point averages, the Department reserves the right to recommend to the Dean that students be required to withdraw from the program.

Each student must submit a thesis on a topic chosen in consultation with a Thesis Committee, which shall consist of the student's advisor, one other member of the Department, and a third person (either internal or external to the Department). All external members must be approved by the Department, on the advice of the supervisor. The Thesis Committee is normally formed towards the end of the first year of study for a full-time student or after completion of three credits by a part-time student. Each thesis must be orally defended in front of a Thesis Examining Committee, which consists of the Thesis Advisory Committee, plus an external examiner (who has not been involved with the thesis).

Courses

6601 Advanced Psychological Statistics and Research Design
 6603 Advanced Assessment
 6605 Personnel Psychology
 6610 Applied Multivariate Analysis
 6615 Training & Development
 6620 Topics in Engineering Psychology
 6625 Organizational Psychology
 6630 Attitude and Persuasion
 6640 Field Research Methods
 6645 Ethics and Professional Practice
 6670 Special Seminar: Topics
 6690 Practicum and Directed Readings
 6695 Thesis

Doctor of Philosophy in Industrial/Organizational (I/O) Psychology

Students are admitted to the PhD in I/O Psychology on either a full-time or part-time basis. The program is based on a "scientist-practitioner model" and comprises four elements: coursework, independent research, comprehensive examinations, and the dissertation. The program builds on the existing M.Sc. program in Applied Psychology and, normally, students should complete the program within three years (after a Masters degree). Students who do not have to address any deficiencies in their masters' level training are expected to complete all of their required course work and comprehensive examinations within two calendar years of their acceptance into the program.

This program follows the guidelines for doctoral programs established by the Society for Industrial and Organizational Psychology. Further information about this program can be obtained from the Graduate Program Coordinator.

Admission Requirements

The PhD in I/O Psychology follows the general admission requirements and procedures of the Faculty of Graduate Studies and Research as outlined in Section 2 of the Graduate Studies Academic Calendar. In addition, admission to the program requires a masters' degree in I/O Psychology or related area (minimum average of B+). Applicants must submit a completed application form (including letter and personal statement), official transcripts, three letters of reference, and the Graduate Record Exam (GRE) scores (verbal, quantitative, analytical writing, and psychology) to the Faculty of Graduate Studies and Research by February 1st. Consideration will be given to relevant work, research experience, and volunteer experience. The admission materials are available from the Faculty of Graduate Studies & Research (or on-line at http://fgsr.smu.ca/grad_pro_app.html).

Financial Support

Students admitted to the PhD in I/O Psychology may be eligible for funding of a student stipend through funds provided by the Faculty of Graduate Studies and Research. The competition for graduate scholarships is adjudicated by the Psychology Department on the basis of GPA, GRE scores, research ability, and letters of reference. Students are also eligible for Teaching and Research Assistant positions. They may also have the opportunity to teach as part of the program.

Program Requirements

Note: Students not registered in any course work but working on their Program/Thesis must register in Program Continuation (FGSR 9000) if their program was initiated after 1 September 2004 or Thesis Continuation (THES 9999) if their program was initiated prior to 1 September 2004 for every semester (including summer) in which they are in their graduate program.

Students will complete twelve (12) credit hours of coursework, a first- and second-year research project (three (3) credit hours each), and a dissertation. Students who have not had internship exposure (or equivalent experience) as part of their master's training will be required to complete Psych 6690 (i.e., a 500-hour internship at the end of their first year in the program); other doctoral students may take Psych 6690 on an elective basis to enhance their practitioner skills. Students may take one elective [three (3) credit hours] from the list of M.Sc. courses or from courses in the Ph.D. Management Program.

Students are required to pass comprehensive examination. The intent of the comprehensive examination is to ensure that the student has: (a) broad knowledge of the content areas comprising I/O Psychology and (b) competency in the scientist-practitioner model applied in organizational settings. Students may take the comprehensive examination once they have completed all required courses. The Comprehensive Examination must be completed no later than 28 months after commencement of the program.

After successful completion of the comprehensive examinations, students will complete a dissertation. They will form a Ph.D. Dissertation Supervisory Committee comprising of:

- (a) at least four members (who normally, although not necessarily, hold a Ph.D. and faculty positions at a university);
- (b) one of whom must be external to Psychology (and may be external to the University);
- (c) two of whom are faculty members designated as core faculty within the I/O program (including the supervisor).

The candidate must successfully defend the dissertation (following the procedures established by the Faculty of Graduate Studies and Research) no later than 48 months (and normally 24 months) after successfully completing the comprehensive examinations. The dissertation will be defended before an examining panel comprising of:

- (a) the supervisory committee, including the supervisor; and
- (b) an external examiner, who is a recognized authority in the area of research and who is at "arm's length" from the student and all members of the supervisory committee

Courses

7500	Doctoral Seminar in Organizational Psychology
7600	Doctoral Seminar in Personnel Psychology
7800	The Development and Context of I/O Psychology
7900	Independent Research I
7950	Independent Research II
8000	Dissertation

In addition to these courses, students must also complete one elective.

Graduate Courses (PSYC)

6601 Advanced Psychological Statistics and Research Design

6 credit hours

Statistics applied to psychological research: statistical inference, hypothesis testing, analysis of variance including simple and advanced experimental designs, correlation, and an introduction to regression along with other multivariate methods. Also to be presented will be the logic of experimental and quasi-experimental methods including naturalistic approaches to hypothesis testing.

6603 Advanced Assessment

3 credit hours

A survey of classical and modern test theory including the study of the principles of psychological testing to provide a basis for technical evaluation of test materials and creation of measures for applied purposes. Topics covered include reliability and validity, generalizability, test bias, scale construction, test development, and other issues related to psychological measurement.

6605 Personnel Psychology

3 credit hours

An examination of the methods and procedures used to select, place, and evaluate personnel. Students are expected

to become proficient in the design of selection systems and evaluation of job performance.

6610 Applied Multivariate Analysis

3 credit hours

This course assumes a working knowledge of the primary univariate statistical techniques, specifically point estimators, univariate inferential tests, correlation, and analysis of enumerative data. From that base, this course examines the purposes, uses, analysis and inter-relatedness of a sample of the following multivariate techniques: Hotellings T², multivariate analysis of variance and post-hoc procedures, factor analysis, discriminant analysis, and canonical correlation. Considerable use will be made of at least one of the major computerized statistical packages.

6615 Training and Development

3 credit hours

An examination at an advanced level of topics related to training and systematic organizational development. Students are expected to become proficient in the design and evaluation of training and development systems.

6620 Topics in Engineering Psychology

3 credit hours

Selected topics related to the application of experimental psychology to the study of human factors involved in work, e.g., the description, evaluation and/or design of jobs and equipment, the psychophysiology of human performance, system development, person-machine interactions, accidents and safety.

6625 Organizational Psychology

3 credit hours

This seminar course examines theory and research in areas considered to be the domain of organizational psychology. Although topics may vary depending on faculty and student interest, core areas include work attitudes, leadership, motivation, work groups, and stress.

6630 Contemporary Issues in Attitudes and Persuasion

3 credit hours

This course will: (a) familiarize the student with contemporary research in attitudes and persuasion; (b) familiarize the student with how the concepts in the literature are relevant to applied settings; and applied fields of psychological research such as consumer psychology, health psychology, and industrial/organizational psychology. The course will also focus on developing within the student the ability to critically evaluate theory/research and develop original research ideas.

6640 Field Research Methods

3 credit hours

Research methods as currently applied to a variety of clinical and organizational problems. These methods consist of such special techniques as interviewing programs, their design and concentration, the analysis of interview material, questionnaire construction and administration, attitude surveys, non-participant and participant observational studies, naturalistic observations and field experiments.

6645 Ethics and Professional Practice

3 credit hours

An introduction to the Canadian Code of Ethics for Psychologists and to the ethical decision making process. An overview of the basic business skills and knowledge necessary to practice development.

6670 Special Seminar: Topics

3 credit hours

Presentation of topics not covered in the regular graduate curriculum offered according to student interest and the availability of qualified faculty. May be repeated for credit hours once.

6690 Practicum and Directed Readings

6 credit hours

Supervised training in the application of psychological principles, techniques, and instruments, in various practical settings. Students are expected to accumulate at least 500 hours of practicum training coordinated with relevant readings.

6695 Thesis

6 credit hours

Experimental research or field study conducted under the supervision of an advisory committee.

The following courses are available only to students registered in Saint Mary's University's doctoral program in Psychology and with permission of the Chairperson of the Department of Psychology to students registered in other programs.

7500 Doctoral Seminar in Organizational Psychology

3 credit hours

This in-depth seminar course examines specific issues in Organizational Psychology, such as Organizational Development and Organizational Theory.

7600 Doctoral Seminar in Personnel Psychology

3 credit hours

This in-depth seminar course examines specific issues in Personnel Psychology, such as recruitment, selection, and placement.

7800 The Development and Context of I/O Psychology

3 credit hours

This course examines the history of I/O psychology and its relationship with other fields of psychology.

7900 Independent Research I

3 credit hours

This first-year independent research project will involve the application of research methods, statistical methods and data analysis resulting in a written report.

7950 Independent Research II

3 credit hours

This second-year independent research project will involve the application of research methods, statistical methods, and data analysis, resulting in a written report..

8000 Dissertation

3 credit hours

Experimental research or field study conducted under the supervision of an advisor committee.