UPO/Psi Chi Meeting

3/1/2017

Industrial/Organizational Psychology

Announcements:

* Please sign in!
* Anyone interested in applying for Psi Chi, applications are due today.
* If interested in being an officer for UPO/Psi Chi, please nominate self or friend by March 8th.
* Please nominate Teacher of the Year by 3-8 as well.
* We are touring CB3 next Tuesday, March 7th with Mike Dodd.
* Elections for UPO/Psi Chi are on March 15th.

Dr. Roni Reiter-Palmon

* Professor of Psychology and Director of UNO I/O program
* Has a degree in I/O Psych
* What is I/O?
  + Taking principles of psychology and applying them to the world of work
  + Includes: performance assessments, training, personnel selection, performance predictors, organizational development, consumer satisfaction, teamwork dynamics, leadership, stress in the workplace, and much more
* Where do I/O psychologists work?
  + Professors at universities, consultants or performance consultants, employee effectiveness, human resource managers, trainers and organizational development practitioners, statistical analysts, compensation analysts
  + Some I/o psychologists can work as academics, but most do not
  + Many UNO I/O alums work at Gallup
  + Another area: big data- I/O psychologists are good with this data, because typically are very knowledgeable in statistics and business/people
  + Another former students work at UNMC in talent management department (hiring 500 nurses over the next 2 years)
  + Others work at Expedia, another with Dell Computers in performance management, Union Pacific, Mutual of Omaha, Tesla, Google, all Fortune 500 companies will have I/O psychology, business, industry, government: army (research with things that deal with leadership) and office of personnel management
  + Not the biggest psychology area, but not the smallest.
  + Not that many graduate programs- 60 PhD and maybe 100 master’s program
  + Predicted to be the fastest growing field, and not likely to suffer from recessions
  + Students do well finding jobs because there is a big demand and a lot of flexibility
  + Best things for undergraduates to prepare for grad:
    - UNO requires:
      * Psychology major, but will accept minor
      * Decide if you are looking for 2-3 degree (masters) or PhD
        + Applied setting VS research
      * Involvement in research
        + Presenting at conferences, help writing papers
      * Basic knowledge in statistics and research methods
        + Psych 350 and Psych 450
      * Having an internship in HR is less important
      * Many students don’t have coursework in psychology, but if you can take a UNO I/O class, it is strongly recommended
      * Good grades (average GPA is between 3.7-3.8) (GRE 153-157 for both quant and verbal; 4-4.5 on writing)
      * Applying to PhD or Masters is pretty much the same requirement
        + Usually more of a personal decision between the two, not an ability difference
* Why study at UNO?
  + Highly ranked program
    - MS program 6th best in US
    - One of the top 20 PhD in the country
  + Scientist/practitioner model (Sciop.org )- not all programs adapt this model
    - One requirement is internship, and omaha has many available, no one has issues finding these
  + MS and MA/PhD Tracks
    - MS
      * No thesis- instead do an internship and write a report about it
      * Applied focus
      * Less course variety than the PhD
    - MA/PhD
      * Thesis required
      * Applied or research focus
    - First year, MS students and MA have the same classes; second year, MS starts internship and MA does research
    - MA students typically will not go to a university, often they will do research for organizations
* Faculty
  + Will be asked who you are interested in working with, but it is ok if you do not know
  + Roni Reiter-Palmon
    - Research interests: personality, creativity, leadership
    - How organizations can facilitate creativity in employees and teams
    - What training can we have, etc.
  + Dr. Wayne Harrison
    - Research interests: workplace motivation, procedural justice, social psychology
  + Dr. Carey Ryan
    - Diversity, group processes, intergroup relations
  + Dr. Joseph Allen
    - Teams & Meetings, Stress & Emotions, Volunteerism
      * Ex- reactions to people that are late to meetings, how does it affect rest of meeting
      * Volunteers- making assessments to help non-profits understand their volunteers, also what leads people to volunteer

Questions:

How competitive?

* 70 applications and take 6-10 students a year

Is a business minor helpful?

* Yes, but not having one isn’t extremely detrimental

Any psychology courses recommended?

* Social psych
* Do as much resources as you can, taking additional stats and methods course are recommended
* OB/HR course

Difference between industrial and organizational

* (I) Personnel side has to do with individual differences
* (O) Motivation, teams, leadership, job satisfaction

Resources at UNO

* New students assigned peer mentors (student a year or two in the program), in addition to faculty advisor
* Faculty research group
* Teaching and RA-ships available
* Paid internships available
* Center for Applied Psychological Services (CAPS)
  + Develop customer experience surveys, interviews, and focus groups
  + Conduct workflow analysis for a county government
  + Evaluate effectiveness of leadership development program

If you have any additional questions, email her ([rreiter-palmon@unomaha.edu](mailto:rreiter-palmon@unomaha.edu)). Additional information is available on UNO’s website.