

INDUSTRIAL/ ORGANIZATIONAL PSYCHOLOGY (ONLINE) (MPIV)

Graduate Degree Program
College: Behavioral and Social Sciences

ABSTRACT

The Master of Professional Studies in Industrial/Organizational Psychology, offered through the Department of Psychology, College of Behavioral and Social Sciences, University of Maryland, provides post baccalaureate training in Industrial/Organizational (IO) Psychology with a focus on empirically supported workplace practices targeting employee development, retention, and performance. IO Psychology spans a range of topics essential to the functioning of any high performing organization, including talent acquisition and assessment, development and succession planning, managing individual and team performance, employee engagement and organizational design. The MPS program includes a broad foundation on organizational topics such as the application of research and statistical methods in business, handling and analysis of large datasets, motivating, selecting, and developing employees, and managing organizational change. This program provides rigorous training in the scientific principles and methods in IO Psychology while also increasing our graduates' capacity to have impact in the workplace, to apply evidence-based best practices, and know how to ask and answer questions that matter in the workplace. Graduates become part of a community of professionals who seek to apply the science and practice of IO Psychology.

The MPS program in IO Psychology is also intended to address students' professional development in the following areas: a) statistical skills, b) professional development, and c) career exploration. To develop students' statistical skills, the program will provide introductory training on such topics as the use of R to manage and analyze data. To enhance students' professional development, the program will provide training on such topics as presentation skills, communicating professionally, and communicating to non-scientific audiences. The MPS in IO Psychology will accomplish these goals through, among other techniques, one-on-one mentoring and coaching. Finally, the program will encourage career exploration by providing information on various careers, facilitating informational interviews of UMD IO MPS alumni working in applied settings, and educating on issues relevant to educational goals beyond the MPS.

CONTACT

Nikita Arun

Program Director

1121 Biology-Psychology Building

4094 Campus Drive

University of Maryland

College Park, MD 20742

Telephone: 301.405.5875

Email: iomps@umd.edu (Email%3Anarun@umd.edu)

Paul Hanges

Academic Program Director

3147G Biology-Psychology Building

4094 Campus Drive

University of Maryland

College Park, MD 20742

Telephone: 301.405.5930

Email: phanges@umd.edu

Website: <http://iop.umd.edu/>

Courses: PSYC (<https://umd-curr.courseleaf.com/graduate/courses/psyc/>)

ADMISSIONS

GENERAL REQUIREMENTS

- Statement of Purpose
- Transcript(s)
- TOEFL/IELTS/PTE (international graduate students (<https://gradschool.umd.edu/admissions/english-language-proficiency-requirements/>))

PROGRAM-SPECIFIC REQUIREMENTS

- Letter of Recommendation (2)
- CV/Resume
- Supplementary Application (<https://gradschool.umd.edu/sites/default/files/2023-06/umdsupplementalapplicationmpio2023.pdf>)
- Writing Sample (optional)
- Description of Research/Work Experience (optional)
- Portfolio PDF Upload (optional)
- Admissions interview

For more admissions information or to apply to the program, please visit our Graduate School website: www.gradschool.umd.edu/admissions (<https://gradschool.umd.edu/admissions/>)

APPLICATION DEADLINES

Type of Applicant	Fall Deadline	Spring Deadline	Summer Deadline
Domestic Applicants			
US Citizens and Permanent Residents	N/A	January 7, 2026 (final)	N/A
International Applicants			
F (student) or J (exchange visitor) visas; A,E,G,H,I and L visas and immigrants	N/A	January 7, 2026 (final)	N/A

REQUIREMENTS

- Industrial/Organizational Psychology (online), Master of Professional Studies (M.P.S.) (<https://academiccatalog.umd.edu/graduate/programs/industrial-organizational-psychology-mpiv/industrial-organizational-psychology-mps/>)