



UNIVERSITY OF
CENTRAL FLORIDA

COLLEGE OF SCIENCES

Industrial and Organizational Psychology Doctoral Program Handbook

University of Central Florida
College of Graduate Studies

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INTRODUCTION AND WELCOME

Welcome new graduate students!

We are very pleased that you have chosen the University of Central Florida for your graduate training in Industrial and Organizational Psychology. UCF is an exciting, growing university and you have joined a nationally recognized doctoral program in I/O psychology. The educational and research opportunities here are strong and diverse. Our faculty members are among the leaders in the profession of I/O psychology. Our faculty and graduate students have been recognized for outstanding research. In addition, our faculty members serve on prestigious editorial boards such as Academy of Management Journal, Journal of Applied Psychology, Journal of Organizational Behavior, Journal of Occupational Health Psychology, Stress and Health, Journal of Business and Psychology, Journal of Management, and International Journal of Stress Management. Information about the research interests of our faculty is available on our website <https://sciences.ucf.edu/psychology/group/io-m-s-faculty/>.

We actively encourage a strong atmosphere of collaboration and collegiality between students and between students and faculty. It is important to understand that our program's reputation is built primarily from the contributions of faculty and graduate students. Your professional career and reputation are beginning to be built starting now. The best advice that we can give you is to work hard and learn as much as you can while you are in graduate school. In order to make a mark on our field, whether as a scientist, teacher, or consultant, you must have a strong foundation of knowledge in psychology and research methods. While you are here, make the most of all the resources available to you. Actively seek out mentoring from faculty, become involved in research, and above all, enjoy your time at UCF!

Despite the long nights studying for classes and working on research projects, most of us look back fondly on our graduate school experiences. Many of us still tell stories about the idiosyncrasies of our professors, and graduate school marks the beginning of lifelong friendships. Moreover, graduate school may be the first time many students are truly challenged intellectually. You are all very talented individuals. You would not be here if you weren't. I encourage you to make the most of your talents, as you are the future of our program and the future of psychology.

Sincerely,

Steve Jex, PhD
Professor and Director, Industrial and Organizational Psychology Ph.D. Program

Barbara Fritzsche, PhD
Associate Professor

Mark Ehrhart, PhD
Professor

Mindy Shoss, PhD
Associate Professor

Kristin Horan, PhD
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Haylee Min, PhD
Assistant Professor

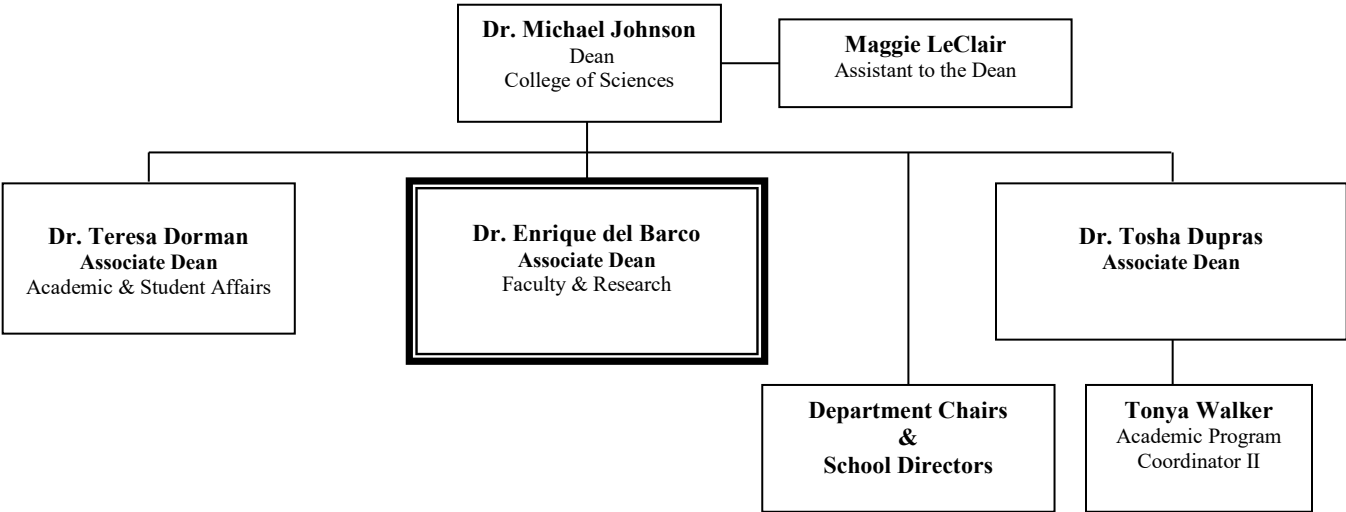
Shiyang Su, PhD
Assistant Professor

SECTION I: MISSION STATEMENT

The Doctoral Program in Industrial and Organizational Psychology at the University of Central Florida educates and trains its students “to generate and integrate scientific and professional knowledge, attitudes and skills so as to further psychological science, the professional practice of psychology, and human welfare. The graduate of this training model is capable of functioning as an investigator and as a practitioner, and may function as either or both, consistent with the highest standards in psychology” (National Conference on the Education and Training of Scientist-Practitioners for the Professional Practice of Psychology, 1990, pp. 7-8). Our departmental mission statement [Appendix A] directs us to provide high quality education to include “the dissemination of state-of-the-field theoretical and empirical information, training in the methodological, statistical, and technical skills necessary to conduct psychological research, and practice in the application of psychological knowledge to real-life problems.” Our doctoral program aspires to achieve excellence in research training and to contribute and perpetuate psychological science and practice through faculty and graduate student involvement in scholarly and professional activities. Our faculty and graduate students advocate for initiatives that affect the profession of psychology and the welfare of individuals and groups, and are active members of professional organizations and contributors to psychological science.

SECTION II: ORGANIZATIONAL CHART

College of Sciences Organizational Chart (including Office of Graduate Services)



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SECTION III: ADVISING AND MENTORING

Incoming graduate students will be assigned a faculty advisor who will assist them with their initial transition into the program and with program planning. This faculty member will serve as the student's advisor until the student selects a research mentor (usually within the first semester). In some cases, a student's assigned advisor will ultimately serve as their research mentor, but that is often not the case. Once chosen, subsequent planning is accomplished in conjunction with the research mentor. Students are free to change advisors at any time and may be affiliated with more than one faculty member. In fact, we encourage students to expand their research collaborations beyond their research mentor. Students are expected to communicate frequently with their advisor or research mentor about their progress in the program and about future program planning. The Program Director is also a resource in the planning process, but the advisor or research mentor should always be the primary source of information for the student. Planning takes into consideration the student's Doctoral Student Annual Progress to Degree (see **Appendix F**), the faculty annual review, student career interests, and training needs as determined by faculty, curriculum requirements, and program resources. The student annual report and updated CV serve to promote the skills required for life-long learning as a professional psychologist.

Changing Research Mentors

For many I/O Ph.D. students at UCF, the research mentor chosen during the first year of study directs both thesis and dissertation projects and serves as the primary advisor throughout the entire program. However, there may be instances where a student may request to switch research mentors or the research mentor may approach the student about initiating a switch. The most common reason for switching is a change in a student's research interests after the thesis project, but there may occasionally be other reasons (e.g., faculty leaving, incompatibility, faculty workload, etc.). Regardless of the reason, there are a number of things to keep in mind when a student is considering switching research mentors. First, students should always begin by discussing the possibility of switching with their current research mentor before they approach another faculty member to be their new research mentor. Students may incorrectly assume that their current research mentor who supervised their thesis would not be interested in directing a dissertation on a topic different from the thesis, so it's best to directly ask their current research mentor about this.

Secondly, if switching research mentors is due to incompatible working styles or other aspects of the current research mentor's mentoring style, the student should also discuss this with their current research mentor. There may be instances where a research mentor is unaware that certain aspects of their mentoring behavior are not being received positively by a student. Communicating honestly with the student's current research mentor could lead to changes in the way a student is mentored. If such changes are not possible, then a switch to a new and more compatible research mentor would be warranted.

Thirdly, when the decision is finally made to switch mentors, students should complete the Academic Advisor Change form (see **Appendix E**) and exhibit professionalism during and after this process. This would include thanking their former research mentor member for the time they have taken to mentor the student, and not saying negative things about this faculty member to their new research mentor or to other students. Remember that even though a faculty member may no longer be your research mentor, they may still be a research collaborator, professional

reference when you go on the job market, and most importantly, a valued professional resource during your career.

Student Support Services

The University of Central Florida, as a major research institution with over 60,000 students, provides a broad array of support services for its students. Information concerning these services is provided in publications such as the Graduate Catalog and the UCF website (<http://www.ucf.edu/current/index.html>). In addition to the library and computing services, the University offers various services that promote students' social, physical, psychological, and recreational well-being. In cases where a student may need a special leave of absence or medical withdrawal from the program, they should directly contact the College of Graduate Studies (<https://graduate.ucf.edu/>). Other examples of student support programs offered by the University of Central Florida include:

- The *Student Health Center* provides medical services for the diagnosis and treatment of most illnesses and injuries. Basic services also include: allergy injections, blood pressure screening, consult-a-nurse services, immunizations, laboratory services, radiological services, pharmacy, post-injury care, referrals, physical exams, surgery (minor), and women's and men's clinics.
- The *Recreation and Wellness Center* offers cardiovascular training equipment, weight circuits, free weights, and a group aerobics room. Additional student facilities include an outdoor pool, sand volleyball courts, a disc golf course, softball fields, the Lake Claire recreation area (picnic facilities, watercraft, nature trail) and a variety of multipurpose fields.
- The office of *Student Legal Services* provides qualified students with legal counseling and court representation in certain COSEs. Staff attorneys interview each client individually to advise in the areas of law that concern the student. COSEs not covered by the program are referred to appropriate agencies or private attorneys through a lawyer referral service.
- The *University of Central Florida Dispute Resolution Services* provides mediation services to students to facilitate a workable solution that benefits all participants (e.g., roommates, couples, classmates, student-faculty, student-staff, student co-workers).
- The *Student Academic Resource Center* provides students with resources related to succeeding at the University such as workshops concerning study skills.
- The *Office of Evening and Weekend Studies* provides students with services such as student advocacy and assistance, information on campus and community resources, university and community referrals, pre-enrollment assistance, and registration assistance.
- The *Barbara Ying Center* serves international students and scholars and provides a social, cultural and intellectual focus for many university and community activities. Additional services include immigration counseling, international admission processing, and general advice and assistance relevant to international students attending UCF.
- The *University Counseling and Testing Center* provides counseling (individual, group, crisis), testing, and consultation services that are available to all UCF students.
- The *Multicultural Academic and Support Services* provides comprehensive and academic support, cultural enrichment, consultation, and referral services that promote the recruitment, admission, retention, and graduation of African American, Hispanic American, Asian American, and Native American students.

- The *Career Resource Center* offers comprehensive services geared to providing students with the skills, resources, and knowledge concerning establishment of careers after graduation.
- The *Office of Student Financial Assistance* provides students with information and assistance pertaining to available scholarships, grants, loans, and other sources of financial assistance available through the University.

SECTION IV: DEGREE REQUIREMENTS

A. Steps to Completion

Appendix B contains the major steps that students must take in order to earn the doctoral degree. As shown, the emphasis in the first three years of the PhD curriculum is primarily on training in the foundational areas of industrial and organizational psychology. Taking a full load of courses, or nine hours per semester, it normally takes three years to complete the course work. The core course requirements must be completed prior to taking the Candidacy Exam. In addition, there will be elective courses that must be completed. These elective courses are incorporated into the doctoral program to provide a different perspective and to broaden the application of students' research.

Students should meet with their advisor on a regular basis to discuss their program of study. Moreover, in addition to completing coursework during the first three years of study, students are also expected to be actively involved in research. Seek an advisor who has the expertise to guide the research you are interested in and who has a mentoring style that you are comfortable with. To provide students experience with publishing and presenting research, students are expected to participate in research projects that will result in either publication or presentation at regional or national conferences. By the end of the third year, students are expected to have determined a research topic for their dissertation and have formed a dissertation committee (minimum of four individuals).

Students will typically take the doctoral candidacy exam during the summer following their third year. The candidacy exam consists of three written, closed-book sections that are designed to assess minimum competency at the doctoral level in I/O psychology. Students will also take an exam on a specialty area that corresponds to their intended dissertation topic. Two weeks after the written components of the candidacy exam are completed and grades, the I/O faculty will have the opportunity to question students about their answers in an oral defense. Candidates for the doctorate degree must successfully pass the candidacy examination prior to beginning dissertation research (see details below concerning the candidacy examination requirements).

Upon being admitted to doctoral candidacy, the focus will be on the dissertation. For most students in the program, the research and the process of writing the dissertation takes one to two years. During this time, students are expected to remain in close contact with their dissertation research advisor to ensure the dissertation is of the highest quality. There are two required oral defenses of the dissertation. The first oral defense is a proposal meeting in which the student presents his/her research idea, study method, and proposed analyses. The second oral defense is the final dissertation defense that is conducted after the study has been completed. The dissertation committee will ask questions about the research and assess the level of competency with the research topic.

Before awarding a doctorate degree, candidates are required to complete at least 75 credit hours (which includes 15 hours of dissertation credits) of required coursework and completion an oral defense of the dissertation.

B. Master's Degree en Route

Students enrolled in the doctoral program are typically required to earn a master's degree en route to the PhD. Student entering the program with a master's degree may be allowed to pursue the Ph.D. without a master's degree in route, but this will depend on the courses taken as well as the quality of the thesis completed at their previous institution. Students earning a master's degree in route must meet with their PhD advisor and the program director for the MS program in Industrial and Organizational Psychology to plan a program of study. Students are granted a master's degree after completing 38 hours of graduate courses in the PhD program including Industrial Psychology I, Organizational Psychology I, Professional Issues in I/O Psychology, Advanced Research Methods I and II, Advanced Social Psychology, Psychometric Theory and Practice. Students must also take a minimum of 6 credit hours of thesis and the three elective courses below:

INP 6058 Job Analysis and Performance Appraisal (3 credit hours)

INP 6605 Training and Team Performance (3 credit hours)

INP 6215 Assessment Centers and Leadership (3 credit hours)

C. Course Requirements and Sample Schedules

The Industrial and Organizational Psychology Ph.D. Program represents an integrated minimum four-year professional training sequence. It includes 75 hours of required course work which is designed to provide both factual and practical knowledge in traditional areas of Industrial and Organizational psychology.

Most students entering the program with a B.A. or B.S. degree will proceed to the Ph.D. degree in 4-5 years. The student has a maximum of seven years from the date of admission to the doctoral program to complete the dissertation. No courses taken since the program entry date at UCF may be older than seven years to apply toward completion of the program.

Sample Schedule: Doctoral Program in I/O Psychology 4-Year Schedule of Course Requirements with an MS en route degree

1st Year of Graduate Training

Fall:	Spring:	Summer:
PSY 7217C Advanced Research Methodology I (4)	PSY 7218C Advanced Research Methodology II (4)	EXP 6939 Teaching Seminar (3)
INP 7214 Industrial Psychology I (3)	INP 7310 Organizational Psychology I (3)	
INP 7081 Professional Issues in I/O Psychology (3)	INP 6215 Assessment Centers and Leadership (3)	
Semester Total: 10	Semester Total: 10	Total: 3

2nd Year of Graduate Training

Fall:	Spring:	Summer:
PSY 7219C Advanced Research Methodology III (4)	PSY 7315 Psychometric Theory and Practice (3)	
SOP 5059 Advanced Social Psychology (3)	INP 6971 Thesis (3)	
INP 6971 Thesis (3)	INP 6605 Training and Team Performance (3)	
Semester Total: 10	Semester Total: 9	Total: 0

3rd Year of Graduate Training

Fall:	Spring:	Summer:
INP 7251 Industrial Psychology II (3)	INP 7311 Organizational Psychology II (3)	Candidacy Exam
EXP 6506 Human Cognition and Learning (3)	INP 7071 Research Methods in Industrial and Organizational Psychology (3)	Directed Research (1)
INP 6058 Job Analysis and Performance Appraisal (3)	INP 6933 Seminar in I/O Psychology (3)	
Semester Total: 9	Semester Total: 9	Total: 1

4th Year of Graduate Training

Fall:	Spring:	Summer:
PSY 7980 Doctoral Dissertation (5)	PSY 7980 Doctoral Dissertation (5)	PSY 7980 Doctoral Dissertation (5)
Semester Total: 5	Semester Total: 5	Total: 5

Sample Schedule: Doctoral Program in I/O Psychology 4-Year Schedule of Course Requirements without an MS en route degree

1st Year of Graduate Training

Fall:	Spring:	Summer:
PSY 7217C Advanced Research Methodology I (4)	PSY 7218C Advanced Research Methodology II (4)	EXP 6939 Teaching Seminar (3)
INP 7214 Industrial Psychology I (3)	INP 7310 Organizational Psychology I (3)	
INP 7081 Professional Issues in I/O Psychology (3)	Elective Specialty Course (3)	
Semester Total: 10	Semester Total: 10	Total: 3

2nd Year of Graduate Training

Fall:	Spring:	Summer:
PSY 7219C Advanced Research Methodology III (4)	PSY 7315 Psychometric Theory and Practice (3)	
SOP 5059 Advanced Social Psychology (3)	INP 6933 Seminar in I/O Psychology (3)	
INP 6933 Seminar in I/O Psychology (3)	Elective Specialty Course (3)	
Semester Total: 10	Semester Total: 9	Total: 0

3rd Year of Graduate Training

Fall:	Spring:	Summer:
INP 7251 Industrial Psychology II (3)	INP 7311 Organizational Psychology II (3)	Candidacy Exam
EXP 6506 Human Cognition and Learning (3)	INP 7071 Research Methods in Industrial and Organizational Psychology (3)	Directed Research (1)
Elective Specialty Course (3)	Elective Specialty Course (3)	
Semester Total: 9	Semester Total: 9	Total: 1

4th Year of Graduate Training

Fall:	Spring:	Summer:
PSY 7980 Doctoral Dissertation (5)	PSY 7980 Doctoral Dissertation (5)	PSY 7980 Doctoral Dissertation (5)
Semester Total: 5	Semester Total: 5	Total: 5

Doctoral Program in Industrial and Organizational Psychology Required Courses

Total Hours Required for Ph.D. - Minimum of 75 credit hours beyond the bachelor's degree; minimum of 45 credit hours beyond the master's degree

Required I&O Area Courses - 33 Credit Hours

- INP 7214 Industrial Psychology I (3 credit hours)
- INP 7251 Industrial Psychology II (3 credit hours)
- INP 7310 Organizational Psychology I (3 credit hours)
- INP 7311 Organizational Psychology II (3 credit hours)
- INP 7081 Professional Issues in I/O Psychology (3 credit hours)
- INP 7315 Psychometric Theory and Practice (3 credit hours)
- PSY 7217C Advanced Research Methodology I (4 credit hours)
- PSY 7218C Advanced Research Methodology II (4 credit hours)
- PSY 7219C Advanced Research Methodology III (4 credit hours)
- INP 7071 Research Methods in Industrial and Organizational Psychology (3 credit hours)

Required Psychology Field Courses - 6 Credit Hours

- SOP 5059 Advanced Social Psychology (3 credit hours)
- EXP 6506 Human Cognition and Learning (3 credit hours)

Research Courses - 6 Credit Hours

- INP 6933 Seminar in Industrial and Organizational Psychology (3 credit hours, taken twice) or
- INP 6971 Thesis (3 credit hours, taken twice)

Teaching Experience - 3 Credit Hours

- EXP 6939 Teaching Seminar (3 credit hours)

Elective Specialty Courses – 12 Credit Hours

Students must select four elective courses. These courses must be approved by the student's major advisor and the program director. Note, however, that all courses in the set must be approved by the I/O Program Committee. The available courses may include but are not limited to:

- INP 6933 Seminar in I/O Psychology (3 credit hours)
- MAN 6311 Advanced Topics in Human Resources Management (3 credit hours)
- MAN 7207 Organizational Theory (3 credit hours)
- MAN 6385 Strategic Human Resources Management (3 credit hours)
- INP 6058 Job Analysis and Performance Appraisal (3 credit hours)
- INP 6605 Training and Team Performance (3 credit hours)
- INP 6318 Recruitment, Placement, and Selection (3 credit hours)
- INP 6215 Assessment Centers and Leadership (3 credit hours)
- INP 6945C Industrial Psychology Practicum (3 credit hours)

Dissertation—15 Credit Hours

- PSY 7980 Doctoral Dissertation (15 credit hours)
-

D. Teaching Experience

Most students serve as a teaching assistant in their first and/or second year in the program. The College of Graduate Studies requires mandatory GTA Associate Training before any graduate student will be permitted to teach independently and have full responsibility for all pedagogical aspects of the assigned course(s). To qualify as a GTA Associate, students must complete the GTA Grader and Assistant online modules, as well as the GTA Associate online module in UCF Webcourses and attend an all day, face-to-face workshop presented by the Faculty Center for Teaching and Learning. The Faculty Center for Teaching and Learning hosts one face-to-face workshop prior to the start of the fall, spring, and summer terms.

Prior to teaching as instructor of record, students must also take the course EXP 6939 Teaching Seminar, which is taught each summer.

Students teaching as instructor of record are required to submit a syllabus, lecture notes, examinations, two course evaluations (mid and end-of-semester), as well as written feedback from the student's major professor or members of the student's doctoral committee who directly observed or viewed videotapes of at least one lecture. Students will be required to administer student evaluations to their class mid-way through the semester so that they can receive feedback and make any necessary changes. The student's advisor will provide ratings of his/her performance as instructor of record at the end of the semester. If the advisor believes that the student has not performed satisfactorily, he/she will determine remediation specific to the student's weakness (e.g., presentation skills). This remediation is not limited to but may include the following: serving as a guest lecturer for another instructor of record, taking a course or seminar, or teaching another semester.

Fulfillment of the traditional teaching requirement is intended to provide students with (a) additional training and opportunities to develop instructional skills consistent with university level instruction, (b) the opportunity to receive and react to constructive comments concerning their developing instructional skills, (c) additional opportunities to learn and develop expertise in using newly developed technology and methods relevant to university level instruction (e.g., active learning groups, computer assisted technology, software programs that facilitate and complement traditional instructional activities), and (d) additional expertise in select areas of psychology to prepare them for future professional instructional opportunities following graduation from the university.

E. Degree Plan of Study

Overview of the Scientist-Practitioner Model

The program philosophy and mission of the doctoral program in industrial and organizational psychology at the University of Central Florida are grounded within a training approach designed to produce “scientist-practitioners.” The scientist-practitioner model represents an integrative approach to science and practice wherein trained psychologists embrace a research orientation in their practice and seek to maintain a practical relevance in their research (i.e., science informs practice and practice informs science). Thus, scientist-practitioners are exemplified by their use of an integrated approach to science and practice rather than a particular role or job title, and develop interlocking skills that promote a process of psychological investigation, assessment and intervention throughout their careers. All components of the industrial and organizational psychology PhD training program are consistent with the American Psychological Association Ethical Principles of Psychologists (Appendix B). Sensitivity to issues related to cross-cultural, multi-ethnic, and other individual differences is reflected at all levels of training. The desired result of a scientist-practitioner training model is “a psychologist who is uniquely educated and trained to generate and integrate scientific and professional knowledge, attitudes, and skills so as to further psychological science, the professional practice of psychology, and human welfare. The graduate of this training model is capable of functioning as an investigator and as a practitioner, and may function as either or both, consistent with the highest standards in psychology. The scientist-practitioner model is ideal for psychologists who utilize scientific methods in the conduct of professional practice” (Proceedings of the National Conference on Scientist-Practitioner Education and Training for the Professional Practice of Psychology, January 16-20, 1990, Gainesville, Florida).

Training Emphasis

The Education and Training Committee of the Society for Industrial and Organizational Psychology (Division 14 of the American Psychological Association) prepared *Guidelines for Education and Training at the Doctoral Level in Industrial-Organizational Psychology* (hereafter called, “Guidelines”). The UCF industrial and organizational psychology PhD program is designed to train students according to these American Psychological Association-approved Guidelines.

The Guidelines follow the scientist-practitioner model and a competency-based approach. The Guidelines state that, “taking the scientist-practitioner model seriously means that doctoral education needs to focus on both the theory and application associated with all content areas” (p. 3). All students, regardless of whether they expect to pursue academic or applied careers, must be knowledgeable in theory, research methods, and the application of the content areas to applied practice. The competency areas to be trained include:

1. Consulting and Business Skills
2. Ethical, Legal, and Professional Context of I-O Psychology
3. Fields of Psychology
4. History and Systems of Psychology
5. Research Methods
6. Statistical Methods/Data Analysis
7. Attitude Theory, Measurement, and Change
8. Career Development

9. Consumer Behavior
10. Criterion Theory and Development
11. Health and Stress in Organization
12. Human Performance/Human Factors
13. Individual Assessment
14. Individual Differences
15. Job Evaluation and Compensation
16. Job/Task Analysis and Classification
17. Judgment and Decision Making
18. Leadership and Management
19. Organization Development
20. Organization Theory
21. Performance Appraisal and Feedback
22. Personnel Recruitment, Selection, and Placement
23. Small Group Theory and Team Processes
24. Training Theory, Program Design, and Evaluation
25. Work Motivation

Students should familiarize themselves with the description of each competency area as described on the SIOP website (www.siop.org). Students will develop knowledge and skill in many of these 25 competency areas through formal course work, internship, independent study, and research experiences.

Our program takes advantage of and builds upon a multitude of university and community partnerships consistent with the mission of UCF as a major urban university. There is also an infusion of diversity throughout the program that accurately reflects the surrounding society and can proactively respond to meet the needs of an increasingly diverse workforce. The program emphasizes cultural diversity by actively recruiting quality faculty and talented students with varied cultural backgrounds, as well as by offering courses that emphasize cross-cultural perspectives and considerations.

Program Goals

Consistent with the Department's Mission Statement, the doctoral program in industrial and organizational psychology's overall goals are to: (a) train and educate leaders in psychology at the doctoral level within the scientist-practitioner tradition; (b) expand and disseminate scientific knowledge about behavior at work through publications in scientific journals, conference presentations, and teaching; (c) strive to apply psychological principles to solve workplace problems and thus improve the quality of individuals' work and non-work lives; and (d) produce psychologists who understand the ethics, principles and practice of psychology. The overall goals of the training program are consistent with that of the Mission Statement of the Department, the College of Arts and Science, Graduate Studies, and the University.

Overview of Curriculum Goals

The industrial and organizational psychology doctoral program curriculum plan (a) provides extensive coverage and a strong grounding in the substantive core areas of psychology, (b) develops a foundation of knowledge relevant to critical thinking, scientific methods, and data analysis, (c) develops general and specific competency areas specified by SIOP, (d) provides multiple opportunities for students to develop the necessary skills and ambition to generate new

knowledge through ongoing research and scholarly activities, (e) develops a foundation of knowledge and requisite skills in career-relevant domains. The integration of science and practice is achieved in several ways. Students are actively engaged in ongoing activities related to research such as literature reviews, the design and implementation of empirical investigations, data collection and analysis, psychometric design and evaluation of measures, and program evaluation.

Expectations of Doctoral Students

Graduates of the program are expected to be highly competent scientists who can contribute to both the science and practice of the discipline of industrial and organizational psychology. Graduates are expected to independently generate new knowledge and contribute to extant knowledge in the psychology field through publication and presentation of original research. They are also expected to be erudite consumers of psychological and psychologically related research findings, and to have the ability to utilize this knowledge and future research findings when practicing psychology as a professional. Graduates of the program are expected to be skilled in the delivery of a broad range of diagnostic, assessment, consultative, and instructional practices that enable them to design, initiate, evaluate, and modify these practices to meet the needs of the client. They are also expected to conduct research and engage in applied practice in a manner that reflects a thorough understanding and is consistent with relevant ethical, professional practice, and legal standards. Graduates are expected to be knowledgeable of issues and sources of individual, group, and cultural diversity and variation as they relate to the practice of industrial and organizational psychology.

Development of Competencies

The Doctoral Program in Industrial and Organizational Psychology develops the aforementioned competencies behaviorally by requiring students to complete a pre-established curriculum of core and specialty courses and engage in research. Students often also choose to complete independent studies, an internship, and additional coursework. During the first year in the program students are required to complete a Graduate Program of Study in consultation with their advisor. The graduate program of study is a listing of the specific courses a student will take in route to completing their program requirements. Each student's Graduate Program of study must be approved by the student's advisor as well as the Program Director, and submitted to College of Graduate studies.

Seminar in I/O Psychology

Seminar in I/O Psychology (INP6933) provides an in-depth examination of specialty topics in I/O psychology, with an emphasis on improving students' critical thinking and empirical research skills. Examples of topics that fit within the realm of the Seminar in I/O Psychology include, but are not limited to, Work Motivation, Personnel Selection, Occupational Health Psychology, Job Attitudes, Organizational Climate and Culture, Leadership, Work Design, and Performance Appraisal. Student wishing to pursue even more highly focused topics (e.g., interpersonal mistreatment, work-non work interface, work redesign, etc.) are encouraged to do so through independent study and directed research under faculty supervision.

All students will take at least one seminar, but it is highly recommended that students take more than one seminar. As part of the seminar, students will typically read and discuss the literature in

a focused area, lead a class discussion on an applied topic, and propose an empirical research project, and present their proposed research project at the end of the semester.

Evaluation of Competencies

Competency in the aforementioned areas is evaluated by means of regular programmatic review of student performance and progress, whereas activities and career trajectories of future graduates of the program are assessed on an annual student activity report. The entire industrial and organizational psychology faculty committee reviews student performance in research, course work, and professional behavior annually. Students are provided with a developmental feedback of their annual review and can meet individually with their advisor to discuss the review. Behavioral goals for the ensuing training period are outlined and discussed with the student.

Examinations

Throughout the program, students can expect regular assessments of their competency. The assessments will take various forms, such as closed-book written examinations, take-home written examinations, homework assignments, oral presentations, research papers, essays, and in-class discussions. Pay attention to individual faculty members' syllabi and policies for the successful completion of course requirements.

F. Doctoral Candidacy

Philosophy and Content

The candidacy exam is a comprehensive examination assessing knowledge, skills, and critical thinking abilities relevant to research methods, theories, and empirical research in the field of I/O Psychology. The topic areas covered by the examination are designed to reflect the core content areas detailed in the *Guidelines for Education and Training at the Doctoral Level in Industrial and Organizational Psychology*. The exam will be organized around 3 core areas. They are industrial psychology, organizational psychology, and research/statistical/quantitative methods. Knowledge, skills, and abilities relevant to these areas will be assessed through a closed-book, closed notes, essay examination designed to measure (a) knowledge of the core content domains, (b) relationships between content domains, and (c) critical thinking and problem solving abilities with respect to the various domains. Questions will be broad and integrative in nature (see Appendix D).

G. Time Limitation

A student has seven years from the date of admission to the doctoral program to complete the dissertation. If the seven-year limit is exceeded, students will normally be dismissed from the program. If a student has not finished the degree by the end of year 5, they are required by the College of Graduate Studies to meet with their advisor to develop a Completion Plan that lays out the expectations for completing the degree in the 7-year timeframe. If there is a legitimate reason for anticipating not being able to complete the degree in 7 years, then the student is required to submit an appeal to the College of Graduate Studies by the end of Year 5 in order to receive an approved extension. A legitimate reason, for example, might be a student using a longitudinal design which requires them to wait for data collection. If the student is dealing with medical or family issues that significantly impact their ability to focus on degree completion, and

they expect those issues to resolve so that they can complete the degree, then recommend applying for a Special Leave of Absence, which will halt the degree completion clock for the student

H. Dissertation Committee

Doctoral students must have passed the candidacy exam and must have formed a Dissertation Advisory Committee prior to being admitted into doctoral candidacy and being permitted to register for dissertation hours. The Committee will consist of a minimum of four members. Two committee members (including the dissertation chair) must be members of the Ph.D. program faculty (Jex, Ehrhart, Fritzsche, Shoss, Horan, Min, and Su). If the chair of the dissertation advisory committee has not served previously on a committee that has graduated a student, another member who has this experience must be designated as the vice chair. At least one additional member of the committee must be a qualified regular faculty member from the Psychology Department, which could include a member of the I/O doctoral faculty. The fourth member must be from either outside the student's department at UCF or outside the university.

Committee membership must be approved by the Program Director and the Dean or designee of that College. All members must be in fields related to the dissertation topic and be approved as Graduate Faculty or Graduate Faculty Scholars (Insert Link listing Graduate faculty/faculty scholars). If the student wishes to include someone who is not already approved as Graduate Faculty or a Graduate Faculty Scholar, the Program Director must review the individual's CV and determine whether or not the person meets the area's criteria for dissertation committee membership. If the Program Director determines that such criteria are met a nomination for Graduate Faculty or Graduate Faculty Scholar must be submitted to the College of Graduate Studies. Student should be aware that the process of approving Graduate Faculty or Graduate Faculty Scholars can at times be lengthy, so they should plan accordingly if they plan to utilize this option.

UCF Graduate Studies reserves the right to review appointments to a dissertation advisory committee, place a representative on any dissertation advisory committee, or appoint a co-chair. A student may request a change in membership of the dissertation advisory committee.

All members vote on acceptance or rejection of the dissertation proposal and the final dissertation. The dissertation proposal and final dissertation must be approved by a majority of the committee.

Dissertation Committee Approval Form

These approval forms should be turned in to the program support representative. Refer to the following website for more information:

<http://catalog.ucf.edu/content.php?catoid=4&navoid=255#dissertation-requirements>

Dissertation Committees

Oral presentation of the thesis/dissertation prospectus must be made to the Thesis/Dissertation Committee for approval prior to starting the research. The proposal generally includes the following: (a) title, (b) introduction to the problem, (c) comprehensive review of relevant literature, (d) establishing the uniqueness of the study, (e) theoretical background and

hypotheses, (f) planned methodology, and (g) planned data analytic approach. Students are encouraged to write their thesis and dissertation using APA publication style (see APA Publication Manual, 5th edition) and to submit their completed research to relevant professional journals in the field. An appendix to the thesis and/or dissertation may be used to include a more comprehensive literature review as determined by the student's committee members. After submitting a written proposal to the Thesis/Dissertation Committee, the committee meets with the student to discuss and evaluate the proposal. The approval of the proposal by a majority of committee members indicates that the committee members find the research to be original and appropriate, the literature review to be accurate and appropriately comprehensive, and the research design/planned data analytic strategy to be appropriate for the study.

After receiving committee approval for the thesis/dissertation, all students must receive approval from the University's Institutional Review Board (IRB) before data can be collected from human participants. Information about this process can be obtained from the Office of Research (www.research.ucf.edu). Failure to obtain this prior approval could jeopardize receipt of the student's degree.

Students should refer to the Graduate Studies Thesis and Dissertation webpage which describes UCF's formatting requirements for theses/dissertations and outlines the steps graduate students must follow to submit their theses/dissertations to Graduate Studies for binding. Graduate students can obtain more information from clicking the following link: <https://graduate.ucf.edu/thesis-and-dissertation/>.

Additionally, the Thesis/Dissertation Editor maintains online workshops to inform graduate students about procedures, deadlines, and requirements associated with preparing a thesis and dissertation. Except as modified by UCF formatting requirements, APA publication guidelines should be followed in the preparation of thesis and dissertation manuscripts.

Students who wish to complete their degree in a given semester must hold their oral defense and turn in their final unbound copies to the Thesis and Publications Editor in Graduate Studies by the dates shown on the University Academic Calendar. Doctoral students also must provide one unbound copy for microfilming by University Microfilms International (UMI). The editor will send dissertations to UMI, with the student's completed UMI form and microfilming fee.

Each semester, the UCF Thesis and Publications Editor presents workshops to inform graduate students about procedures, deadlines, and requirements associated with preparing a thesis and dissertation. Students who are participating in graduate-level research are encouraged to attend a workshop. All graduate students will be required to submit their thesis or dissertation electronically. More information can be found by logging in to the Thesis and Dissertation Services link: https://ww2.graduate.ucf.edu/ETD_Student_Services/.

I. Doctoral Dissertation

The dissertation is a learning experience that enhances the development of the scientist-practitioner and serves to demonstrate that the student is competent to complete an original, independent scientific investigation that furthers psychological knowledge. Student dissertation research begins only after successful completion of the Candidacy and Comprehensive Examination. Doctoral students must have a Dissertation Advisory Committee once the comprehensive exam is passed. Given the time required for approval of the Doctoral Advisory Committee, the College of Graduate Studies now requires students to submit the Doctoral Advisory form prior to taking the candidacy exams. Students will complete a minimum of 15 dissertation credit hours to meet the requirements for graduation, and must be registered for at least three dissertation credits each semester that dissertation work is conducted, and be registered for at least one dissertation credit during the semester of the oral defense.

Prior to beginning work on the doctoral dissertation, students are strongly encouraged to review the Mentoring Compact (Insert link) that they received when their Doctoral Advisory Committee was approved and then schedule a meeting with their dissertation chair to discuss faculty expectation during the dissertation process.

When a student is scheduled to defend, a format review by the university editor must be completed to ensure that all standards are being met. If a format review is not completed, the student is not guaranteed to graduate from the program. Assuming that an appropriate committee has been selected and approved by the College Graduate Dean, a student becomes responsible for scheduling his/her defense date, location, and time with the department. This should be completed roughly one month before actual defense to allow ample time for announcement. UCF Graduate Studies sets deadline dates every term for intending students. If students miss the defense deadline, although they will be able to continue with their defense, they will not be able to graduate during that term. One of the final steps to the defense process is submitting the final paperwork to the university editor by the set deadline. If students miss the deadline set by the university editor, they will not be allowed to graduate during that term. For more information, please visit the Thesis and Dissertation services site at https://ww2.graduate.ucf.edu/ETD_Student_Services/.

J. Post-Candidacy Enrollment

Prior to enrollment into PSY7980 Doctoral Dissertation, you must have passed candidacy and your dissertation committee must be reviewed and approved by the College of Sciences Associate Dean of Graduate Studies. This form can be found online at <https://graduate.ucf.edu/forms-and-references/> (Graduate Studies home page > About > Forms and References > Doctoral Committee/Candidacy Status Form).

Doctoral students engaging in dissertation research must be continuously enrolled in at least three hours of PSY7980 every semester, including summers, until they successfully defend and submit their dissertation to the University Thesis Editor. The three hours of dissertation enrollment each semester reflects the expenditure of university resources, particularly if more than the minimum number of hours is required for completion of the dissertation.

K. Graduate Research

Research is a critical component of training in the Industrial and Organizational Psychology Ph.D. program. Students are expected to begin research activities soon after entering the program and to continue their research involvement throughout their graduate career culminating in the completion and oral defense of a doctoral dissertation. Dissertations are designed to promote the integration of conceptual issues, research design, and knowledge of basic psychology, and to provide students with the skills required to conduct empirical research. Active involvement in research throughout graduate training (in addition to the minimal requirements), presentation of research at professional conferences and meetings, and manuscript submission to scientific journals are expected of all students.

Students are also expected to follow all IRB rules for the treatment of human participants. Please see <http://www.research.ucf.edu/Compliance/irb.html>. As professionals, graduate students are expected to conduct research responsibly. Academic dishonesty (e.g., plagiarism), mistreatment of research participants, and other unethical behavior will not be tolerated and will result in immediate reversion out of the program.

UCF offers several resources to graduate students that will help develop professional and research skills. For example, the Graduate Student Association holds workshops on thesis and dissertation formatting, library research, and writing essentials. The University Writing Center provides one-on-one consultations to graduate students. Students are strongly encouraged to take advantage of the professional development programs offered at UCF.

Graduate Student Presentation

The College of Graduate Studies offers a Presentation Award that provides funding for master's, specialist, and doctoral students to deliver a research paper or comparable creative activity at a professional meeting. Students must be the primary author and presenter. More information can be found on the Graduate Studies website: <https://graduate.ucf.edu/presentation-fellowship/>.

Student Government Association (SGA) Activity and Service Fee Travel Funding

Travel funding can be provided for both individuals and RSOs through UCF Student Government Association. Information and forms can be found at <http://ucfsga.com/services/funding/>. Direct links can also be found on Knight Connect under the SGA Forms page. Please e-mail inquiries to the Senate Pro Tempore at sga_pro@ucf.edu and or the Deputy of Senate Operations at sga_dsop@ucf.edu.

Human Subjects

If the student chooses to conduct research that involves human subjects (i.e. surveys, interviews, etc.), he or she must gain Institutional Review Board (IRB) approval prior to beginning the study. For access to the IRB submission form and sample consent forms, please visit the Office of Research website: <http://www.research.ucf.edu/> > Research Integrity & Compliance > IRB Webpage > Investigators > Principal Investigator's Manual.

Questions, complaints or concerns related to research involving human participants conducted at or under the auspices of the University of Central Florida can be directed to the UCF IRB Office at telephone (407) 823-2901, or email irb@ucf.edu.

Ethics in Research

Researchers in every discipline have a responsibility for ethical awareness as the status of the profession rests with each individual researcher. The ethical collection and use of information includes, but is by no means limited to, the following: confidentiality, accuracy, relevance, self-responsibility, honesty, and awareness of conflict of interest. The University of Arizona's Code of Research Ethics provides our students with guidelines for responsible practice in research.

This code of ethics can be found here:

<http://facultygovernance.arizona.edu/sites/facgov/files/code-of-ethics-research.pdf>. Students are also expected to read and abide by the American Psychological Association Ethical Principles and Code of Conduct. Please see <http://www.apa.org/ethics/code2002.html>.

Patent and Invention Policy

UCF has three fundamental responsibilities with regard to graduate student research. They are to (1) support an academic environment that stimulates the spirit of inquiry, (2) develop the intellectual property stemming from research, and to (3) disseminate the intellectual property to the general public. UCF owns the intellectual property developed using university resources. The graduate student as inventor will according to this policy share in the proceeds of the invention.

The full policy is available online from the Graduate Catalog:

<http://catalog.ucf.edu/content.php?catoid=4&navoid=201#proprietary-and-confidential-information>.

UCF's Thesis & Dissertation Web Page

The Thesis and Dissertation web page provides guidelines for preparing, formatting and submitting your dissertation:

<https://graduate.ucf.edu/thesis-and-dissertation/>

L. Graduation

Application process

Students are required to file an "Intent to Graduate" form prior to the semester of completion.

All students intending to graduate must have a completed audit (or nearly completed) in order to have their intent accepted by Graduate Studies. It is possible that courses are not titled exactly as they appear on the audit (special topic courses are a great example) and require a "course substitution".

To receive a course substitution, students must have their degree audit in hand with the substitution information indicated on the audit. The substitution must be approved by the program coordinator before turning in the paperwork to the program support representative. A substitution cannot be completed by the program support representative without the corrected audit in hand and proof of approval from that specific program coordinator.

In addition, it is a students' responsibility to check their account to ensure they are free of any financial holds from the university. Any student on hold with the university will not receive their degree until the hold is cleared. It is also important to monitor all deadlines associated with graduation. Particularly; there are two deadlines that will prevent graduation (ex, thesis/dissertation defense deadline, submission of thesis/dissertation defense to editor deadline).

Information regarding the graduation deadlines can be found at the following link:
<https://graduate.ucf.edu/commencement/>

SECTION V: GENERAL POLICIES

A. Student Rights and Responsibilities

The Golden Rule is provided to answer any questions a student may have about the university rules and regulations, as well as outlines a student's rights and responsibilities. The Golden Rule can be found online at <http://www.goldenrule.sdes.ucf.edu/>. In addition, graduate students can find additional information about their responsibilities in the Graduate Catalog, found online at <https://graduate.ucf.edu/policies-procedures/>.

For more information about college and university graduate policies, see also:

Psychology Department Website:

<http://psychology.cos.ucf.edu>

College of Sciences Graduate Website:

<https://sciences.ucf.edu/graduate/>

UCF Graduate Studies Website:

<https://graduate.ucf.edu/>

B. Satisfactory Performance in the Program

Satisfactory performance involves maintaining the standards of academic progress and professional integrity expected in a particular discipline or program. Failure to maintain these standards may result in dismissal of the student from the program.

With respect to academic standards, the university requires that students maintain a graduate status GPA of at least 3.0 or higher in order to maintain graduate student status, receive financial assistance, and qualify for graduation. The graduate status GPA is the cumulative GPA of graduate courses taken since admission to the degree program. This graduation requirement for a minimum 3.0 GPA in all graduate courses completed since admission into the graduate program cannot be waived. The policy can be found at the following site:

<http://catalog.ucf.edu/content.php?catoid=4&navoid=201#academic-progress-and-performance>

Students of the College of Sciences are also required to maintain a 3.00 GPA in all coursework included in the program of study.

A program or graduate status GPA below 3.00 at the end of any semester will result in a student being placed on probation. The student is given the next nine hours of their program coursework to improve their GPA to 3.00 or better. While in this status, a student is eligible for tuition support and employment in a graduate position; however, the program may choose to discontinue either of these until the student resolves his/her status. If a program decides to take either of these actions, a student may file an appeal with the Program Director. No graduate-level courses with a grade of "C+" or lower are acceptable in the PhD program. In the event a student receives a grade of C+ or lower in a course, they must retake the course. Graduate students whose overall GPA falls below 2.0 will be dismissed from the program

A student may earn a maximum total of 6 semester hours of “C” or lower and must maintain a 3.0 GPA (it is possible to be below 3.0 GPA with all B- grades) in courses while in the Industrial and Organizational psychology program. The final transcript may not contain unresolved “I” grades. This does not imply that a course in which a student has received these grades cannot be repeated to provide a better grade; however, both grades will be used in computing the GPA. There is no forgiveness policy on graduate grades. Exceeding 6 semester hours of “C+,” “C”, “C-“, or “U” grades is reason for reversion to post-baccalaureate status.

In addition to academic performance, we expect students to make satisfactory degree progress. Appendix C contains what the faculty consider to be the major milestones on path to degree completion, as well as the timeframe associated with each. Understand that these timeframes are not merely *suggestions*, but rather goals that you must meet to remain in good standing in the program. Students who do not meet these goals will be placed on probation, and required to meet with their advisor to develop a written plan to get their degree progress back on track. Once a student’s degree progress is back on track their probationary status will be removed. If a student does not meet their progress goals and is not making satisfactory progress toward the milestones and their degree requirements, they may be dismissed from the program. All decisions regarding probationary status, exceptions for special circumstances, and dismissal will be made by a committee composed of the current doctoral faculty.

We expect students to uphold the highest standards of professional integrity. All students at the University of Central Florida are subject the university’s Golden Rule (<http://sdescms.smca.ucf.edu/goldenrule/wp-content/uploads/sites/64/2019/06/goldenrule1.pdf>) which outlines overall standards for conduct expected by the University. We strongly suggest that students become familiar with all forms of conduct that are covered by the Golden Rule and the policies associated with each.

The I/O doctoral program expects students to conduct themselves with a high level of professionalism during all interacts with faculty, fellow students, and departmental staff. We also expect this same level of professionalism while at professional conferences, working on projects in organizations, or any other setting where they are representing the I/O doctoral program and the University of Central Florida.

Students found to be acting in an unprofessional manner will be subject to our internal conduct policy. According to this policy, a first violation of our professional conduct standards will typically be handled informally with developmental feedback from his or her advisor. If such behavior persists, a formal letter from the Program Director will be put in the student’s file documenting the nature of the unprofessional behavior and steps the student must take to correct it. If this does not correct the behavior, the I/O doctoral faculty will convene and decide on a further course of action which may include probation or program dismissal. Please note that these steps may not be followed in all cases of student misconduct depending on the severity of the violation. More specifically, in cases where a student engages in serious forms of misconduct, the *first* step may be a recommendation of probation or dismissal.

C. Satisfactory Academic Progress

Doctoral students must be enrolled in full-time status, for at least two contiguous semesters following admission into the degree program.

For completion of the degree, courses older than seven years typically cannot be applied toward a graduate program of study. In order to allow courses older than seven to be applied toward the program of study, the student must file a petition the semester they enter the program.

D. Full Time and Continuous Enrollment

Full-time graduate status is nine (9) hours during the fall and spring Semesters and six (6) hours during the summer semesters, until regular graduate course work is completed.

Doctoral students who have finished all of their coursework and have passed their candidacy exam are considered full-time for fellowship, employment and tuition waiver purposes if they enroll in 3 hours of dissertation research (PSY 7980) for each term until degree requirements are completed.

Once a student has begun work on their dissertation, he or she must be continuously enrolled in dissertation course work for a minimum of three hours each semester.

Requirements that need to be met for federal loan eligibility override graduate full-time enrollment requirements. A student may be held to other enrollment requirements, as defined by doctoral fellowships, financial awards, veteran status, employment, or other outside agencies.

Restricted Registration

If a course is “closed” and falls under one of the following, the student must obtain a Restricted Registration Agreement form and submit it to the support representative with the faculty’s signature. Restricted Registration Form:

<http://www.cos.ucf.edu/graduate/current-students/forms/> >Restricted Registration Agreement Form

General Title	Special Grad	Grad. & Prof.
Directed Independent Studies	5907	6908
Directed Research	5917	6918
Internships, Practicum, Clinical Practice	5944	6946
Study Abroad	5957	6958
Research Report		6909
Thesis		6971
Doctoral Research		7919
Doctoral Dissertation		7980

If a class is “closed” and does not fall under one of the above, the student must obtain an override form from the program support representative. Overrides are not handled by students, only by staff. Please email your program support representative if you are in need of an override.

Once a student has begun work on their dissertation, he or she must be continuously enrolled in dissertation course work for a minimum of three hours each semester.

A student may be held to other enrollment requirements, as defined by financial awards, veteran status, employment, or other outside agencies.

E. Transfer Coursework

Doctoral transfer credits typically consist of graduate course work completed at a regionally accredited institution or recognized foreign institution (including UCF) BEFORE a student is given graduate status in his/her doctoral program at UCF. Only graduate-level or higher courses may be accepted as transfer credits. Similarly, only courses with a grade of "B-" or higher may be transferred into a program of study. The acceptance of transfer credits must be approved by the program director and the student's major advisor.

For information on types of transfer credit and current transfer credit limits, please visit the Graduate Studies Policies link below:

<http://ucf.catalog.acalog.com/content.php?catoid=15&navoid=1282#course-requirements>

F. Incomplete Grades

Students who received an incomplete (I) in a course are encouraged to resolve this incomplete as soon as possible; however, it must be resolved within one calendar year or prior to graduation certification, whichever comes first. Incompletes left unresolved will be changed to F (or a U in thesis, dissertation or research report) if not resolved in the allowed time period. Incomplete grades cannot be used towards completion of the program of study.

Incomplete grades are not counted as satisfactorily completed courses and are not recognized as such by Graduate Studies for fellowship purposes nor by Financial Aid. Students on financial assistance must check with the Financial Aid office to see if the receipt of an incomplete grade will affect their financial award.

G. Withdrawal Policy

If a student decides to withdraw from a course, he/she must do so by the semester's withdrawal deadline. In doing so, the student is still liable for tuition and fees for the course.

H. Petitions and Grievances

It is the policy of the Doctoral Program in Industrial and Organizational Psychology in the Department of Psychology at the University of Central Florida to provide a safe, comfortable, and positive learning and working environment for students, faculty, and staff. The Doctoral Program will not tolerate any discrimination or harassment based on gender, race, ethnicity, sexual orientation, religious preferences, disability, or age. Interactions between and among students, faculty and/or staff are expected to occur in a professional and responsible manner consistent with APA ethical guidelines and established social etiquette.

The Industrial and Organizational Psychology faculty recognizes that conflicts between students or between students, faculty and/or staff can occur for a variety of reasons despite consistent

efforts to maintain a positive interpersonal ambience in the program and department. Students and faculty are encouraged to resolve these conflicts quickly and in a responsible manner. A variety of options are available to students who believe that a conflict cannot be resolved through discussion with involved students, faculty, or staff. The Industrial and Organizational Psychology program recommends that concerns be expressed to faculty in the following sequence. In the event that a student has a grievance regarding a departmental policy, departmental personnel, or an action that is taken by the Industrial and Organizational Psychology faculty, that student is advised to bring the grievance to the Department Chair. The Department Chair reviews the grievance and consults with the student to determine whether the grievance can be settled amicably. Grievances not settled amicably at the department level may be taken to the Assistant Dean of Graduate Studies in the College of Sciences, then to the Dean of Graduate Studies, and to the Graduate Counsel for consideration and review. In cases where an unresolved grievance is related to a student's age, race, religion, gender, sexual orientation, or gender identity students are advised to contact the UCF Office of Institutional Equity. Students with academic grievances may file appeals through Golden Rule 5.016 and 5.017.

Grievances may include, but are not limited to, the following areas: academic provisional status, training assignments, practicum, evaluation (including grades, training assignment, professional attitudes and ethics), departmental policies, thesis and dissertation, and quality of teaching. It is hoped that grievances will rarely arise and that when they do occur, they can be satisfactorily resolved during the initial steps of the procedures. The Industrial and Organizational Psychology faculty will initiate procedures to address issues raised by students. In addition, formal grievance procedures are available through the Department Governance Guidelines, the University Sexual Harassment Policy and Procedures Guidelines, Industrial and Organizational Psychology Handbook, and the Academic Grievance Procedures in the Office of Student Affairs. Retribution based on student complaints or grievances will not be tolerated in accord with established University policy. For more information, please refer to the Graduate Catalog: <http://ucf.catalog.acalog.com/content.php?catoid=4&navoid=201#academic-grievance-procedure>

SECTION VI: PROFESSIONAL DEVELOPMENT

Work Policy

The Industrial and Organizational Psychology Ph.D. program at University of Central Florida requires students to pursue their degree full time, so any form of employment outside of graduate assistantships is strongly discouraged. This includes paid internships.

Students with 10 hours/week or 20 hours/week department assistantship may be eligible to receive a partial or full tuition waiver (excluding the student fees).

Assignments will be based on student experience/training, preference, department need, match with faculty's research, and availability. Students are encouraged to discuss with the program director preferences and needs, however due to the limited financial resources, it is not guaranteed that everybody will receive what they preferred. Newer students will be prioritized because of less opportunity and availability to find outside sources of employment. First year students are usually assigned as GTA (graduate teaching associate/assistant) position and more advanced experienced students may be assigned as GTA or GRA (graduate research assistant). If a student plans to pursue any employment or assistantship opportunity outside of the Psychology Department, he/she must have advisor approval.

In order for students to be employed as Graduate Teaching Assistant, they must first complete the required UCF GTA Workshop and Legal Module. In order for students to be employed as Graduate Teaching Associate, students are also required to complete 18 hours of coursework in the discipline they intend to teach.

The Faculty Center for Teaching and Learning (FCTL) offers an optional Graduate Teaching Assistant Certificate Program. More information about GTA training and the GTA Certificate are available from the FCTL website (<http://www.fctl.ucf.edu/>).

If English is a second language, in order to be hired as a GTA the student must take and pass an Oral Proficiency Exam (also known as the "SPEAK Test"). This is in addition to attending this GTA Workshop. This test is offered by the UCF Global: <http://global.ucf.edu/> > International Students > English Speaking Test and OCI.

Pre-Doctoral Internship

Internships are not required for Industrial and Organizational Psychology Ph.D. students; however, one may be recommended for individuals who wish to pursue a career in an applied setting. Students interested in seeking an internship must first discuss with their advisor who may provide suggestions for opportunities. This discussion must occur well in advance of the date of the internship. The optimal time to pursue an internship is over the summer, but internship programs vary widely, so students may choose to pursue internships with a variety of timeframes. We strongly recommend that students have successfully passed their candidacy examinations and have defended their dissertation proposal before pursuing an internship.

Since most internships in our field are paid, those on internships will not receive departmental assistantships. Students who will be on an internship during the academic year should communicate this to the Program Assistant as soon as possible.

Special Award Recognition

Following are various awards and fellowships available for qualified students at UCF.

University Awards

Each year, students can submit a portfolio for nomination of College and University level awards of excellence. These are intended to show COS student excellence in academic achievement, teaching, research, leadership, and community service.

- Award for Excellence by a Graduate Teaching Assistant
 - For students who provide teaching support and assistance under the direction of a lead teacher. This award focuses on the extent and quality of the assistance provided by the student to the lead instructor and the students in the class. (Not intended for students who are instructor of record)
- Award for Excellence in Graduate Student Teaching
 - For students who serve as instructors of record and have independent classroom responsibilities. The focus of this award is on the quality of the student's teaching and the academic contributions of those activities.

- Award for Outstanding Master's Thesis
 - To recognize graduate students for excellence in the master's thesis. The focus of this award is on the quality and contribution of the student's thesis research. Excellence of the master's thesis may be demonstrated by evidences such as (but not limited to): publications in refereed journals, awards and recognitions from professional organizations, and praise from faculty members and other colleagues in the field. The university award will be forwarded to a national-level competition sponsored by the Council of Southern Graduate Schools (CSGS) when the thesis discipline corresponds to the annual submission request.

- Award for Outstanding Dissertation
 - To recognize doctoral students for excellence in the dissertation. The focus of this award is on the quality and contribution of the student's dissertation. Excellence of the dissertation may be demonstrated by evidences such as, but not limited to: publications in refereed journals, awards and recognitions from professional organizations, and praise from faculty members and other colleagues in the field.

For more information about the Council of Southern Graduate Schools (CSGS) thesis and dissertation awards, please see their website: <http://www.csgs.org/> > Awards.

Fellowships

- Presidential Fellowship
 - Available to new doctoral students
 - Requires highly competitive GRE or GMAT score
 - Requires evidence of experience in the field; awards, recognition, or honors; and professional contributions and achievements
 - Provides \$20,000 fellowship plus tuition support per year, for up to 4 years

- Trustee Fellowship
 - Available to new doctoral students who are a U.S. citizen or resident alien
 - Requires highly competitive GRE or GMAT score
 - Requires evidence of experience in the field; awards, recognition, or honors; and professional contributions and achievements
 - Provides \$25,000 fellowship plus tuition support per year, for up to 4 years

- Graduate Dean's Fellowship
 - All new master's, specialist, or doctoral students; College-nominated
 - One year of support provides a \$5,000 fellowship (\$2,500 Fall and \$2,500 Spring) from UCF Graduate Studies
 - Tuition support is provided by the accompanying qualifying assistantship or fellowship if awarded as part of the funding package.

- NIOSH Targeted Research Training Fellowship
 - Available to all I/O Ph.D. students years 2 to 4
 - One year support provides a stipend funded by the National Institute for Occupational Safety and Health (NIOSH)
 - Tuition support is also provided by NIOSH

- Applicants must demonstrate a desire to work on projects related to health and safety interventions for hospitality and tourism workers
- A two-page statement is required
- John Mattone Graduate Scholarship Fund for Executive Coaching and Leadership
 - Applicants must be enrolled in the M.S. or Ph.D. Industrial/Organizational Psychology program.
 - The applicant must demonstrate financial need based upon policies and guidelines established by the University of Central Florida. (The applicant should attach a copy of their FAFSA documentation.)
 - Submit a one-page letter of application, in which the applicant describes their interest in the John Mattone Graduate Scholarship for Executive Coaching and Leadership and why they are deserving of the award.

For more information about the John Mattone Graduate Scholarship, please reference the following website:

<https://sciences.ucf.edu/scholarships/john-mattone-graduate-scholarship/>

For more information about various fellowships, please reference the following website:

<https://graduate.ucf.edu/fellowships/>

National Awards

- Fast Web Free Scholarship Search - <http://fastweb.monster.com/ib/scholarships-1f>

UCF professional development programs

Instructor Training and Development

The Faculty Center for Teaching & Learning (FCTL) promotes excellence in all levels of teaching at the University of Central Florida. To that end, they offer several programs for the professional development of Graduate Teaching Assistants at UCF.

- GTA Associate Training (mandatory for employment as a GTA instructor of record)

The GTA Training sponsored by Faculty Center for Teaching and Learning is mandatory before any graduate student will be permitted to teach. In order to be hired as a Graduate Teaching Associate (Position Code 9183), students must attend the one day face-to-face training workshop and complete a Legal Module online, consisting of an online quiz (which must be passed with a score of 100 percent) acknowledging the GTA's comprehension of university policies regarding sexual harassment, FERPA, and other legal issues.

Students who are non-native speakers of English (and do not have a degree from a U.S. institution) must pass the SPEAK exam before they will be permitted to teach as a Graduate Teaching Associate or Graduate Teaching Assistant. The required SPEAK test score for Graduate Teaching Associates is 55 or higher; for Graduate Teaching Assistants, 50 or higher. The SPEAK Exam will be offered by the Center for Multilingual Multicultural Studies before the start of classes every fall and spring semester.

Please refer to following website for more information:

https://graduate.ucf.edu/graduate_teaching/#GTA-Training-Requirements

- **GTA Teaching Certificate**

This certificate program (12-weeks for domestic students, 16-weeks for international students) consists of group and individualized instruction by Faculty Center staff and experienced UCF professors. Textbooks and materials are provided, and a stipend is offered to current UCF students who complete the certificate. International students are provided the same training as well as information regarding language immersion and tricks and cultural awareness as a way of knowing what to expect from American students. For more information <http://www.ftl.ucf.edu/> > Events > GTA Programs or call 407/823-3544.

Career Services and Office of Experiential Learning (<http://career.ucf.edu/>,
<http://www.explearning.ucf.edu/>)

Graduate career development issues are unique and include evaluating academic and nonacademic career choices, discussing graduate school effect on career choices, as well as learning, evaluating, and refining networking and interviewing skills. Whatever your needs, the offices of Career Services and Experiential Learning offer services and resources to aid in the career exploration and job search of Master and Doctoral students in every academic discipline.

Graduate Student Association

(<https://knightconnect.campuslabs.com/engage/organization/GSA>)

- **Seminar Series**

Each semester, GSA offers seminars geared toward academic and professional development.

- **Graduate Research Forum**

Sponsored by the Division of Graduate Studies, the Research Forum is an opportunity for students to show their research and creative projects and to receive valuable feedback from faculty judges. Awards for best poster and best oral presentation in each category will be given and all participants will receive recognition.

Graduate Research Forum

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<https://graduate.ucf.edu/graduate-research-forum/>

SECTION VII: FINANCIAL SUPPORT

The Department of Psychology makes every effort to obtain financial support for graduate students, to the extent that funds are available. Sources of funds include: departmental teaching and research apprenticeships and departmentally arranged support from outside sources such as grants. Funds will be distributed across students in an equitable manner. However, since sources of funds are often limited, financial support cannot be guaranteed to all students, regardless of year in the program or excellence of performance. The Director of Industrial and Organizational psychology program, in collaboration with the Industrial and Organizational psychology faculty and graduate students, examine the availability of assistantships and other sources of financial support (e.g., fellowships) each year.

Tuition waiver monies are used to assist graduate students to progress toward their degrees. Both in-state and out-of-state tuition waivers are available. Full-time accepted graduate assistants are eligible to receive tuition waivers for part of their tuition. The maximum amount of the tuition waiver is based on the matriculation fees and/or non-resident fee for the semester of the award. Part-time and non-degree seeking (post-baccalaureate or Certificate) students are not eligible to receive tuition waivers.

Tuition waivers are intended for full time students in good standing with a graduate GPA of 3.0 or higher. The student must be employed as a GTA, GRA or GA for at least 10 hours/week (.25 FTE) on average, or receiving a fellowship in the amount of \$3250 or higher for the academic year. Please refer to the current Graduate Catalogue for additional rules and stipulations of tuition waivers.

In addition to assistantships, graduate students may be eligible for fellowships, awards, loans, and work/study programs. Students should consult the Graduate Catalog or UCF financial aid office, <http://finaid.ucf.edu/> for descriptions and requirements of graduate financial support. The Director of Industrial and Organizational Psychology also distributes this information to all students via e-mail throughout the year as it becomes available.

Full time is considered 9 credits per semester for usual time and 3 credits in the dissertation period in the Psychology Department. However, it is individual student's responsibility to check the required units to retain any financial aids.

International Students

Several types of employment are available to international students, including on-campus employment. For more information about the types of employment available to international students, and the requirements and restrictions based in visa-type, please see the International Affairs and Global Strategies website: <http://www.intl.ucf.edu/>

Assistantships and Tuition Waivers

For complete information about university assistantship and tuition waivers, please see the UCF Graduate Catalog: <https://graduate.ucf.edu/assistantships/>

To be employed and to maintain employment in a graduate position, the student must be enrolled full time and meet all of the training requirements and/or conditions of employment.

To be awarded and continue receipt of a tuition waiver, the student must be enrolled full time and either employed in a graduate position (GTA, GRA, GA), receiving a University fellowship, or (if employed off-campus) employed in a position where payment is processed through Graduate Studies.

Doctoral students can be offered tuition support for a maximum of twelve semesters (for doctoral student beyond the master's degree) or fifteen semesters (for doctoral students without a master's degree).

Students can apply for assistantships and tuition support every year, but priority is given to incoming students, international students (who have more restrictions on their employment), and second year students. After the first year, no waivers will be given for out-of-state tuition (with the exception of international students). Students are strongly encouraged to apply for in-state residency as soon as they move to the area. After the second year, students should be marketable for discipline-related employment on individual faculty member contracts and grants, internships, and other part-time outside employment. Develop your curriculum vitae and resume now, update it regularly, and start seeking outside employment starting year 3 of the program. If a departmental assistantship is desired beyond the second year, make your desire known when asked.

GTA Training Requirements

If the student is hired in the position of Graduate Teaching Associate, Assistant or Graders, there are training requirements that must be met in order for the contract to be processed. Associates, Assistants, and Graders must complete all online training, including the online legal module. Associates must also complete the one day face-face training workshop and have completed at least 18 hours of graduate courses in the discipline they will be teaching. These services are offered by the Faculty Center for Teaching and Learning (FCTL) and more information can be found at the following website: <http://www.fctl.ucf.edu> > Events > GTA Programs

International students who will be hired in GTA positions must be proficient at speaking English. This is determined by successfully passing the SPEAK test with a score of 55 or better. This test (also known as the Oral Proficiency Exam) is administered during the GTA orientation by the Center for Multicultural and Multilingual Services (CMMS). For international students to register for or inquire about the SPEAK examination, visit the following link: <http://global.ucf.edu/english-language-institute/speaktest/>

GTA Performance Appraisal

At the completion of each semester the student is employed as a GTA, the student's performance will be evaluated by the faculty advisor. These assessments will be used to review strengths and weaknesses in the student's performance in preparation for future employment.

SECTION VIII: MISCELLANEOUS

1. **Stay aware!** Graduate students need to be independent and self-reliant. Expect lots of rules, forms, and deadlines that the department may have no influence over. Please do not expect your advisor, the program director, or the program assistant to remind you of missed forms, unfilled requirements, errors in your record, etc. By the time it comes across our desks, it may be too late. Please be vigilant, proactive, and constantly alert.
2. **Check email.** Graduate students are expected to check their knights email daily. Moreover, they are expected to alert their advisor, program assistant, and program director when their email address changes. Many important program-related messages come through email. Don't ignore "group" messages.
3. **Be familiar with UCF's policies.** Read the UCF Golden Rule, the Graduate Orientation materials, and the Graduate Catalog. When questions arise, consult these resources first. When answers can't be found, then come to your advisor, the program director, or the program assistant.
4. **UCF is growing and changing.** Expect that things will change. Graduate Studies changes their policies. The Department changes its policies. Our program changes. This is part of "Stay aware!"
5. **Graduate student workspace.** See lab manager, Julian Hale (office PSY 301K) and your major faculty member for a key to the I/O lab areas
6. **Interactions with faculty, staff, and other students**
 - a. Attend class – every class – and be fully prepared. This is a minimum expectation. If you have an emergency and need to miss class, contact your professor (or the program assistant or program director, if you cannot reach your professor) to discuss prior to missing class.
 - b. Do not spread rumors. When you hear a rumor about our program, come to the program director immediately to discuss.
 - c. Approach every interaction with professors, student colleagues, and staff members with a high level of professionalism. Every interaction that you have with people at UCF (e.g., Psychology Department, Management Department, Graduate Studies, COS, etc.) and every interaction that you have with people in our field (e.g., SIOP, emails with prospective students, etc.) affects our program and, ultimately, the quality of your degree. Always keep that in mind.
7. **Professional Activities**
 - a. Every student is expected to participate in research from the start of the program until graduation.
 - b. Plan to attend and participate in department colloquia, brown bags, interviews with prospective faculty, new student visits, etc.
 - c. Plan to become active in our field and at our university. There are a variety of ways that you can become involved, for example:
 - i. Join SIOP as a student affiliate
 - ii. Attend, present, and/or volunteer at conferences (IOOB, SIOP, SEPA, WSH, AOM, etc.)
 - iii. Get involved in opportunities to bring speakers and conferences to Orlando
 - iv. Participate in department-, college-, and university-wide research forums, student competitions, etc.

As a doctoral student, you are a professional colleague. You are expected to start contributing to professional activities and you are expected to act in a professional manner at all times. You are no longer on the outside looking in. Take advantage of all the ways you are welcomed into the

profession. Attend workshops. Attend thesis and dissertation defenses. Attend conferences. Join organizations. Enjoy our field!!!!

Also, be careful to balance your service obligations with your course and research obligations. The difference between undergraduate coursework and graduate coursework is so great that it is very common to feel completely overwhelmed. Plan for that. You may have written your papers in one marathon session or crammed the night before an exam—now you won't be able to do that. You'll worry that not only do you not know things, you don't know what you don't know. The bad news: you're right! The good news: we'll all help you. You have what it takes to succeed or we wouldn't have admitted you. Just prepare to work hard, listen to advice, and use resources that are available.

SECTION IX: FORMS AND PROCEDURES

Included below is information about several forms that will be useful while completing the coursework. In addition to websites where the forms can be found, procedures for filing each of these forms are also outlined.

Each of these forms can be found on the following websites:

Division of Graduate Studies Website: <https://graduate.ucf.edu/students/> > About > Forms and References

College of Sciences Graduate Services Website: <https://sciences.ucf.edu/graduate/> > Forms

Transfer Request Form

In order for transfer courses to be requested for use in a UCF degree, the official transcripts from the institution where the courses were taken must be sent to UCF's Division of Graduate Studies. In addition to the form, supporting documentation from the program must include a memo that gives approval for courses to be transferred and where credit should be applied in Program of Study.

Traveling Scholar Form

If a student would like to request permission to enroll in a graduate course at another institution, this form must be submitted to the College of Sciences Director of Graduate Services prior to the start of classes for the semester of enrollment. Once the coursework is completed, official transcripts from the institution where the courses were taken must be sent to UCF's Division of Graduate Studies.

Time Conflict (*College Form*)

If a registration attempt results in a time conflict between two courses, in order for the student to be registered, this form must be completed. This form accompanies the override of the course they are into which they are unable to register. This form is submitted to the Director of Graduate Services for approval and course enrollment.

Dissertation Committee Approval Form

Dissertation committees must be in place and approved by the Graduate Program Coordinator, the Department Chair/Director, and the COS Associate Dean of Graduate Studies prior to a student's enrollment into Dissertation Research (XXX7980)

Committee Composition:

- Chair (Requirements: regular* department faculty, terminal degree)
- Minimum of four committee members (Requirements: terminal degree or appropriate discipline recognition)
- At least three must be regular* faculty in student's department
- At least one must be from outside the student's department
- Majority UCF faculty

- Regular department faculty are tenured or tenure earning faculty or research faculty with permanent appointments; and can include joint appointments but not courtesy joint appointments

Graduate Petition Form

- Requests for exceptions to college or university policies are made by petition. The petition process includes both student and program required documentation prior to its receipt in the COS Graduate Office.
- In addition to the Graduate Petition Form, the student must supply their program with a clear statement of what exactly is being requested, why it is being petitioned and rationale for support
- If approved, the program supplies an additional letter of support and forwards the request to the COS Director of Graduate Services who reviews and submits to the COS Associate Dean for Graduate Studies
- If approved, the college supplies an additional letter of support and forwards the request to the UCF Graduate Council Subcommittee for Policy and Appeals

If at any point the petition is denied, the student is given the option of having the petition considered at the next level; however, the Graduate Council provides the final decision regarding petitions. Denials at any level are accompanied with a written explanation.

Graduate Student Intent to Graduate Form

Online intent to graduate must be filed by the end of registration add/drop in the semester that the student is intending to graduate.

The Graduate Advisor/Coordinator confirms potential completion of degree or certificate program by confirming program/plan, checking audit (making any revisions) and signing the form. The audit (with needed corrections, if any) and form are forwarded to the COS Director of Graduate Services who verifies potential completion.

Note: If the program of study does not show that all requirements may be met by the end of the intended term, the form will either be approved pending or not processed.

Approved forms are forwarded to the Division of Graduate Studies for processing and notification is sent to the Registrar's office that the student is intending to graduate. If it is determined that the student will not graduate, the COS Director of Graduate Services should be notified. The student will need to re-file their intent for the next semester they intend to complete the degree. Final certification is completed after grades have been released for the semester, and final transcripts are normally available about three to four weeks after certification.

SECTION X: ADDITIONAL STUDENT RESOURCES

UCF Graduate Catalog (available online only) <http://www.graduatecatalog.ucf.edu/>
COS Graduate Website for Students <https://sciences.ucf.edu/graduate/>
UCF Graduate Website for Students <http://www.students.graduate.ucf.edu/>
Academic Calendar: <https://www.ucf.edu/services/s/academic-calendar/>
Library <http://library.ucf.edu/>
Graduate Student Association <https://knightconnect.campuslabs.com/engage/organization/GSA>
University Writing Center <http://uwc.cah.ucf.edu/>
The Counseling Center <http://caps.sdes.ucf.edu/>

Contact Information

Psychology Department

Steve Jex, PhD, Professor and Director
I/O Psychology PhD Program
e-mail: steve.jex@ucf.edu

Dani Draper, Graduate Admissions Specialist
I/O Psychology Masters and PhD Programs
Phone: 407/823-2458
e-mail: danielle.draper@ucf.edu

College of Sciences Graduate Office

Dr. Michael Johnson, Dean
College of Sciences
Phone: 407-823-3491
Email: michael.johnson@ucf.edu

Dr. Tosha Dupras, Associate Dean
College of Sciences
Phone: 407-823-6725
Email: tosha.dupras@ucf.edu

Tonya Walker, Graduate Services Specialist
College of Sciences
Phone: 407/823-3898
Email: tonya.walker@ucf.edu

Appendix A: Mission Statement of the Psychology Department

VISION

The Psychology Department seeks to become the preeminent Psychology Department in the State University System offering an incomparable Bachelor's degree. Additionally, the Department aspires to become the leading graduate degree-granting Department in the College of Arts and Sciences, and the University of Central Florida with both applied terminal Masters degrees and unique Doctoral programs in Human Factors, Clinical and Industrial and Organizational Psychology.

MISSION

The primary mission of the Psychology Department is to provide quality education to students at the undergraduate, Master's, and Doctoral levels. This education includes dissemination of state-of-the-field theoretical and empirical information, training in the methodological, statistical, and technical skills necessary to conduct psychological research, and practice in the application of psychological knowledge to real-life problems. At the undergraduate level, the Department is committed to providing classroom instruction and research experiences in a variety of topic areas so that students will have the opportunity for exposure to a broad range of the scientific and applied topics that constitute the field of Psychology. At the graduate levels, classroom instruction is liberally supplemented with practica, internships, research experiences, and other activities that teach the skills of the profession. Faculty research and professional service contribute to the educational mission by providing opportunities for students to observe, practice, and refine the behaviors required for socialization into the profession.

The Psychology Department is also committed to the advancement of psychology through the conduct of active and diverse research programs, funded from both external contracts and grants, as well as from internal sources. Faculty research has received national and international recognition, and graduate students in all programs engage in research projects that represent a contribution to the field. Interested undergraduate majors also participate in research activities. The Department is committed to even greater research productivity in the future.

The Department also seeks to enhance the local community and the profession of Psychology by involvement in a variety of public and professional service activities. Faculty members are helping to develop the community by contributing time and effort to several community organizations and activities. In addition, a great deal of effort is devoted to improving the University and the profession by serving on committees, editorial review boards for professional journals, in positions of responsibility in professional organizations, and by offering consulting services to local and national organizations who seek the professional expertise of psychologists.

The Department is committed to encouraging and facilitating the inclusion of individuals from diverse backgrounds through proactive recruiting and retention efforts targeted at Faculty and students, and efforts to counsel students concerning professional opportunities in the various areas of Psychology. Diversity, as defined here, involves consideration and sensitivity to religion, gender, national origin, age, disability status, sexual orientation and ethnic background, particularly African American/Black, Asian American/Pacific Islander, American Indian/Alaska Native, Hispanic/Latino(a), and mixed ethnicity.

Appendix B: Four-Year Degree Completion Roadmap

Year 1

Fall Semester:

1. Begin involvement in one or more faculty research labs
2. Successfully complete courses
3. Begin involvement in program service activities
4. Initiate discussions with your advisor about potential thesis topics
5. Come up with a tentative topic for your thesis project

Spring Semester:

1. Continued involvement in one or more faculty research labs
2. Successfully complete courses
3. Continued involvement in program service activities
4. Obtain a chair for your thesis project
5. Obtain a thesis committee
6. Work on the development of your thesis proposal

Summer Semester:

1. Complete the Teaching Seminar Course
2. Continued involvement in one or more faculty research labs
3. Continued development of your Thesis Proposal

Year 2

Fall Semester:

1. Continued involvement in one or more faculty research labs – In many cases upper-level students begin to take leadership roles in research
2. Successfully complete courses
3. Successfully defend your thesis proposal
4. Begin collecting thesis data

Spring Semester:

1. Continued involvement in one or more faculty research labs – In many cases upper-level students begin to take leadership roles in research
2. Successfully complete courses
3. Finish collective thesis data
4. Successfully defend your thesis

Summer Semester:

1. Continued involvement in one or more faculty research labs – In many cases upper-level students begin to take leadership roles in research
2. Gain applied experience through internships or Performance Solutions projects

Year 3

Fall Semester:

1. Continued involvement in one or more faculty research labs – In many cases upper-level students begin to take leadership roles in research
2. Successfully complete courses
3. Seek out research collaborations with faculty outside of your labs
4. Gain applied experience through Performance Solutions projects

Spring Semester:

1. Continued involvement in one or more faculty research labs – In many cases upper-level students begin to take leadership roles in research
2. Successfully complete courses
3. Seek out research collaborations with faculty outside of your labs
4. In consultation with your advisor, development of a specialty topic for Candidacy Exams
5. Gain applied experience the Performance Solutions projects

Summer Semester:

1. Continued involvement in one or more faculty research labs – In many cases upper-level students begin to take leadership roles in research
2. Prepare for candidacy exams
3. Successfully pass candidacy exams and become admitted to candidacy

Year 4

Fall Semester:

1. Continued involvement in one or more faculty research labs – In many cases upper-level students begin to take leadership roles in research
2. Dissertation proposal development
3. Successfully defend dissertation proposal

Spring Semester:

1. Continued involvement in one or more faculty research labs – In many cases upper-level students begin to take leadership roles in research
2. Begin collecting dissertation data

Summer Semester:

1. Finish collecting dissertation data
2. Successfully defend dissertation

Appendix C: Degree Completion Milestones

Milestone #1: Successful Defense of Master's Thesis Proposal – End of Fall Semester of Year 2

Milestone #2: Successful Final Defense of Master's Thesis – End of Fall Semester of Year 3

Milestone #3: Successfully Pass Doctoral Candidacy Examination – End of Summer Semester of Year 3

Milestone #4: Successfully Defend Doctoral Dissertation Proposal – End of Spring Semester of Year 4

Milestone #5: Successfully Defend Doctoral Dissertation – End of Spring Semester of Year 5

Appendix D: Comprehensive Exam Procedure



UNIVERSITY OF CENTRAL FLORIDA

Doctoral Candidacy Examination Policies and Procedures

University of Central Florida Ph.D. Program in Industrial/Organizational Psychology

This document outlines the policies and procedures associated with the Candidacy Examination for doctoral students in the University of Central Florida Ph.D. in Industrial/Organizational Psychology Program. The following policies and procedures were proposed in Fall 2018.

UCF PSYCHOLOGY DEPARTMENT • LAST UPDATED 4/23/19

CANDIDACY EXAMINATION OVERVIEW

The Candidacy Examinations are intended to serve two purposes: (1) to ensure that students possess the quantity and quality of knowledge in Industrial/Organizational Psychology topics to progress to progress to doctoral candidacy, and (2) to allow the student to further explore a content area related to their anticipated dissertation idea.

The Candidacy Examination will feature the following components:

- **A ½ day closed-book exam on content in Industrial Psychology.** Students will be presented with 5 questions and must answer 4 of these.
- **A ½ day closed-book exam on content in Organizational Psychology.** Students will be presented with 5 questions and must answer 4 of these.
- **A full day closed-book exam on content in Research Methods in Industrial/Organizational Psychology.** Students will be presented with 7 questions and must answer 5 of these.
- **A full-day exam on a specialty topic.** Students will answer a broad question relating to his or her specialty topic (see details below). Students will be allowed to bring a clean copy of their reading list to the specialty exam.
- **A one-hour oral defense of all Candidacy Examination components.** The audience of the oral defense meeting will be all faculty in the Industrial/Organizational Psychology Ph.D. Program.

SPECIALTY TOPIC

Students should identify a three-member committee to serve as their Candidacy Examinations Committee. This committee should consist of their advisor and two other I/O faculty members. Once the student has identified their Candidacy Examinations committee, they should fill out the appropriate internal paperwork with the program assistant and work with their advisor to develop a reading list for their specialty exam. Each student's specialty topic will be chosen in consultation with their Candidacy Examination Committee, with final approval of the Program Director. Although there are no "right" or "wrong" specialty topics, it is expected that each student's specialty topic will be "new to them" (i.e., not a topic they are already closely familiar with as a result of their thesis, other research, or class papers) and directly related to their intended dissertation topic. The reading list must be approved by the Candidacy Examinations Committee at least two months before the test date. Based on that reading list, the student's committee will provide the student with a broad question that the student will respond to during a full-day testing period.

CANDIDACY EXAMINATIONS PREPARATION

Students should expect to spend around one semester reading and preparing for the exams, although students are welcome to start their exam preparation sooner if they wish. For all closed book exams, students are encouraged to use the assigned readings, course notes, assignments,

and exams from required and elective courses to guide their study efforts. There will be no defined reading lists for the Candidacy Examination except for the specialty topic section.

CANDIDACY EXAMINATIONS CREATION

The faculty in the Industrial/Organizational Psychology Ph.D. program will create questions for each area of the closed book exam. Prior to the exam, they will meet to select questions from each area and will provide the chosen questions to the program assistant. The specialty exam question will be created by the student's candidacy examinations committee.

CANDIDACY EXAMINATIONS GRADING

The Industrial, Organizational, and Research Methods exams will each be graded by two I/O Program faculty members. Faculty members will be assigned to grade these exams based on their expertise. Faculty will record scores in a spreadsheet provided by the program assistant. Faculty members will grade each question on the following scale (definitions of each anchor will be provided to the students):

- 1: Completely Unacceptable – Response is overly brief and fails to provide appropriate detail; concepts fundamental to answering the question are omitted; ideas are poorly supported by logic or previous research; answer is difficult to follow and understand.
- 2: Unacceptable – Answers most of the question but more information is needed; some key concepts are missing or defined incorrectly; some ideas are supported by logic or literature but others more support or integration with theory; writing is mostly comprehensible but difficult to follow in parts.
- 3: Acceptable – Addresses all parts of the question but more detail is needed in some parts; relevant concepts are defined but some concepts are not defined clearly; most ideas are supported by logic or literature but key citations are missing; writing is comprehensible but could be improved.
- 4: Very Good – Fully addresses all parts of the question in appropriate detail; includes all relevant concepts and demonstrates PhD-level knowledge of concepts; draws upon relevant concepts and literature and substantiates position with well-reasoned arguments; organizes and articulates response in a coherent manner.
- 5: Exemplary – Fully addresses all parts of the question in exceptional detail; includes all relevant concepts and demonstrates a knowledge of relevant concepts that is comparable to someone with several years of post-doctoral experience; draws upon relevant concepts and substantiates position with well-reasoned and highly creative arguments; organizes and articulates responses in an extremely articulate manner.

Following reading and grading each question, the two faculty members assigned to that section will schedule a consensus meeting to discuss their ratings. They must decide on an agreed score for each question and have the option to bring in a third grader (another faculty member) in the event that they cannot decide upon an agreed score. After the consensus meeting, final question scores and qualitative comments will be recorded in the spreadsheet and submitted to the

program assistant. After the oral defense, students may schedule an appointment with their advisor to go over their scores on all questions and qualitative comments made by graders of each section. All question scores within each exam will be averaged. In order to pass this portion of the exam, students must earn an average score of 3.0 or higher and cannot receive a score of 1 on any question.

The student's Candidacy Examination Committee will read their specialty exam answer and provide a score in the spreadsheet provided by the program assistant. The scale for this component will be the same as in the previous components (definitions of each anchor will be provided to the students):

1: Completely Unacceptable – Demonstrates a very superficial understanding of the specialty area; has a poor understanding of the major issues and controversies in the specialty area; offers no novel or creative insights that would advance knowledge in the specialty area.

2: Unacceptable - Demonstrates some understanding of the specialty area but it is not well-informed; understands some of the major issues and controversies in the specialty area but some important ones are missed; offers some insights that would advance knowledge in the specialty area but they are not well-described.

3: Acceptable - Demonstrates a reasonable understanding of the specialty area; has an understanding of the major issues and controversies in the specialty area; offers some novel or creative insights that would advance knowledge in the specialty area.

4: Very Good - Demonstrates a well-informed understanding of the specialty area; has a good grasp of the major issues and controversies in the specialty area; offers several novel or creative insights that would advance knowledge in the specialty area.

5: Exemplary - Demonstrates an outstanding understanding of the specialty area; has an excellent understanding of the major issues and controversies in the specialty area; offers several highly novel or creative insights that would advance knowledge in the specialty area.

The graders will meet for a consensus meeting to decide on an agreed score for this section, record the agreed score and qualitative feedback in the spreadsheet, and return it to the program assistant. The student's score must be 3.0 or higher to pass this component of the Candidacy Examination.

CANDIDACY EXAMINATIONS ORAL DEFENSE

The oral defense component serves multiple purposes: (1) to encourage student self-reflection on the strengths and weaknesses of their responses, (2) to allow for the student to verbally expand on their responses based on faculty questions, and (3) to serve as an opportunity for faculty to provide feedback to the student. It is understood that student responses to faculty questions could either improve or lower a student's score on any question. In the two-week time period between the written portion of the exam and the oral defense, students are encouraged to prepare by reading over their answers. Students should schedule a time with the program assistant to do so.

Normally, all faculty members will be present for each student's oral defense. However, in the event that scheduling conflicts occur, at least FOUR members of the I/O doctoral faculty will be present. Ideally, a single day will be set aside for all oral defenses to take place in a sequential order. During the exam, faculty members will be encouraged to ask questions about the components of the Candidacy Examination that they graded, although any faculty member could ask a question about a component. Students will not receive their scores prior to their oral defense. Following the question and answer portion, the student will be dismissed and the faculty will discuss whether any changes in question scores are warranted and decide on the overall Candidacy Examination outcome. The following overall outcomes are possible:

- Fail with Exam Retake
- Remediation
- Pass
- Pass with Honors

The I/O faculty have the option of not allowing a student to proceed to the oral defense if their performance on the written portion of the exam suggests that it is highly likely that the overall outcome of the examination will be Fail with Exam Retake.

REMEDICATION AND RETAKE POLICIES

If the outcome of the Candidacy Examination is Fail with Exam Retake, the student will be given one opportunity to retake the Candidacy Examination. They must wait until the next exam offering (i.e., one full year) and they must retake the entire exam, regardless of if any components of the exam were passed in their first attempt. If the student's second attempt at the Candidacy Examination also earns the outcome of Fail, the I/O Program Director will submit a Program Dismissal Recommendation Form to the Graduate College.

If the outcome of the Candidacy Examination is Remediation, the student will meet with their advisor to create a remediation plan for each component of the exam that did not earn a passing score. Remediation plans, timelines, and the criteria for successful remediation will be worked out on a case-by-case basis and must be approved by the entire I/O doctoral faculty. If a student's remediation response does not meet the established criteria for success, they will earn the grade of "Fail with Exam Retake." They must wait to retake the entire exam, as described above for the outcome of Fail.

Preparation for Oral Defense

After you finish the written portion of your candidacy exams, it is important to take a couple days off and relax. This has been a long process and you deserve at least a short break! Since the oral defense is scheduled two weeks from the end of the written portion of the exams, you will have ample time to prepare. In order to perform well in the oral defense, we recommend that you do the following during the two week period after the written exams:

1. Schedule a time with the Program Assistant to read through your answers to the written portion of the exams. As you read through your answers, make note of both your areas of strength and areas of weakness. This is meant to be a *development* process so try to find areas where you can improve.
2. In reading over your answers, also try to find sections that perhaps were answered correctly but where you may have been a little light on the details or lacked adequate empirical support for the point(s) that you were making. If you do find these sections, think about how you would add details or do some additional reading prior to the oral defense.

In addition to those two recommendations, the following are *strictly prohibited* during this two week period:

1. Discussing the content of your answers with other graduate students in the I/O program, or with any other graduate students in the Department of Psychology.
2. Communicating with any I/O faculty member or faculty from other areas within the Department of Psychology at the University of Central Florida to receive feedback on the content of your written answers.
3. Communicating with any graduate students or faculty outside of the Department of Psychology or the University of Central Florida to receive feedback on the content of your written answers.

Any evidence that a student has engaged in any of these three activities will result in an automatic grade of “Fail” for the candidacy exam, and may result in expulsion from the I/O doctoral program.

I/O Candidacy Examination Oral Defense Guidelines

Overview: The oral defense component serves multiple purposes: (1) to encourage student self-reflection on the strengths and weaknesses of their responses, (2) to allow for the student to verbally expand on their responses based on faculty questions, and (3) to serve as an opportunity for faculty to provide feedback to the student. It is understood that student responses to faculty questions could either improve or lower a student's score on any question. In the two-week time period between the written portion of the exam and the oral defense, students are encouraged to prepare by reading over their answers. Students should schedule a time with the program assistant to do so.

Who is present? Normally, all I/O doctoral faculty members will be present for each student's oral defense. However, in the event that scheduling conflicts occur, at least FOUR members of the I/O doctoral faculty will be present. In cases where a student has a specialty committee member who is *not* a member of the I/O doctoral committee, that faculty member will attend only that student's oral defense. *Students and others who are not members of the student's specialty committee are not allowed to attend the oral defense.*

What material can students bring to the oral defense? Students are allowed to bring a pen and a pad of paper in case they wish to document any relevant feedback during the oral defense. Students are not allowed to bring copies of their written answers to the oral defense, but the Program Assistant will bring copies in case they're needed.

Scheduling of the Oral Defense: Ideally, a single day will be set aside for all oral defenses to take place in a sequential order. Approximately 80 minutes will be allotted for each oral defense. This will allow for questioning of the student, as well as faculty deliberation.

Structure of the Oral Defense Meeting: Each student's oral defense meeting will be led by his or her specialty committee chair. At the beginning of the meeting students will be asked to provide a brief (5-10 minutes) self-assessment of their written performance on the written portion of the candidacy exam. This self-assessment may include perceptions of overall strengths and weakness, individual questions where answers were not clear or important points were missed, or any other aspect of their written exam performance that the student deems relevant.

Following the student's self-assessment the order of questioning will be as follows: Industrial, Organizational, Research Methods in Industrial/Organizational Psychology, and Specialty Topic. During the exam, faculty members will be encouraged to ask questions about the components of the Candidacy Examination that they graded, although any faculty member could ask a question about a component. Students will not receive their scores prior to their oral defense. Following the question and answer portion, the student will be dismissed and the faculty will discuss whether any changes in question scores are warranted and decide on the overall Candidacy Examination outcome.

Overall Candidacy Examination Outcome: Based on the faculty's assessment of the student's performance, the following overall outcomes are possible:

- Fail with Exam Retake
- Conditional Pass with Remediation
- Pass
- Pass with Honors

If the outcome of the Candidacy Examination is *Fail with Exam Retake*, the student will be given one opportunity to retake the Candidacy Examination. They must wait until the next exam offering (i.e., one full year) and they must retake the entire exam, regardless of if any components of the exam were passed in their first attempt. If the student's second attempt at the Candidacy Examination also earns the outcome of Fail, the I/O Program Director will submit a Program Dismissal Recommendation Form to the Graduate College.

If the outcome of the Candidacy Examination is *Conditional Pass with Remediation*, the faculty will create a remediation plan for each component of the exam that did not earn a passing score. Remediation plans, timelines, and the criteria for successful remediation will be worked out on a case-by-case basis during the faculty discussion portion of the oral defense meeting and will be communicated to the student following their defense meeting. If a student's remediation response does not meet the established criteria for success set within that meeting, they will earn the grade of "Fail with Exam Retake." In such cases, they must wait to retake the entire exam, as described above for the outcome of Fail.

Appendix E: Changing Research Mentor / Academic Advisor



UNIVERSITY OF
CENTRAL FLORIDA

INDUSTRIAL & ORGANIZATIONAL PSYCHOLOGY PHD PROGRAM

NOTICE OF ACADEMIC ADVISOR CHANGE

This memo is to confirm that _____ has officially changed advisors
from _____ to _____, effective _____.
(date)

X

Student

X

Advisor


X

Former Advisor

X

Program Director

Appendix F: Doctoral Student Annual Progress to Degree

	College of Graduate Studies	Doctoral Student Annual Progress to Degree	
<p>Doctoral students complete this form annually to report their progress to degree. When completing this form, students are encouraged to refer to their Graduate Program Handbook for Program Milestones and other performance expectations, their approved Graduate Plan of Study, and the College of Graduate Studies policies on Progress to Degree. Faculty Advisors and Graduate Program Directors will review students' progress and provide developmental feedback. Students should use this feedback to guide activities during the next academic year.</p> <p>The College of Graduate Studies will monitor progress and require a written 7-Year Rule Completion Plan for all students who have not completed their degree by the end of their 5th year. All graduate students are required to complete their degree within 7 years (or 21 consecutive semesters).</p> <p>This form is due to the College of Graduate Studies by May 6, 2019. Holds will be placed on records for annual reviews not completed by this date.</p>			
Student Information			
First Name:	<input type="text" value="Lauren"/>	Last Name:	<input type="text" value="Murray-Lemon"/>
Student ID:	<input type="text" value="REDACTED"/>	Knight's Email Address:	<input type="text" value="Lauren.Murray-Lemon@ucf."/>
Faculty Advisor:	<input type="text" value="Barbara Fritzsche"/>	Expected Graduation Date:	<input type="text" value="Spring 2025"/>
Admit Term:	<input type="text" value="Spring 2016"/>		
Graduate Program Name:	<input type="text" value="Educational Leadership (EdD) - Executive Track"/>		
Self Evaluation			
<p>Consider your degree progress to date and compare that to expectations listed in your Graduate Program Handbook. Then, rate your progress on the following activities, as relevant:</p>			
Courses:	<input type="text" value="Somewhat Behind Expectations"/>	Research:	<input type="text" value="Significantly Behind Expectations"/>
Teaching:	<input type="text" value="At or Above Expectations"/>	Professional Involvement/Service:	<input type="text" value="Significantly Behind Expectations"/>
Clinical Practice:	<input type="text" value="At or Above Expectations"/>	Program Milestones: (as listed in your plan of study)	<input type="text" value="At or Above Expectations"/>
Please explain anything reported as "significantly behind expectations" or "somewhat behind expectations."			
<input type="text" value="N/A"/>			
What program milestones do you have left to complete?			
<input type="text" value="N/A"/>			
Have you been admitted into doctoral candidacy? <input type="text" value="No"/>			
What semester do you anticipate being admitted into candidacy? <input type="text" value="Spring 2023"/>			
Describe your career goals. In other words, what types of jobs would you like to pursue after completing your degree?			
<input type="text" value="N/A"/>			
Describe your research activities to date:			
<input type="text" value="N/A"/>			

Attach your CV: Peg_Brick_PPT_Template - Copy.pptx

Would you like to upload additional supporting documents? No

Please report the number of "in press" or published papers you have published since beginning your current graduate degree:

Citation:

Do you have additional citations to add? No

Please report the number of professional presentations you have authored/co-authored since beginning your current graduate degree:

Citation:

Do you have additional citations to add? Yes

Citation:

Citation:

Citation:

Citation:

Citation:

Citation:

Citation:

Please list honors, awards, external funding, and/or notable professional achievements:

List your SMART goals for the next 12 months. A SMART goal is Specific, Measurable, Achievable, Results-Focused, and Time-Bound (e.g., "I will successfully defend my dissertation proposal by the end of the Fall semester.")

What knowledge, skills, and/or abilities do you need to develop so that you can accomplish your goals for the next 12 months? (e.g., take a Pathways to Success workshop on preparing a poster presentation).

Please list any professional development activities that you engaged in (e.g. workshops, conferences, and other trainings).

<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>

Student Signature

Signature: Date:

Faculty Advisor Feedback

Please review the student's report and comment on his/her progress, paying special attention to aligning the student's expectations with the program's expectations for progress to degree. If the student has an approved dissertation committee, we encourage you to consult with committee members prior to providing feedback.

You are receiving this form as part of the College of Graduate Studies' Annual Review process for doctoral students. Please review the form and provide feedback regarding progress to degree and milestone completion. We encourage you to consult with the student and the student's dissertation committee (if appropriate) prior to completing this form. Once you've completed the form, it will be sent to the graduate program director for review, then sent back to the student. A copy will also be shared with the College of Graduate Studies. Thank you for supporting graduate success at the University of Central Florida.

If you serve as both the graduate program director and the advisor, please complete this form as the student's advisor and then forward the form to another faculty member who could evaluate the student's progress such as committee member or department chair.

Consider the student's degree progress to date and compare that to expectations listed in the Graduate Program Handbook. Then, rate his/her progress on the

following activities, as relevant:

Courses:	<input type="text" value="- Please Select -"/>	Research:	<input type="text" value="- Please Select -"/>
Teaching:	<input type="text" value="- Please Select -"/>	Professional Involvement/Service:	<input type="text" value="- Please Select -"/>
Clinical Practice:	<input type="text" value="- Please Select -"/>	Program Milestones: (as listed in your plan of study)	<input type="text" value="- Please Select -"/>

Please explain any discrepancies between your progress ratings and those of the student.

Is the student on track to finish the degree in a timely manner?

This student's 12-month goals are:

Explain:

Assuming that funding is available, do you recommend that he/she receive funding as support in the next academic year?

Faculty Advisor Signature

Signature: _____

Date: _____

Program Director Feedback

You are receiving this form to review and sign as the final step in the student's Doctoral Annual Review in your program. Please review it carefully and contact the faculty advisor if you have questions or concerns BEFORE entering your electronic signature. Once you approve and sign the form, it will be routed to the student to see the feedback that has been provided, and a copy will be submitted to the College of Graduate Studies.

Please review this form and offer additional feedback to the student, as needed.

Program Director comments to the student:

Program Director Signature

Signature: _____

Date: _____

Student Acknowledgement

I have read and acknowledge the feedback from my faculty advisor and graduate program director. I will meet with my faculty advisor to discuss.

-- Please Select --

Student 2 Signature

Electronic Signature Pending

Program Assistant
Signature

Electronic Signature Pending