Industrial and Organizational (I/O) psychologists contribute to an organization’s success by improving the performance and well-being of its people. An I/O psychologist researches and identifies how work-related behaviors and attitudes can be improved through hiring practices, training programs, and feedback systems. Applying psychology to help individuals have more satisfying work lives is a fulfilling vocation. Some of the business strategies that I/O psychologists assist with include:

- Recruit, hire, and retain the most qualified employees
- Develop fair, legal, and efficient hiring practices
- Design and implement new training programs
- Increase diversity in the workforce
- Develop performance management systems
- Minimize absenteeism
- Eliminate harassment and discrimination
- Increase motivation and enhance work-life balance

[https://gradschool.ecu.edu/find-your-program/?id=31](https://gradschool.ecu.edu/find-your-program/?id=31)

**Employment Opportunities**

Employment opportunities for I/O psychologists include both public and private sector jobs in areas such as:

- Personnel research
- Wage and salary administration
- Human resource development
- Statistics
- Personnel management
- Job analysis
- Selection and placement
- Training and development
- Organizational development
- Performance evaluation

[https://www.siop.org/Career-Center/I-O-Career-Paths](https://www.siop.org/Career-Center/I-O-Career-Paths)

**Coursework**

Students enrolled in the I/O Psychology program at ECU will complete a total of 45 semester hours of coursework. Students may choose to complete either an internship or a thesis, however, we encourage students to consider doing both. Information about the program can be found on the Find Your Program page: [https://gradschool.ecu.edu/find-your-program/?id=31](https://gradschool.ecu.edu/find-your-program/?id=31)

**Financial Support**

- Research or teaching assistantships are generally available for current students. A letter accompanying the application materials indicating the desire and basis for needing financial assistance is considered an application for an assistantship.
- Most full-time graduate students have been awarded research and/or teaching assistantships for at least part of their time in the program. Besides providing financial assistance, assistantships also offer the opportunity for students to improve their interpersonal and research skills.

**Internship and Thesis**

Students may choose to complete an internship or a thesis or both. NOTE: While the internship is not required, it is highly encouraged and most of our students choose to complete one.

**Internship**

- Internships provide students with an opportunity to apply skills learned through coursework and to acquire new skills in an organizational setting.
- Placements occur during the summer following the first year of coursework.
- Typically, interns are placed on the organization’s payroll.
- Relocation is sometimes necessary for the summer internship.

**Thesis**

- The master’s thesis is a professional research paper and an example of the student’s research skills and ability to write an organized report. The student will defend the completed thesis at an oral examination conducted by members of the thesis committee.
- The student will usually find it advantageous to select a topical area in which a faculty member in the program has substantial research expertise.

**ECU I/O Psychology Faculty**

**Jennifer Bowler, Ph.D.**
Associate Professor

Research Interests
- Implicit measures of personality
- Compulsive behavior
- Employee creativity
- Team processes

**Mark Bowler, Ph.D.**
Associate Professor

Research Interests
- Assessment centers and leadership
- Personality structure
- Interpersonal aggression

**Courtney Baker, Ph.D.**
Assistant Professor

Research Interests
- Workplace diversity & inclusion, age discrimination
- Stigma in the workplace
- Workplace multitasking
- Workplace mistreatment

**Alex Schoemann, Ph.D.**
Associate Professor

Research Interests
- Structural equation modeling
- Multilevel modeling
- Factor analysis
- Prejudice and discrimination

**ECU I/O Psychology Faculty (L) & Quantitative Faculty (R)**

**Interested in I/O?**

If you are interested in applying to the I/O Psychology program at East Carolina University, please contact:

Dr. Shahnaz Aziz
Department of Psychology
224 Rawl Building
Mail Stop 565
East Carolina University
Greenville, NC 27858-4353
Phone: (252) 328-1379
E-mail: azizs@ecu.edu

More information about the application process can be found on the Department of Psychology website: [https://psychology.ecu.edu](https://psychology.ecu.edu)

The Society for Industrial and Organizational Psychology is also an excellent source of information regarding I/O Psychology programs and general information related to the field: [www.siop.org](http://www.siop.org)