

**Texas A&M University**  
**Industrial/Organizational Psychology Doctoral Program Coursework**  
**Updated November 2, 2022**

96 hours required for the Ph.D.

64 hours required for the Ph.D. if you have already earned a Master’s degree (32 hours of credit)

The Ph.D. should be completed in approximately 5 years. (Note that the college will only pay your tuition for 5 years for the 96-hour degree plan and 4 years for the 64-hour degree plan). In order to do this, we recommend:

1. Defend the master’s thesis by the end of the 2<sup>nd</sup> year
2. Take comprehensive exams by the end of the 3<sup>rd</sup> year
3. Complete and defend the dissertation by the end of the 5<sup>th</sup> year

	Hours	Usual Timeline
<b>6 Hours Psychology Core</b>		
PBSI 603: Motivation/Cognition PBSI 615: Perception PBSI 609: Physiological PBSI 606: Learning PBSI 621: Psychopathology PBSI 634: Developmental	3	
PBSI 620: Social	3	Spring 1 <sup>st</sup> yr
<b>12 Hours Statistics/Research Methods</b>		
*PBSI 607: Experimental Psychology	3	Fall 1 <sup>st</sup> yr
*PBSI 671: Experimental Design for Behavioral Sciences	3	Spring 1 <sup>st</sup> yr
PSYC 673: Psychometric Theory & Methods <u>or</u> EPSY 625: Advanced Psychometric Theory	3	2 <sup>nd</sup> yr
Example classes: EPSY-633: Qualitative Research Design and Data Collection EPSY-637: Qualitative Grounded Theory Methodologies EPSY-642: Meta-Analysis of Behavioral Research EPSY 651: Theory of Structural Equation Modeling EPSY 652: Theory of Hierarchical Linear Modeling EPSY 653: Advanced Structural Equation Modeling EPSY 655: Item Response Theory PSYC 674: Covariance Structure Models & Causal Analysis MGMT 673: Advanced Research Methods in Management	3	2 <sup>nd</sup> yr
<b>18 Hours I/O Program Requirements</b>		
*PBSI 610: Organizational Psychology	3	Fall 1 <sup>st</sup> yr
*PBSI 611: Personnel Psychology	3	Fall 1 <sup>st</sup> yr
**PBSI 680: Seminar in Organizational Psychology (e.g., organizational commitment, occupational health psychology, workplace diversity)	6	Spring 1 <sup>st</sup> yr and Spring 2 <sup>nd</sup> yr

**PBSI 682: Seminar in Personnel Psychology (e.g., criteria, performance appraisal/management, advanced personnel selection and placement, training and development in organizations, individual differences)	6	Fall 2 <sup>nd</sup> yr and Fall 3 <sup>rd</sup> yr
<b>6 Hours Electives from Other Departments</b> (example classes listed, but you can also take classes in AFST, STAT, WGST, etc.)		
CPSY 636: Psychological Consultation to Organizations		
ISEN 630: Human Operator in Complex Systems		
MGMT 624: Seminar in Human Resource Management		
MGMT 634: Seminar in Organizational Behavior		
MGMT 636: Seminar in Organizational Theory		
MGMT 689: Special Topics (e.g., Work Motivation)		
PHEO 655: Human Factors and Behavior Based Safety		
SOCI 608: Social Organization		
SOCI 635: Sociology of Complex Organizations		
<b>6 Hours Master's Thesis</b>		
PBSI 691: Research. Graded S/US. Minimum 1 hour required on MS and PhD degree plans	6	
<b>12 Hours Doctoral Dissertation</b>		
PBSI 691: Research	12	
<b>36 Hours Electives</b>		
PBSI 691: First Year Doctoral Colloquium (official enrollment not required, but attendance is mandatory)	1	Fall 1 <sup>st</sup> yr
PBSI 689: Special Topics		
Electives/Research (PBSI 681, PBSI 684, PBSI 685) See the Graduate and Professional Studies' rules about the maximum number of these hours that can be applied to each degree; This is graded and counts toward GPA and technically requires a contract defining what project the student is working on during the semester.	35	

\*These courses are required of all students regardless of previous education. PBSI 607, 610, 611, 671.

\*\*To receive content credit for courses you have already taken, you need to have the professor who typically teaches the course review your previous syllabus and approve it for having adequate overlap.

Note. The semester in which courses are offered are subject to change. There are no guarantees that these courses will be offered as depicted.

Students are expected to be involved in research projects continuously including summers.

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Students who qualify for *In Absentia* registration are required to register each subsequent fall and spring semester for a minimum of one and maximum of four credit hours of 691, 684, 685 or 692.