Industrial and Organizational Psychology Concentration

Students in the industrial/organizational (I/O) psychology concentration at East Carolina University train to apply scientific solutions to the workplace and develop the skills necessary to succeed in industrial and organizational settings. The Master’s thesis is an optional component of the educational experience for the I/O Psychology graduate student. Alternatively, students can complete an internship that provides practical experience in an organizational setting.

About the University
East Carolina University is the second-largest constituent institution of the University of North Carolina system. The campus is located in Greenville, North Carolina, which is in the eastern region of the state. The university comprises the Thomas Harriot College of Arts and Sciences, eight other professional schools, the Graduate School, Honors College, School of Dental Medicine and the Brody School of Medicine at East Carolina University.

East Carolina University is located approximately 90 miles east of the state capital in Raleigh and is only a 1.5-hour drive to the North Carolina coast.

Additional Information
For additional information or to schedule an appointment to discuss the program further—which is recommended but not required—please contact:

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East Carolina University prohibits unlawful discrimination based on the following protected classes: race/ethnicity, color, genetic information, national origin, religion, sex (including pregnancy and pregnancy related conditions), sexual orientation, gender identity, age, disability, political affiliation, and veteran status.
Employment Opportunities

Employment opportunities for I/O psychologists are varied and include both public and private sector jobs in areas such as personnel research, wage and salary administration, human resource development, statistics, personnel management, job analysis, selection and placement, training and development, and performance evaluation. Further education in occupational health psychology at the doctoral level is also an option. The skills required to be a successful I/O psychologist include intellectual ability, problem-solving skills, oral and written communication skills, high career motivation, and strong interpersonal skills.

Course Work

Five I/O psychologists and one affiliated faculty member who are actively involved in the program, provide instruction for the 45-credit hour I/O concentration. The course of study includes a background in statistics and research skills, applied study in the area of I/O psychology, and elective courses. The student is encouraged to select electives from traditional areas of psychology and from disciplines such as business, industrial technology, and decision sciences to allow for a personal program of study.

Internship

Students in the I/O concentration can complete an internship that provides practical experience in an organizational setting. An internship is an opportunity to do professional work under the supervision of another professional, and may entail either personnel research or applied activities, such as training, selection and appraisal, job analysis, or other similar functions.

Internship placements generally occur during the summer following the first year of course work. Typically, the intern is placed on the organization’s payroll. Numerous students have continued employment on their projects on a part-time basis after completing their formal internship. Relocation is sometimes necessary for the summer internship.

Thesis

The Master’s thesis is an optional component of the educational experience for the Industrial/Organizational Psychology graduate student. The thesis requires the student to work closely with a faculty member on a research project that will be evaluated by a committee of faculty members.

Application and Admission

Admission to the I/O concentration is contingent upon meeting all requirements of the ECU Graduate School and being recommended by a committee of the Department of Psychology. Application materials can be downloaded online at www.ecu.edu/cs-cas/psyc/Applications.cfm. A combination of GRE scores, grade point average, references, and other supplemental materials is used in making recommendations for admission. Experience in word processing and/or basic computer skills is also highly recommended. All application materials should be submitted by March 1. Students will begin their graduate work in the fall semester.

Financial Support

Teaching or research assistantships are generally available for current students. A letter accompanying the application materials indicating the desire and basis for needing financial assistance is considered an application for an assistantship.