FlexPath Option
Master of Science (MS) in Psychology
with a specialization in
Industrial/Organizational Psychology

Effective July 10, 2017
The master's Industrial/Organizational Psychology, FlexPath option specialization is for learners who are interested in the application of industrial/organizational behavior principles and research found in the workplace and other organizational settings. Learners practice the application of leadership theories, group development, motivation and workplace performance, conflict resolution, and organizational processes in pursuit of entry-level to mid-management positions in business services, consulting, human resources, teaching, training and development, and organizational administration. Learners who pursue this specialization through the FlexPath option earn an MS in Psychology through self-paced demonstrations of competencies. The requirements for this specialization are not intended to prepare graduates for licensure as professional counselors or psychologists.

**FlexPath Option**

Capella University’s FlexPath option allows you to leverage your knowledge and experience when earning your degree, offering you an even more efficient pathway while maintaining the academic rigor for which Capella is known. Each FlexPath course contains a series of authentic assessments designed by faculty who are experts in their fields. These competency-based assessments allow you to demonstrate those skills and knowledge you need to be successful in the workplace. You’ll complete the assessments at your own pace, without preset due dates for your work. Once you complete an assessment, faculty will typically review and provide feedback within 48 hours. When you demonstrate mastery of all competencies within a course, you move forward to the next course.

Throughout your program, you’ll continue to have access to a wide range of support, including dedicated coaches, tutoring resources, and an online community where you can connect with other learners earning their degrees through our FlexPath option.

- **FlexPath courses** give you the freedom to achieve the competencies in your own way, on your own time. Because of this, assessment preparation will vary, depending on your learning style.

- **With specific assessment instructions—and clear guidelines on how your work is assessed—you’ll always know exactly what’s expected of you.**

- **Faculty serve as evaluators for each assessment, providing detailed feedback regarding the level of competency being demonstrated.**

This guide is intended to provide an overview of the specialization and is subject to change. Your enrollment counselor can provide updates, details, and Capella’s official University Catalog that specifies your program requirements.
Career Information

RELATED EMPLOYMENT SETTINGS TO EXPLORE

- Community college
- Land-based or online college or university
- Industrial setting
- Corporation
- Military
- Government—local, state, federal
- Organizational consulting firm
- Research organization
- Health care
- Nonprofit organization

RELATED JOB TITLES TO EXPLORE*

- Manager or director of training
- Manager or director of human resources or organizational development
- Research associate
- Adjunct or part-time faculty
- Instructor
- Assessment specialist
- Manager or director of labor relations
- Organizational consultant (internal or external)
- Executive leadership coach (internal or external)
- Self-employed

SPECIALIZATION OUTCOMES

- Understand scientific merit of the industrial/organizational professional literature
- Understand theoretical and research findings from the discipline of industrial/organizational psychology
- Apply ethical principles and standards of psychology to academic and professional activities
- Understand, respect, and respond to individual differences and diversity in the practice of industrial/organizational psychology
- Accurately select, administer, score, and interpret psychological tests in the workplace
- Communicate psychological concepts effectively using the professional standards of the discipline

* These are examples intended to serve as a general guide. Because many factors determine what position an individual may attain, Capella cannot guarantee that a graduate will secure any specific job title.

† Job title qualifications vary by state and licensure and/or other designations may be required. We encourage you to research requirements for your job and career goals.

Capella's Career Center proactively assists learners and alumni in developing and implementing their unique career management goals. The Career Center staff is committed to helping you move forward in your career.

Step Into FlexPath is an option for those who don’t qualify for FlexPath. Start a program in our structured, online format, and then transition into FlexPath upon successful completion of two courses, at a 3.0 GPA or higher.
Curriculum

- 11 required courses
- Total program points: 27.5 program points

**REQUIRED COURSES**

<table>
<thead>
<tr>
<th>Course Code</th>
<th>Course Title</th>
<th>Program Points</th>
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<tbody>
<tr>
<td>PSY-FP5002</td>
<td>Foundations of Theory and Practice for Master's Psychology Learners</td>
<td>2.5 program points</td>
</tr>
<tr>
<td>PSY-FP7610</td>
<td>Tests and Measurements</td>
<td>2.5 program points</td>
</tr>
<tr>
<td>PSY-FP7860</td>
<td>Survey of Research Methods</td>
<td>2.5 program points</td>
</tr>
<tr>
<td>PSY-FP7864</td>
<td>Quantitative Design and Analysis</td>
<td>2.5 program points</td>
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<tr>
<td>PSY-FP7210</td>
<td>Lifespan Development</td>
<td>2.5 program points</td>
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<tr>
<td>PSY-FP7543*</td>
<td>Ethics and Multicultural Issues in Psychology</td>
<td>2.5 program points</td>
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<tr>
<td>PSY-FP8711</td>
<td>Principles of Industrial/Organizational Psychology</td>
<td>2.5 program points</td>
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<tr>
<td>PSY-FP8720</td>
<td>Psychology of Leadership</td>
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<tr>
<td>PSY-FP8730</td>
<td>Consultation Psychology</td>
<td>2.5 program points</td>
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<tr>
<td>PSY-FP8740</td>
<td>Industrial/Organizational Psychology Practices in Human Resource Management</td>
<td>2.5 program points</td>
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*Denotes courses that have prerequisite(s). Refer to the course descriptions for further details.

**ADMISSION REQUIREMENTS**

- Bachelor’s degree from an institution accredited by a U.S. Department of Education-recognized accrediting agency or an internationally recognized institution
- Grade point average of 3.0 or higher on a 4.0 scale

You’ll complete a required orientation that helps you understand the course format and expectations before you begin your program.

Assessments are designed by a team of subject-matter-expert faculty, assessment specialists, and instructional designers who help clearly measure competencies as they apply to the workplace.

The courses in this program may require live web conferencing activities and/or learner audio/video recordings. Learners who require assistive technology or alternative communication methods to participate in these activities should contact Disability Services to request accommodations.
Before beginning each course, you'll complete a course plan to help you identify your key milestones and assessments.

Competency-based education is important to meet this country’s, and adult learners’, educational needs. FlexPath allows us to serve students with significant work experience, who are comfortable learning independently, and who can demonstrate job-ready skills through authentic assessments.

Required Course Descriptions

**PSY-FP5002 Foundations of Theory and Practice for Master’s Psychology Learners**

In this course, learners acquire the ability to navigate the Capella courseroom and use the resources that support academic success, including the library and writing center. Learners identify and practice the academic requirements (including APA style and formatting) necessary to successfully complete the master's degree program in their chosen specialization; review their specialization's requirements, associated professional roles and organizations, and ethics and professional standards; and articulate a professional identity based on master’s-level psychology training. *For MS in Psychology learners only. Must be taken during the learner’s first quarter. Cannot be fulfilled by transfer.*

**PSY-FP7610 Tests and Measurements**

This course is an introduction to the subject of mental measurement in psychology. Course topics include techniques for correctly interpreting test scores such as percentiles, standard errors of measurement, standard scores, and validity and reliability. Learners acquire and demonstrate knowledge of measuring devices used in the fields of intelligence, interests, personality, and special aptitudes, and identify professional standards of test development and use. The course also includes analysis of the psychometric procedures used to develop and validate educational and psychological instruments and requires learners to present appropriate applications for each type of methodology.

**PSY-FP7860 Survey of Research Methods**

Learners in this course critically evaluate research in order to gain an understanding of the scientific methods of inquiry and the ethical considerations of research. Learners focus on becoming educated consumers and creators of research. Learners also use their research design skills to analyze and apply research methodologies, validity, reliability and other components of scientific research related to their field of interest. *Cannot be fulfilled by transfer.*

**PSY-FP7864 Quantitative Design and Analysis**

In this course, learners investigate the fundamental concepts needed to conduct quantitative research. Learners examine and apply quantitative research techniques; appropriate applications of quantitative research; research design, measurement, and analysis, and their associated interdependencies; variable types and levels of measurement; sampling; descriptive and inferential statistics; and hypothesis testing. Learners define the strengths and limitations of descriptive statistics, analyze the quantitative scales of measurement, review the logic of probability and null hypothesis testing, and leverage technology when applicable. Learners also determine the steps necessary to ensure human subjects protection, and consider methodological adaptations when conducting research with vulnerable and diverse populations. *Cannot be fulfilled by transfer.*

Specialization Course Descriptions

**PSY-FP7210 Lifespan Development**

In this course, learners gain and apply knowledge of lifespan development from infancy through adulthood, including human development processes and milestones. Learners evaluate theories and approaches for examining human development and analyze human development processes related to their specialization.

**PSY-FP7543 Ethics and Multicultural Issues in Psychology**

In this course, learners analyze multicultural perspectives and factors such as ethnicity, socioeconomic status, and gender, and their influences on the ethical behavior of psychology professionals. Learners evaluate and articulate multicultural issues within the context of different settings and practice applying ethical reasoning principles and standards within their profession. *Prerequisite(s): PSY-FP5002 or PSY5005 or PSY8002.*
PSY-FP8711  Principles of Industrial/Organizational Psychology  2.5 PROGRAM POINTS
In this course, learners identify and confirm theories and research of industrial/organizational psychology. Learners examine and explain the various psychological constructs affecting individuals, groups, teams, and organizations in the workplace and assess diversity and ethical principles as they relate to decision-making processes. Learners also evaluate the differences between industrial and organizational psychology and implement various assessment methods, models, and interventions applicable across workplace settings.

PSY-FP8720  Psychology of Leadership  2.5 PROGRAM POINTS
This course provides a comprehensive review of leadership theories and factors, including leader development, leadership styles, and multicultural issues relevant to leadership in various settings. Learners research and evaluate leadership principles and apply leadership theory to clinical, counseling, educational, organizational, and sports settings. Learners examine case studies; investigate and evaluate the processes and best practices of leader development; analyze their own leadership strengths; and relate this knowledge to their professional practice.

PSY-FP8730  Consultation Psychology  2.5 PROGRAM POINTS
Learners in this course evaluate current theories of psychological consultation and analyze the variety of roles and interventions that engage psychological consultants in an applied setting. Learners examine psychological consultants’ contributions to clinical, educational, industrial, and organizational settings and demonstrate the competencies required to evaluate and conduct psychological consultative services through applied case work, practice, and self-appraisal. Other course topics include consultation ethics, models of consultation research, and the dynamics of the consultant-client relationship.

PSY-FP8740  Industrial/Organizational Psychology Practices in Human Resource Management  2.5 PROGRAM POINTS
Learners in this course analyze psychologically based methods, tools, and practices used in industrial/organizational psychology, including needs assessment, personnel selection, job analysis, performance management and appraisal, organizational functioning, motivation, training, and management, in the context of their application to human resource management. Learners identify the underlying psychological theories, research, and approaches related to human resource management and synthesize these theories and research to develop evidence-based application grounded in science and scholarship. Throughout the course, learners gain and demonstrate a working knowledge of organizational systems and culture.

PSY-FP5201  Integrative Project for Master's Degree in Psychology  2.5 PROGRAM POINTS
In this course, learners demonstrate mastery of knowledge, scholarship, and research proficiency in their chosen specialization. Learners apply ethical principles to academic and professional activities and effectively articulate psychology concepts using the discipline’s standards. For MS in Psychology learners only. Must be taken during the learner’s final quarter. Prerequisite(s): All required and elective coursework. Cannot be fulfilled by transfer.
Course Sequence

FlexPath courses are designed to be completely self-paced and can take from one week to a full academic session to complete. Complete your assessments on your own schedule within the session, moving quickly when you can or more slowly as needed, without preset due dates for your coursework. There is no limit on the number of courses that can be taken within a session, but no more than two courses may be taken concurrently.

Tuition

This tuition rate is effective July 10, 2017, and is subject to change. For current pricing, visit the Capella University website at www.capella.edu.

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<th>TUTION</th>
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<tr>
<td>Tuition per 12-week session</td>
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<td>$2,500</td>
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Financial Aid

Capella University offers assistance to learners who qualify and would like to secure educational funding to help finance their academic program. A number of options are available, given the diverse needs and backgrounds of prospective learners. Options include:

- Federal Direct Stafford Loan Program
- Federal Direct PLUS Loan Program
- Non-federal loans through preferred lenders and financial institutions
- External scholarships
- Veterans’ and U.S. armed forces discounts
- Corporate and higher education alliances
- Employer tuition reimbursement

Regarding loan programs, interest rates for Stafford student loans are low compared to other types of consumer loans, and repayment can be deferred until after graduation. In compliance with federal and state laws, Capella University has established policies for all learners regarding satisfactory academic progress, which is necessary for financial aid eligibility.
Academic Leadership

Andrea Miller, PhD
Dean

Andrea Miller is the dean of the Department of Psychology in the Harold Abel School of Social and Behavioral Sciences at Capella University. Dr. Miller has worked as a member of the Capella undergraduate psychology department since 2010 and has taught online since 2005. Her professional background includes work as a psychologist in the public schools and as a psychologist and supervisor for non-profit clinics. She specializes in working with children and families as well as individuals of all ages with intellectual and/or developmental disabilities. Dr. Miller is licensed as a psychologist in three states, licensed as a specialist in school psychology, and a human services board certified practitioner. She is active in psychological associations and served as President of the Georgia Psychological Association from 2013–2014. Dr. Miller holds a PhD in Counseling Psychology from Texas Woman’s University and a BA in Psychology from the University of Michigan.

Jeanie Whinghter, PhD
Faculty Chair

Jeanie Whinghter is faculty chair of the General and Industrial/Organizational Psychology specializations within the Harold Abel School of Social and Behavioral Sciences. She has been with Capella since 2014 and has been working in the domain of online education since 2008. Dr. Whinghter has worked with Capella learners in a variety of capacities, ranging from FlexPath and regular classroom instruction to dissertation supervision and comps assessment. Dr. Whinghter holds a PhD in Industrial and Organizational Psychology from Bowling Green State University, an MS in Industrial and Organizational Psychology from Clemson University, and a BA in Psychology from Emory University. Her specialization area is occupational health psychology, which focuses on manifestations of stress and wellness within the workplace. Dr. Whinghter’s professional background includes both internal and external consulting, with a balance between corporate and academic domains for application of research. She specializes in organizational needs analysis, survey design/implementation, organizational intervention initiatives, and evaluation processes.
Move Forward with Capella University

WORKING SCHOLARS
Capella provides an online, flexible learning environment for working adults who are also determined scholars. That connection between academic and professional work infuses the entire Capella experience—from the faculty we recruit to the course projects you complete. The theories discussed in the courseroom are designed to develop working knowledge for everyday situations.

AN ACCREDITED UNIVERSITY
Our accreditation* is an assurance to students, employers, and the public that Capella University meets or exceeds established standards for quality of faculty, curriculum, and learner services. It is also an important factor in the ability to transfer credits among higher education institutions. Regional accreditation, the type held by Capella, is the most common type for major public, state, and private institutions in the United States.

VALUING YOUR KNOWLEDGE AND EXPERIENCE
Adults bring a wealth of experience and learning to their education. Capella courses are designed to bring out your perspectives just as you gain from others’ ideas. Your knowledge can also be worth time and money: An enrollment counselor can help you estimate how much of your prior learning may apply toward your Capella degree program.

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*ACCREDITATION
Capella University is accredited by the Higher Learning Commission.
HIGHER LEARNING COMMISSION
https://www.hlcommission.org
800.621.7440
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