

# B.S. in Industrial/ Organizational Psychology

---

As a STEM designated degree program by the Department of Homeland Security (see <https://www.federalregister.gov/d/2022-01188/p-50>), the Bachelor of Science degree in Industrial-Organizational (I-O) Psychology develops scientist-practitioners who apply their specialized knowledge to resolve human and organizational problems at work. As one of the 15 recognized specialties in professional psychology in the United States, I-O Psychology contributes to an organization's success by improving the performance, health, safety, and well-being of organizations and their employees. Those with specialized training in I-O psychology address issues of recruitment, employee selection and placement, training and development, performance measurement, diversity, employee motivation, satisfaction, and health, as well as workplace design. The program delivers an effective foundation in human behavior and mental processes as they relate to individual and organizational effectiveness that prepares the student for a wide variety of organizational settings and for advanced study at the graduate level.

The Bachelor of Science in I-O Psychology is housed within the Department of Behavioral & Social Sciences. Using a scientist-practitioner approach to education, our faculty work side-by-side with students on research and industry collaborations. Students have numerous opportunities to attend professional networking events, present at scientific conferences, pursue internships, and engage with future colleagues. Our faculty are active scholars and noted professional experts in their fields, and their primary focus is on the success of the students in the Bachelor of Science program.

The Bachelor of Science degree in I-O Psychology is designed to provide the student the following expertise:

- Knowledge of basic psychological principles and theories, and how those are applied to the study of individuals and organizations. This includes sufficient coursework for graduate study in psychology or related disciplines, if desired.
- Understanding of the breadth of psychological applications beyond traditional clinical roles, including in areas such as teamwork, leadership, human factors in organizations, occupational health, safety, and well-being, employee assessment, and more.
- Ability to understand research processes, techniques, and procedures and to draw appropriate conclusions from the analysis of both quantitative and qualitative data.
- Use of appropriate tools to understanding the performance of individuals and organizations from an evidence-based perspective and develop tools to improve both individual and organizational performance.