Develop your understanding of individual, interpersonal, group, and organizational issues, and then put that theory into practice.
The Organizational Psychology program aims to address critical leadership skills required to enhance organizational effectiveness. Today’s leaders and managers need to know how to promote teamwork, manage transitions, and restructure organizations. The program provides students with a theoretical framework in organizational psychology and the opportunity to improve their own skills in research, communication, facilitation, interpersonal, group, and organizational issues. The integration of theory and practice prepares graduates to lead, manage, and/or consult with dynamic and diverse organizations operating in a global environment.

The Organizational Psychology program may be completed on either a full- or part-time basis. Courses are offered in the evening.

By taking courses in the Department of Psychology, School of Communication, and Barney School of Business, students develop unique analytical skills and accumulate knowledge from the differing perspectives of these schools of thought. The variety of electives offered, including courses in Education and Nursing, also enables students to “tailor” their graduate experience to their individual and professional needs. The program is designed to meet the needs of various types of students by providing: 1) a strong foundation for students who intend to continue on for further graduate work in any area of psychology, 2) solid training and practicum opportunities for students who wish to obtain a terminal master’s degree and apply their acquired skills in various work settings, and 3) an opportunity for non-students who wish to obtain a terminal master’s degree and apply their knowledge from the differing perspectives of these schools of thought. The variety of electives offered, including courses in Education and Nursing, also enables students to “tailor” their graduate experience to their individual and professional needs. The program is designed to meet the needs of various types of students by providing: 1) a strong foundation for students who intend to continue on for further graduate work in any area of psychology, 2) solid training and practicum opportunities for students who wish to obtain a terminal master’s degree and apply their acquired skills in various work settings, and 3) an opportunity for non-psychologist professionals who wish to become more knowledgeable about the application of psychology to their professional interests.

MASTER OF SCIENCE IN ORGANIZATIONAL PSYCHOLOGY IS ALSO AVAILABLE AS AN ONLINE DEGREE PROGRAM.

APPLICATION REQUIREMENTS

The admission review committee will consider only complete applications. All application materials may be uploaded in a PDF format. Official transcripts should be sent to Graduate Admission at the following address:

Graduate Admission Office
CC231
University of Hartford
200 Bloomfield Avenue
West Hartford, CT 06117 USA

The applicant must hold a bachelor’s degree (or equivalent) from an accredited collegiate institution.

The following items are required:

- An online application. Visit hartford.edu/grad-apply.
- A non-refundable application fee of $50; make check payable to the University of Hartford.
- Official transcripts for all collegiate level coursework, forwarded to the University of Hartford.
- A letter of intent as specified in the application form.
- Three letters of recommendation.
- GRE test scores are not required.

International Applicants

- TOEFL—Official score to be submitted. The University of Hartford test code number is 3436. Visit TOEFL at ets.org. Minimum score: 550 paper-based or 79 internet-based. The Pearson Test of English (PTE) minimum score is a 58. Visit the PTE at pearsonpte.com. The IELTS is also accepted with a minimum score of 6.5 or higher.
- Transcript evaluation—transcripts must be evaluated by a NACES-member evaluation service. Please visit naces.org/members.html for a list of approved evaluation partner companies. The evaluation, at minimum, should indicate each course that the student has completed, the grade and the equivalent of a four-year bachelor’s degree at a U.S. regionally accredited institution. The $50 application fee will be waived to defray the cost of the evaluation.
- Guarantor’s Statement—As part of the application, international students must provide a bank statement to ensure adequacy of funds. This statement is also used to issue an I-20 form to students. The Guarantor’s Statement is necessary for obtaining a visa. The cost for international students to study and live at the University of Hartford can be found at hartford.edu/graduate/int.aspx as estimated expenses.

DEADLINES AND DATES

Review of applications for the fall semester will begin around February 15 and continue until the program is full. To secure enrollment to the program, a non-refundable tuition deposit must be submitted. The deposit is applied directly to the tuition bill and is not an additional fee. Once accepted into the program, visit admission.hartford.edu/depasitonline to submit the deposit.

FINANCIAL AID

Domestic Financial Aid

Domestic graduate students may qualify for Federal Family Education Loans and must satisfy three requirements in order to be eligible for financial aid:

- File the Free Application for Federal Student Aid (FAFSA), fafsa.gov, for the academic year and meet all eligibility requirements established by the U.S. Department of Education.
- Be matriculated into a graduate degree-granting program (not conditionally accepted).
- Be registered for at least 6 credits per semester.

For more information, call 800.947.4303, email finaid@hartford.edu, or visit admission.hartford.edu/financialaid.

International Financial Aid

Financial aid for international graduate students is currently available through graduate assistantships. These assistantships are administered by the individual departments throughout the University and vary in size and availability.

Graduate Assistantships

The Department of Psychology awards several graduate assistantships. Teaching assistants help faculty teach undergraduate Research Methods and Statistics courses. Research assistantships are awarded based on faculty need and fit with students’ research interests. There are also work opportunities on campus outside of the Psychology Department.

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PROGRAM OF STUDY

The Organizational Psychology program in the Department of Psychology is a 36-credit program: five required courses (15 credits, including either research or internship) and seven elective courses (21 credits). All students must satisfactorily complete a minimum of 36 credit hours with a grade point average of at least 3.0 and have no more than two grades below B minus.

CAPSTONE TRACK

The Capstone Track requires 11 courses plus a 3-credit capstone course. This option allows working students the opportunity to apply organizational psychology constructs in their work environment.

INTERNSHIP TRACK

The Internship Track requires 11 courses plus a 3 credit internship course. This option is provided for those students who wish to obtain practical experience in an organizational setting.

REQUIRED COURSES (5 courses/15 credits)

Foundation Courses (2 courses/6 credits)
- PSY 535 Intro to Industrial/Organizational Psychology (Fall)
- PSY 555 Personnel Psychology (Spring)

Quantitative Courses (2 courses/6 credits)
- PSY 510 Experimental Design Methods (Fall)
- PSY 581 Advanced Research (Spring)

Research/Internship (1 course/3 credits)
- PSY 625 Capstone Project (any semester except winter) OR
- PSY 680 Internship in Organizational Psychology (any semester except winter)

ELECTIVES (7 courses/21 credits)

Electives in Organizational Studies (5–7 courses/15–21 credits)
- PSY 532 Teams in Organizations
- PSY 533 Training Program Design & Effectiveness
- PSY 536 Leadership: Theory & Practice
- PSY 537 Motivation in the Workplace
- PSY 538 Organization Effectiveness
- PSY 539 Performance Evaluation & Management
- PSY 545 Contemporary Studies in Organizational Psychology (can be repeated)
- PSY 551 Global Talent Management
- PSY 556 Consulting & Prof Practices
- PSY 558 Diversity and Inclusion
- PSY 559 Emotional Intelligence in Organizations
  (No more than three MGT courses in Barney School of Business can be taken)
- MGT MGT 701 Managerial Skills
- MGT 720 Organizational Development
- MGT 725 Training in Organizations
- MGT 740 Conflict Management
- MGT 746 Process Consultation
- MGT 771 Entrepreneurship
- CMM 510 Small-Group Communication
- CMM 520 Organizational Communication
- CMM 523 Intercultural Communication
- CMM 530 Interpersonal Organizational Tensions
- CMM 560 Communication in the Workplace
- EDP 696 The Adult Learner
- EDT 610 Computer as an Instructional Tool
- NUR 605 Feminist Perspectives on the Caring Professions

Electives in General Psychology (choose no more than 2 courses/6 credits)

General Psychology electives are not required; no more than 2 will be applied to the degree
- PSY 500 Special Topics in Psychology
- PSY 520 Learning: Principles, Theories, and Applications
- PSY 521 Physiological Psychology
- PSY 523 Health Psychology
- PSY 525 Multicultural Issues
- PSY 550 Psychology of Gender
- PSY 552 Social Psychology
- PSY 554 Community Psychology
- PSY 557 Stress Psychology
- PSY 560 Lifespan Development

The Graduate Admission Office would be happy to provide more specific information about a degree program or answer any questions you may have. Please contact the office by email at GradStudy@hartford.edu or by phone at 860.768.4371 or 800.945.0712.

For more specific information regarding the Organizational Psychology program, please contact:
Olga Sharp, PhD
Graduate Program Director
860.768.4045
osharp@hartford.edu

Graduate program events are held throughout the year. Open Houses are held in August and January. Learn more at hartford.edu/gradevents

hartford.edu/gradMSOP