

MA IN PSYCHOLOGY (INDUSTRIAL-ORGANIZATIONAL PSYCHOLOGY)



SACRAMENTO STATE

In Workflow

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Approval Path

1. 2026-04-27T21:00:27Z
Erin Rose Ellison (ellison): Approved for PSYC Committee Chair
2. 2026-05-19T18:32:02Z
Sharon Furtak (furtak): Approved for PSYC Chair
3. 2026-09-17T21:46:46Z
Catheryn Koss (koss): Approved for SSIS College Committee Chair
4. 2026-09-17T23:15:55Z
Shane Nordyke (shane.nordyke): Approved for SSIS Dean

History

1. May 4, 2018 by clmig-jwehrheim
2. May 11, 2018 by Janett Torset (torsetj)
3. May 11, 2018 by Janett Torset (torsetj)
4. Feb 8, 2019 by 212408496

Program Discontinuation Proposal

Date Submitted: 2026-03-30T21:50:43Z

Viewing: MA in Psychology (Industrial-Organizational Psychology)

Last approved: Fri, 08 Feb 2019 17:38:51 GMT

Last edit: 2026-03-30T21:50:41Z

Changes proposed by: Sharon Furtak (215087848)

Final Catalog

2027-2028 Catalog

Provide reasons for the program suspension.

The Psychology Department proposed a standalone MA in Industrial-Organizational Psychology degree program that replaced this concentration structured program. The Discontinuation submission was delayed to allow the last remaining student in the program to graduate, which has now occurred.

Indicate any programmatic or fiscal impact suspension of the program will have on other academic units' programs.

none

Describe the consultation that has occurred with affected units.

none

Explain provisions to ensure currently enrollment students have a reasonable opportunity to complete the program.

There are no remaining students in the program.

Indicate what resources will be freed up or shifted to other programs as the result of the program suspension.

All resources have been shifted to the standalone MA in Industrial-Organizational Psychology degree program.

Suspend: enrollment is suspended for up to three years and program remains in the catalog with a note. Discontinue: enrollment is permanently ended and program is removed from the catalog.

Academic Group: (College)

Social Sciences & Interdisciplinary Studies

Academic Organization: (Department)

Psychology

Catalog Year Effective:

2027-2028 Catalog

Program Snapshot

Type of Program:

Major

Title of the Program:

MA in Psychology (Industrial-Organizational Psychology)

Please see the CSU/CIP Code Crosswalk: https://www.calstate.edu/csu-system/administration/academic-affairs/academic-programs-innovation-and-faculty-development/Documents/CSU_Codes_to_CIP_2020.pdf

TMC Templates: <https://c-idsystem.org/transfer-efforts/>

Establishment of a master's degree program should be preceded by a national professional accreditation of the corresponding bachelor's degree major program.

University Learning Goals

Curriculum Alignment and Assessment

Program Learning Outcomes

Provide measurable, program-specific learning outcomes that reflect the most important competencies students will demonstrate upon completion of the program. Programs are expected to assess and use PLOs for continuous improvement.

Catalog Description (catalog copy):

Total units required for MA: 30

Program Description

The Master of Arts program in Psychology is designed to provide specialized education in the field of psychology. With a MA in Psychology, one can qualify for positions similar to those associated with a BA, though at a higher level of responsibility. Advisors play an active role in the planning process, and students are strongly encouraged to consult with faculty on a continual and intensive basis as soon as they begin their studies in the program. MA students can prepare for doctoral study in any area of Psychology or specialize in areas such as Applied Behavior Analysis or Industrial-Organizational Psychology. The Graduate Brochure contains the department application procedures, including GRE requirements and the departmental application form.

Although the program is based on a core set of requirements, the structure of the program allows for flexibility. While much material is covered in regular course offerings, the Department recognizes that specialized study and the development of certain types of skills must take place on a one-to-one student-instructor basis. This includes research activities in the laboratory, field, or library; teaching activities; and volunteer work in community mental health agencies, government agencies, schools, and/or businesses. Academic credit under individualized study or fieldwork designations is available for these purposes.

The Industrial-Organizational Psychology Option is designed for students who wish to develop marketable career skills that allow them to apply psychological principles and research methods to work-related issues. The I-O program at Sacramento State was designed with heavy influence from the 2016 Guidelines for Education and Training in Industrial-Organizational Psychology, published by the Society for Industrial and Organizational Psychology. While we cover all 24 major competency areas in the SIOP Guidelines to some degree, we give more emphasis to some than we do others—a strategy that is common and fully expected in master's programs according to the narrative of the SIOP Guidelines. In consideration of the typical jobs held by master's level I-O practitioners in general and especially in the local employment market for our students and alumni, our program gives primary emphasis to topics in human resource planning and development (e.g., job/work analysis; employee recruitment, testing, and selection; employee training; performance management) and general analytical skills (e.g., research methods; measurement; data analysis). These topics are slanted more toward the “industrial” side of the I-O field. Current literature in organizational psychology topics such as work attitudes and motivation, groups and teams, and occupational health and safety have important implications for the aforementioned human resource planning and development topics, and are covered more briefly in the coursework. In addition to completing the core courses and the culminating requirement for the MA degree, students must also select the Industrial-Organizational Psychology option.

Admission and Continuation Requirements (catalog copy): minimum GPA and prerequisites (if applicable), required coursework or preparation, portfolio, test scores, and/or letters of recommendation. For graduate programs: expectations for a relevant bachelor's degree (required or preferred disciplines, prerequisite knowledge, or equivalent experience), include evidence that program requirements conform to the minimum requirements for the culminating experience, as specified in Title 5 Section 40510 The Master's Degree and Section 40511 The Doctoral Degree.

Admission Requirements

Admission to graduate study in Psychology is selective. The Department equally weighs the candidate's overall grade point average (GPA) and scores on the Graduate Record Examination (GRE). An overall GPA of 3.0 is recommended. When making admissions decisions, the Department takes into consideration the candidate's combined GPA and GRE score, letters of recommendation, previous (research and/or practical) experience, the candidate's interest in a particular faculty member's research agenda, and additional materials as required by each program option (ABA, General MA, and I/O).

Applicants are required to have completed upper division undergraduate psychology courses in statistics and research methods, with at least “C” grades in those courses, as well as a balanced and academically strong group of upper division courses covering at least five different core academic areas of psychology (e.g., biological, clinical, cognitive, developmental, social). The upper division psychological research methods/statistics requirement is met by PSYC 121 and PSYC 102 taken at Sacramento State, or their equivalents at other universities. Upper division research methods/statistics courses from other four-year universities must be reviewed and approved for equivalency by the Department's Graduate Coordinator.

Please visit www.csus.edu/psyc/grad-students/graduate-program-dev.html for information on each option's additional requirements.

Admission Procedures

All applicants, including Sacramento State graduates, must apply to both the University and the Psychology Department. Please submit the following to the Sacramento State Office of Graduate Studies:

- an application for admission—via CalState Apply (<https://www2.calstate.edu/apply>)
- two sets of official transcripts from all colleges and universities attended, other than Sacramento State, should be sent to:
California State University, Sacramento
Office of Graduate Studies
River Front Center 215
6000 J Street
Sacramento, CA 95819-6112
- Official Graduate Records Exam (GRE) scores (be aware that it takes approximately six weeks from the test date for scores to be forwarded); for more admissions information and application deadlines please visit <http://www.csus.edu/gradstudies>

At the same time, each applicant must file on-line with the Psychology Department:

- a completed application form;
- one set of unofficial transcripts from all colleges and universities attended, including Sacramento State transcripts;
- unofficial copies of the General GRE scores*;

- three letters of recommendation, from individuals who can evaluate the applicant's potential for successful graduate study. At least two letters from faculty are preferred. See application brochure for link—available from www.csus.edu/psyc/grad-students/graduate-program-dev.html ;
- additional materials, as required by each specific option (General MA, ABA and I/O).

*The General GRE must have been taken by the application deadline.

Minimum Units and Grade Requirement for the Degree

Units required for the MA: 34-36

Minimum Cumulative GPA: 3.0. All units must be completed with a grade of "B" or better.

The field of Industrial-Organizational Psychology (I-O Psychology) covers all aspects of psychology in the workplace, including such sub-topics as: organizational development, leadership, performance evaluation, personnel selection, test validation and development, work teams, training, and personality influences.

The Industrial-Organizational Psychology Option at Sacramento State is designed to give broad-based training in the relevant content areas as well as provide a strong methodological background. Students obtaining the Master's degree should be prepared for a career as a personnel manager, a testing specialist, a member of an I-O consulting group; they should also be prepared for further graduate work at the doctoral level. By meeting all of the requirements for the degree, students will have met the master's level educational competencies identified by the Society for Industrial and Organizational Psychology.

Students are strongly advised to keep in contact with professors in the Psychology Department for academic advising.

Advancement to Candidacy

Each student must file an application for Advancement to Candidacy, indicating a proposed program of graduate study. This procedure should begin as soon as the classified graduate student has:

- removed any deficiencies in admission requirements;
- completed at least 12 units of 200-level courses in the graduate program with a minimum 3.0 GPA;
- selected a Thesis or Project committee;
- obtained the committee's approval of a proposal for the thesis or project (as indicated by committee members' signatures on the Department's thesis/project approval form); and
- taken the Writing Placement for Graduate Students (WPG) or taken a Graduate Writing Intensive (GWI) course in their discipline within the first two semesters of coursework at California State University, Sacramento or secured approval for a WPG waiver.

The student will complete the Advancement to Candidacy form after planning a degree program in consultation with a Psychology advisor and members of the student's thesis/project committee. The completed form is then returned to the Office of Graduate Studies for approval.

Program Requirements (catalog copy):

Program Requirements

Code	Title	Units
Required Core Courses (6 Units)		
PSYC 200	Methods in Empirical Psychology 	3
PSYC 202	Survey of Contemporary Statistical Methods in Psychological Research	3
Required Area Courses (18 Units)		
PSYC 204 or PSYC 205	Advanced Topics in Statistical Methods for Psychological Research Measurement Methods for Psychological Research and Practice	3
PSYC 206	Tests and Measurement	3
PSYC 267	Training & Employee Development	3
PSYC 269	Analysis of Work and Employee Selection	3
PSYC 216A	Current Literature and Applications in Industrial-Organizational Psychology	3
PSYC 216B	Current Literature and Applications in industrial-Organizational Psychology	3
Required Elective Course (3 Units)		
PSYC 294 or any 200-level course	Cooperative Research	3
Culminating Experience (4-6 Units)		
PSYC 500A	Culminating Experience	4
PSYC 500B	Culminating Experience ¹	2
Total Units		31-33

¹ Students must enroll in PSYC 500B if thesis/project is not satisfactorily completed while enrolled in PSYC 500A.