

# MAJOR IN PSYCHOLOGY, INDUSTRIAL/ ORGANIZATIONAL CONCENTRATION

The Industrial/Organizational concentration prepares students to move into the workforce with a bachelor's degree or to pursue graduate education in industrial/organizational psychology. Students in this concentration take seminars that focus on psychology in the workplace. These seminars cover topics such as leadership, work-life balance, training, and motivation. Students are strongly encouraged to participate in experiential education opportunities to enhance their marketability in the workforce, such as internships. Students are also encouraged to work as research assistants in order to strengthen their graduate school applications.

## Learning Objectives

Successful students will:

1. Attain a solid foundation in the natural sciences.
2. Demonstrate strong analytical, mathematical, and statistical skills.
3. Identify, describe, and demonstrate knowledge of the major branches of psychology.

4. Describe, evaluate, and apply methods for conducting research and analyzing data in psychology.
5. Demonstrate the ability to analyze, synthesize, and evaluate material from psychology.
6. Demonstrate the ability to write and communicate effectively on topics in psychology.
7. Appraise the diversity, complexity and intersectionality of human experience.
8. Apply ethical standards to evaluate psychological science and practice.
9. Engage in professional development and lifelong learning.
10. Demonstrate specialized knowledge of psychology as applied to the workplace, in support of direct employment or graduate education in industrial/organizational psychology.

## Requirements Effective Fall 2024

Students must have a C or better in each of the following courses: PSY 100, PSY 192, PSY 210, PSY 250, PSY 252, PSY 350, PSY 493, and the three lecture-lab pairs in psychology (for the AUCC 4A, 4B requirement).

Maximum of 12 credits allowed toward graduation for any combination of PSY 295, PSY 296, PSY 384, PSY 484, PSY 486, PSY 487, PSY 488, PSY 495A-PSY 495F, PSY 496A-PSY 496F, PSY 498A-PSY 498F, PSY 499A-PSY 499F.

### Freshman

		AUCC	Credits
CO 150	College Composition (GT-CO2)	1A	3
MATH 117 <sup>1</sup>	College Algebra in Context I (GT-MA1)	1B	1
MATH 118 <sup>1</sup>	College Algebra in Context II (GT-MA1)	1B	1
MATH 124 <sup>1</sup>	Logarithmic and Exponential Functions (GT-MA1)	1B	1
PSY 100	General Psychology (GT-SS3)	3C	3
PSY 192	Psychology First-Year Seminar		1
PSY 210	Psychology of the Individual in Context		3
CS*** <sup>2</sup>			2-4
PHIL*** <sup>3</sup>			3
Select one course from the following:			3-4
BZ 101	Humans and Other Animals (GT-SC2)	3A	
LIFE 102	Attributes of Living Systems (GT-SC1)	3A	
Diversity, Equity, and Inclusion ( <a href="http://catalog.colostate.edu/general-catalog/all-university-core-curriculum/aucc/#diversity-equity-inclusion">http://catalog.colostate.edu/general-catalog/all-university-core-curriculum/aucc/#diversity-equity-inclusion</a> )		1C	3
Social and Behavioral Sciences ( <a href="http://catalog.colostate.edu/general-catalog/all-university-core-curriculum/aucc/#social-behavioral-sciences">http://catalog.colostate.edu/general-catalog/all-university-core-curriculum/aucc/#social-behavioral-sciences</a> ) <sup>4</sup>		3C	3
Electives			0-3
<b>Total Credits</b>			<b>30</b>

### Sophomore

PSY 250	Research Design and Analysis I		3
PSY 252	Mind, Brain, and Behavior		3
PSY 292A	Seminar: Industrial/Organizational		1
Select one course from the following:			3
STAT 301	Introduction to Applied Statistical Methods		

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STAT 307	Introduction to Biostatistics		
STAT 315	Intro to Theory and Practice of Statistics		
Arts and Humanities ( <a href="http://catalog.colostate.edu/general-catalog/all-university-core-curriculum/aucc/#arts-humanities">http://catalog.colostate.edu/general-catalog/all-university-core-curriculum/aucc/#arts-humanities</a> )		3B	6
Biological and Physical Sciences ( <a href="http://catalog.colostate.edu/general-catalog/all-university-core-curriculum/aucc/#biological-physical-sciences">http://catalog.colostate.edu/general-catalog/all-university-core-curriculum/aucc/#biological-physical-sciences</a> )		3A	3-4
Historical Perspectives ( <a href="http://catalog.colostate.edu/general-catalog/all-university-core-curriculum/aucc/#historical-perspectives">http://catalog.colostate.edu/general-catalog/all-university-core-curriculum/aucc/#historical-perspectives</a> )		3D	3
Psychology Electives <sup>5</sup>			3
Electives			4-5
<b>Total Credits</b>			<b>30</b>
<b>Junior</b>			
PSY 340 <sup>6</sup>	Organizational Psychology	4B	3
PSY 341 <sup>6</sup>	Organizational Psychology Laboratory	4A	1
PSY 350	Research Design and Analysis II		3
PSY 370 <sup>6</sup>	Psychological Measurement and Testing	4B	3
PSY 371 <sup>6</sup>	Psychological Measurement and Testing Lab	4A	1
PSY 440 <sup>6</sup>	Industrial Psychology	4B	3
PSY 441 <sup>6</sup>	Industrial Psychology Laboratory	4A	1
SPCM*** <sup>7</sup>			3
Advanced Writing ( <a href="http://catalog.colostate.edu/general-catalog/all-university-core-curriculum/aucc/#advanced-writing">http://catalog.colostate.edu/general-catalog/all-university-core-curriculum/aucc/#advanced-writing</a> )		2	3
Electives			9
<b>Total Credits</b>			<b>30</b>
<b>Senior</b>			
PSY 493	Capstone Seminar	4C	3
Select one 3-5 credit course from the following list: <sup>8</sup>			3-5
AA***			
BC***			
BMS 300	Principles of Human Physiology		
BZ***			
CHEM***			
CS***			
DSCI***			
LIFE***			
MATH***			
PH***			
STAT 3***			
Choose one of the following courses:			3
PSY 345	Occupational Health Psychology		
PSY 492D	Seminar: Industrial/Organizational Psychology		
Select 6 credits from the following:			6
PSY 310	Basic Counseling Skills		
PSY 315	Social Psychology		
PSY 325	Psychology of Personality		
PSY 345 <sup>9</sup>	Occupational Health Psychology		
PSY 452	Cognitive Psychology		
PSY 487	Internship		
PSY 492D <sup>10</sup>	Seminar: Industrial/Organizational Psychology		
PSY 495D <sup>11</sup>	Independent Study: Industrial/Organizational Psychology		
PSY 496D <sup>11</sup>	Group Study: Industrial/Organizational Psychology		

PSY 498D <sup>11</sup>	Research: Industrial/Organizational Psychology	
PSY 499D <sup>11</sup>	Thesis: Industrial/Organizational Psychology	
Select one course from the following: <sup>12</sup>		3
ETST***		
PSY 305	Psychology of Religion	
PSY 327	Psychology of Women	
PSY 328	Psychology of Human Sexuality	
PSY 437	Psychology of Gender	
WS***		
Any additional AUCC 1C course		
Electives <sup>13</sup>		10-12

**Total Credits 30**

**Program Total Credits: 120**

- <sup>1</sup> MATH 120 may be completed as a substitute for MATH 117, MATH 118, and MATH 124.
- <sup>2</sup> Select any CS course except CS 192 or variable credit options. Some courses with this prefix will also satisfy the AUCC 3B requirement.
- <sup>3</sup> Select any PHIL course except variable credit options. Some courses with this prefix will satisfy the AUCC 3B requirement.
- <sup>4</sup> Select any course in category 3C of the AUCC except HONR 492 or any PSY course.
- <sup>5</sup> Select any non-special study credits in PSY, not counted elsewhere. These credits can be at the 100- or 200- level.
- <sup>6</sup> A total of three lecture/lab pairs of courses are required for this concentration. Two pairs are necessary to satisfy AUCC Cat 4A and 4B requirements.
- <sup>7</sup> Select any SPCM course except SPCM 178 and variable credit options. Some courses with this prefix will satisfy the AUCC 3B requirement.
- <sup>8</sup> Select one 3- to 5-credit course from this list, excluding BZ 101, LIFE 102, BC 192, BZ 192, CHEM 192, CS 192, MATH 192, STAT 192, and variable credit options, that is not counted elsewhere. Acceptable MATH options are MATH 141, MATH 155, MATH 156, MATH 157, MATH 159, MATH 160, MATH 165, MATH 192, MATH 3\*\* (excluding MATH 384) and MATH 4\*\* (excluding MATH 484, MATH 487, MATH 495, MATH 498)
- <sup>9</sup> May be taken to satisfy this category if not already counted elsewhere.

<sup>10</sup> PSY 492D content changes from semester to semester, and the course may be taken for credit multiple times.

<sup>11</sup> A maximum of 3 credits from any combination of PSY 495D, PSY 496D, PSY 498D, and PSY 499D.

<sup>12</sup> Select one course from this list, excluding variable credit options, that is not counted elsewhere.

<sup>13</sup> Select enough elective credits to bring the program to a minimum of 120 credits, of which at least 42 must be upper-division (300- to 400-level).

## Major Completion Map

### Distinctive Requirements for Degree Program:

Students must have a C or better in each of the following courses: PSY 100, PSY 192, PSY 210, PSY 250, PSY 252, PSY 350, PSY 493, and the three lecture-lab pairs in psychology (for the AUCC 4A, 4B requirement).

Maximum of 12 credits allowed toward graduation for any combination of PSY 295, PSY 296, PSY 384, PSY 484, PSY 486, PSY 487, PSY 488, PSY 495A-PSY 495F, PSY 496A-PSY 496F, PSY 498A-PSY 498F, PSY 499A-PSY 499F.

### Freshman

Semester 1		Critical	Recommended	AUCC	Credits
CO 150	College Composition (GT-CO2)		X	1A	3
MATH 117	College Algebra in Context I (GT-MA1)	X		1B	1
PSY 100	General Psychology (GT-SS3)		X	3C	3
PSY 192	Psychology First-Year Seminar		X		1
CS***					2-4
Diversity, Equity, and Inclusion ( <a href="http://catalog.colostate.edu/general-catalog/all-university-core-curriculum/aucc/#diversity-equity-inclusion">http://catalog.colostate.edu/general-catalog/all-university-core-curriculum/aucc/#diversity-equity-inclusion</a> )				1C	3
Elective					0-2

**Total Credits 14-16**

Semester 2		Critical	Recommended	AUCC	Credits
MATH 118	College Algebra in Context II (GT-MA1)	X		1B	1
MATH 124	Logarithmic and Exponential Functions (GT-MA1)	X		1B	1
PSY 210	Psychology of the Individual in Context		X		3
PHIL***					3
Select one course from the following:					3-4

BZ 101	Humans and Other Animals (GT-SC2)			3A	
LIFE 102	Attributes of Living Systems (GT-SC1)		X	3A	
Social and Behavioral Sciences (Except HONR 492 or any PSY course) ( <a href="http://catalog.colostate.edu/general-catalog/all-university-core-curriculum/aucc/#social-behavioral-sciences">http://catalog.colostate.edu/general-catalog/all-university-core-curriculum/aucc/#social-behavioral-sciences</a> )				3C	3
Elective					0-1
CO 150 and PSY 100 must be completed by the end of Semester 2.				X	

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**Total Credits** **15**

**Sophomore**

<b>Semester 3</b>	<b>Critical</b>	<b>Recommended</b>	<b>AUCC</b>	<b>Credits</b>
PSY 250	Research Design and Analysis I	X		3
Select one:		X		3
STAT 301	Introduction to Applied Statistical Methods			
STAT 307	Introduction to Biostatistics			
STAT 315	Intro to Theory and Practice of Statistics			
Arts and Humanities ( <a href="http://catalog.colostate.edu/general-catalog/all-university-core-curriculum/aucc/#arts-humanities">http://catalog.colostate.edu/general-catalog/all-university-core-curriculum/aucc/#arts-humanities</a> )			3B	3
Biological and Physical Sciences ( <a href="http://catalog.colostate.edu/general-catalog/all-university-core-curriculum/aucc/#biological-physical-sciences">http://catalog.colostate.edu/general-catalog/all-university-core-curriculum/aucc/#biological-physical-sciences</a> )			3A	3-4
Electives				2-3

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**Total Credits** **15**

<b>Semester 4</b>	<b>Critical</b>	<b>Recommended</b>	<b>AUCC</b>	<b>Credits</b>
PSY 252	Mind, Brain, and Behavior	X		3
PSY 292A	Seminar: Industrial/Organizational	X		1
Arts and Humanities ( <a href="http://catalog.colostate.edu/general-catalog/all-university-core-curriculum/aucc/#arts-humanities">http://catalog.colostate.edu/general-catalog/all-university-core-curriculum/aucc/#arts-humanities</a> )			3B	3
Historical Perspectives ( <a href="http://catalog.colostate.edu/general-catalog/all-university-core-curriculum/aucc/#historical-perspectives">http://catalog.colostate.edu/general-catalog/all-university-core-curriculum/aucc/#historical-perspectives</a> )			3D	3
Psychology Electives				3
Electives				2
PSY 210, PSY 250, PSY 252 and the STAT requirement must be completed by the end of Semester 4.			X	

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**Total Credits** **15**

**Junior**

<b>Semester 5</b>	<b>Critical</b>	<b>Recommended</b>	<b>AUCC</b>	<b>Credits</b>
PSY 340	Organizational Psychology	X	4B	3
PSY 341	Organizational Psychology Laboratory	X	4A	1
PSY 350	Research Design and Analysis II	X		3
Advanced Writing ( <a href="http://catalog.colostate.edu/general-catalog/all-university-core-curriculum/aucc/#advanced-writing">http://catalog.colostate.edu/general-catalog/all-university-core-curriculum/aucc/#advanced-writing</a> )			2	3
Electives				5

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**Total Credits** **15**

<b>Semester 6</b>	<b>Critical</b>	<b>Recommended</b>	<b>AUCC</b>	<b>Credits</b>
PSY 370	Psychological Measurement and Testing		4B	3
PSY 371	Psychological Measurement and Testing Lab		4A	1
PSY 440	Industrial Psychology	X	4B	3
PSY 441	Industrial Psychology Laboratory	X	4A	1
SPCM***				3
Electives				4

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**Total Credits** **15**

**Senior**

<b>Semester 7</b>	<b>Critical</b>	<b>Recommended</b>	<b>AUCC</b>	<b>Credits</b>
Select one course from the following list:				3-5

AA***					
BC***					
BMS 300	Principles of Human Physiology				
BZ***					
CHEM***					
CS***					
DSCI***					
LIFE***					
MATH***					
PH***					
STAT 3**					
Choose one of the following courses:					3
PSY 345	Occupational Health Psychology				
PSY 492D	Seminar: Industrial/Organizational Psychology				
Select 3 credits from the following:					3
PSY 310	Basic Counseling Skills				
PSY 315	Social Psychology				
PSY 325	Psychology of Personality				
PSY 345	Occupational Health Psychology				
PSY 452	Cognitive Psychology				
PSY 487	Internship				
PSY 492D	Seminar: Industrial/Organizational Psychology				
PSY 495D	Independent Study: Industrial/Organizational Psychology				
PSY 496D	Group Study: Industrial/Organizational Psychology				
PSY 498D	Research: Industrial/Organizational Psychology				
PSY 499D	Thesis: Industrial/Organizational Psychology				
Electives					4-6
PSY 340 and PSY 341 must be completed by the end of Semester 7.		X			
<b>Total Credits</b>					<b>15</b>
<b>Semester 8</b>		<b>Critical</b>	<b>Recommended</b>	<b>AUCC</b>	<b>Credits</b>
PSY 493	Capstone Seminar	X		4C	3
Select three credits from the following:		X			3
PSY 310	Basic Counseling Skills				
PSY 315	Social Psychology				
PSY 325	Psychology of Personality				
PSY 345	Occupational Health Psychology				
PSY 452	Cognitive Psychology				
PSY 487	Internship				
PSY 492D	Seminar: Industrial/Organizational Psychology				
PSY 495D	Independent Study: Industrial/Organizational Psychology				
PSY 496D	Group Study: Industrial/Organizational Psychology				
PSY 498D	Research: Industrial/Organizational Psychology				
PSY 499D	Thesis: Industrial/Organizational Psychology				
Select one course from the following:					3
ETST***					
PSY 305	Psychology of Religion				
PSY 327	Psychology of Women				
PSY 328	Psychology of Human Sexuality				
PSY 437	Psychology of Gender				
WS***					
Any additional AUCC 1C course					
Electives		X			6

The benchmark courses for the 8th semester are the remaining courses in the entire program of study. X

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<b>Total Credits</b>	<b>15</b>
<b>Program Total Credits:</b>	<b>120</b>