

# **INDUSTRIAL/ORGANIZATIONAL BEHAVIOR MANAGEMENT (IOBM) GRADUATE TRAINING HANDBOOK**

**WESTERN MICHIGAN UNIVERSITY  
DEPARTMENT OF PSYCHOLOGY**

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***The IOBM Graduate Training Handbook describes the relevant policies, procedures, expectations, and requirements for graduate training in the Industrial/Organizational Behavior Management Program within the Department of Psychology. Students are responsible for knowing the contents of this Handbook.***

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## INTRODUCTION TO THE TRAINING MODEL AND PROGRAM GOALS

The IOBM graduate programs adhere to a mentorship model in which graduate students are assigned to work under specific faculty members. The faculty members are partially determined by the rank ordered list of preferences by students on their application form. The conceptual basis of the program for both degrees is behavior analysis. Thus, evidence-based environmental-change strategies are emphasized throughout the curriculum.

Both the master's and doctoral degree IOBM programs prepare students for human resource and organizational development positions in business, consulting, and human service organizations, through a combination of classroom and practical training. At the M.A. level, IOBM students may elect a program of study that enables them to enter the work force after graduation or pursue doctoral training. Students in the M.A. program will be admitted either under the Thesis option or the Practicum option. At the Ph.D. level, IOBM students are prepared for a career of consulting, teaching, research scholarship, and/or leadership roles in training and organizational development.

Students enrolled in the IOBM program often serve as public representatives of our programs and the behavior of our students reflects upon the reputation of the program. Therefore, it is expected that students maintain high professional standards in their interactions with faculty, fellow students, clients, and the general public. Failure to demonstrate professionalism while in academic or applied contexts may result in disciplinary action and in extreme cases, potential dismissal from the program.

Graduates of the program ultimately seek employment in jobs that involve personnel training and development, instructional design, productivity and safety improvement, quality enhancement, work process improvement, and organizational systems analysis. These jobs are usually found in human resource departments, process management departments, or consulting firms. The program is intended for individuals who wish to specialize in workplace improvement with an emphasis in behavior analysis. As such, the program does not focus on just behavior analysis or just industrial/organizational psychology, but rather a hybrid of the two.

## PROGRAM FACULTY

The core IOBM faculty consists of three doctoral-level professors.

**Douglas Johnson, Ph.D.**, Associate Professor, douglas.johnson@wmich.edu  
Research specialization in organizational behavior management, instructional design, and evidence-based education and training techniques

**Heather McGee, Ph.D.**, Associate Professor, heather.mcgee@wmich.edu  
Research specialization in organizational behavior management, comprehensive behavioral systems analysis, behavior based safety, and instructional technology and learning

**Ron Van Houten, Ph.D.**, Professor, ron.vanhouten@wmich.edu  
Research specialization in traffic safety, simulation research, and community/organizational psychology.

The IOBM Program also relies on the expertise of several other departmental faculty for support.

## DEGREE COURSE AND PROGRAM REQUIREMENTS

The Master's program in Industrial/Organizational Behavior Management prepares students for performance analysis and improvement, training and instructional design, and behavior-based safety positions in business, government, and human service organizations or for entry into a Ph.D. program for advanced study. This program requires a minimum of 36 credit hours, including the competency areas of Industrial Organizational Behavior Management (18 hours), Foundational Skills (9 hours), Research and Practice (6 hours), and Electives (3 hours).

The Doctoral program requires a minimum of 78 credit hours, the completion of a thesis (a thesis completed at the Master's level may qualify), the completion of a dissertation, and the completion of a competency exam (to be completed at least one semester before defending the dissertation). The competency areas include Organizational Behavior Management Core (21 hours), Behavior Analysis Core (9 hours), Research and Ethics (12 hours), Master's Thesis (6 hours), Doctoral Dissertation (12 hours), and Approved Electives (18 hours).

**Course transfer and substitution.** Up to 12 credit hours may be transferred into the IOBM M.A. program. Up to 36 credit hours may be transferred into the IOBM Ph.D. program. In order to transfer credits into the program, the student must follow the course substitution process. When pursuing a course substitution, the primary consideration is the equivalence between the petitioned course and the Program's course in terms of content covered, depth of coverage, and how current the content coverage is. The procedure to petition for a course substitution requires completing the *Petition of Waiver/Substitution Form* (see **WMU Psychology website**), identifying both the Program course and the petitioned course. Attached to the petition should be a complete description of the goals and requirements of the petitioned course in the form of a course syllabus, name of the instructor, the texts required, the date taken and the university at which the course was completed. Proof of your completion of that course with a grade of B or better must also be provided to the committee (i.e., via a transcript). Petitions to substitute required courses must be approved by the WMU faculty teaching the equivalent program course, the student's advisor, at least one of the Co-Directors of the IOBM program, and the Department Graduate Training Chair. Additional requirements may be imposed by the Program faculty member whose course is being petitioned for substitution (e.g., examinations). Petitions to substitute electives when there is no course equivalency require approval from the student's advisor, at least one of the Co-Directors of the IOBM program, and the Department Graduate Training Chair.

**Petition of waiver/substitution process.** When preparing to submit one or more Petitions of Waiver/Substitution, the student should set up a meeting with his or her advisor and bring all syllabi for the petitioned courses to that meeting. The student and the advisor should review the syllabi and identify all potential matches from the WMU IOBM curricula (along with any acceptable electives with no course equivalency). Once agreement is reached between the student and his or her advisor, the advisor should sign all relevant Petition forms. The student should then route the form through the WMU faculty teaching the equivalent program course (except in the case of no course equivalency), at least one of the Co-Directors of the IOBM program, and the Department Graduate Training Chair. Once all signatures have been obtained, the student must submit all paperwork (signed forms and syllabi) to the Graduate Training Secretary. The Graduate Training Secretary will then include these petitions in the student's Program of Study for approval by the Dean of the College (see University Requirements, p. 24).

The specific course requirements within each competency area can be seen on the next two pages.

**Western Michigan University - Department of Psychology**  
**Industrial / Organizational Behavior Management M.A. Requirements (36 credit hours)**

| <b>Industrial Organizational Behavior Management</b><br>6 classes (18 credits) | <b>Number</b> | <b>Title</b>   | <b>Prerequisites</b> |
|--|---------------|--|----------------------|
|  | PSY 6440      | Personnel Training and Development                         | None                 |
|  | PSY 6450      | Psychology of Work   | None                 |
|  | PSY 6484      | Psychological Foundations of Computer-Assisted Instruction | PSY 6100 or PSY 6166 |
|  | PSY 6510      | Behavioral Systems Analysis                                | None                 |
|  | PSY 6525      | Measurement and Assessment for Employees and Organizations | None                 |
|  | PSY 6549      | Behavior-Based Instructional Design                        | PSY 6100 or PSY 6166 |

| <b>Foundational Skills</b><br>3 classes (9 credits) | <b>Number</b> | <b>Title</b>                                  | <b>Prerequisites</b>                         |
|---|---------------|---|--|
|   | PSY 6050      | Professional and Research Ethics              | None   |
|   | PSY 6080      | Research Methods in Applied Behavior Analysis | Previous course in applied behavior analysis |
|   | PSY 6100      | Conditioning and Learning                     | None   |

***Pick either thesis or practicum option***

| <b>Research and Practice THESIS OPTION</b><br>6 credits                     | <b>Number</b> | <b>Title</b>               | <b>Prerequisites</b>                     |
|---|---------------|----------------------------|--|
|   | PSY 7000      | Master's Thesis            | Department and Graduate College approval |
| <b>Research and Practice PRACTICUM OPTION</b><br>Pick 2 classes (6 credits) | <b>Number</b> | <b>Title</b>               | <b>Prerequisites</b>                     |
|   | PSY 5400      | Psychology of Safety       | None                                     |
|   | PSY 5990      | Practicum in Psychology    | None                                     |
|   | PSY 6520      | Systems Analysis Practicum | PSY 6510                                 |

| <b>Approved Electives</b><br>1 class (3 credits)<br><br><i>Additional electives may be possible in consultation with graduate advisor</i> | <b>Number</b> | <b>Title</b>   | <b>Prerequisites</b> |
|---|---------------|--|----------------------|
|   | EMR 6450      | Data Analytics I: Designed Studies   | Instructor approval  |
|   | EMR 6550      | Experimental and Quasi-experimental Design for Applied Research and Evaluation | Instructor approval  |
|   | PADM 5880     | Culture, Diversity, and Social Equity  | None                 |
|   | PSY           | <i>Various offerings in Department of Psychology</i>                           | Consult with advisor |

**Western Michigan University - Department of Psychology**  
**Industrial / Organizational Behavior Management Ph.D. Requirements (78 credit hours)**

| <b>Industrial Organizational Behavior Management Core</b><br>7 classes (21 credits) | <b>Number</b> | <b>Title</b>   | <b>Prerequisites</b> |
|---|---------------|--|----------------------|
|   | PSY 5400      | Psychology of Safety                                       | None                 |
|   | PSY 6440      | Personnel Training and Development                         | None                 |
|   | PSY 6450      | Psychology of Work   | None                 |
|   | PSY 6484      | Psychological Foundations of Computer-Assisted Instruction | PSY 6100 or PSY 6166 |
|   | PSY 6510      | Behavioral Systems Analysis                                | None                 |
|   | PSY 6520      | Systems Analysis Practicum                                 | PSY 6510             |
|   | PSY 6525      | Measurement and Assessment for Employees and Organizations | None                 |

  

| <b>Behavior Analysis Core</b><br>3 classes (9 credits) | <b>Number</b> | <b>Title</b>                        | <b>Prerequisites</b>                    |
|--|---------------|-------------------------------------|---|
|  | PSY 6100      | Conditioning and Learning           | None                                    |
|  | PSY 6549      | Behavior-Based Instructional Design | PSY 6100 or PSY 6166                    |
|  | PSY 6760      | Skinner's Behaviorism               | 9 credit hours of graduate study in PSY |

  

| <b>Research and Ethics</b><br>4 classes (12 credits) | <b>Number</b> | <b>Title</b>   | <b>Prerequisites</b>                      |
|--|---------------|--|---|
|  | PSY 6050      | Professional and Research Ethics                       | None                                      |
|  | PSY 6080      | Research Methods in Applied Behavior Analysis          | Prior course in applied behavior analysis |
|  | PSY 6090      | Advanced Seminar in Applied Behavior Analysis Research | PSY 6080                                  |
|  | PSY 6110      | Current Research in Experimental Analysis              | PSY 6100 or PSY 6166                      |

  

| <b>Master's Thesis</b><br>6 credits | <b>Number</b> | <b>Title</b>    | <b>Prerequisites</b>              |
|-------------------------------------|---------------|-----------------|-----------------------------------|
|                                     | PSY 7000      | Master's Thesis | Dept. & Graduate College approval |

  

| <b>Doctoral Dissertation</b><br>12 credits | <b>Number</b> | <b>Title</b>          | <b>Prerequisites</b>              |
|--|---------------|-----------------------|-----------------------------------|
|  | PSY 7300      | Doctoral Dissertation | Dept. & Graduate College approval |

  

| <b>Approved Electives</b><br>6 classes (18 credits)<br><br><i>Additional electives may be possible in consultation with graduate advisor</i> | <b>Number</b> | <b>Title</b>   | <b>Prerequisites</b>              |
|--|---------------|--|-----------------------------------|
|  | EMR 6450      | Data Analytics I: Designed Studies   | Instructor approval               |
|  | EMR 6550      | Experimental and Quasi-experimental Design for Applied Research and Evaluation                           | Instructor approval               |
|  | EMR 6650      | Data Analytics II: Correlation Studies   | EMR 6450                          |
|  | PADM 5880     | Culture, Diversity, and Social Equity  | None                              |
|  | PSY 5470      | Practicum: Organizational Performance Improvement  | Instructor approval               |
|  | PSY 5980      | Special Projects in Psychology   | Application / instructor approval |
|  | PSY 5990      | Practicum in Psychology  | None                              |
|  | PSY 6470      | Seminar: Industrial/Organizational Psychology<br>(no more than 3 credits toward degree)                  | None                              |
|  | PSY 6494      | Advanced Instructional Design and Training Practicum   | PSY 6549 and PSY 6440             |
|  | PSY 6580      | Cognitive Processes  | None                              |
|  | PSY 6740      | Verbal Behavior  | PSY 6100                          |
|  | PSY 6900      | Behavioral Approaches to College Education   | None                              |
|  | PSY 6910      | College Teaching Practicum   | Instructor permission             |
|  | PSY 6920      | Grant Writing in the Behavioral Sciences   | PSY 6100 (override with 6166)     |
|  | PSY 6970      | Advanced Topical Studies in Psychology<br>(must be approved by graduate advisor to count towards degree) | Department Approval               |
|  | PSY 7100      | Independent Research   | Application / department approval |

  

| <b>Research Tools</b><br><i>Students must complete two of the listed options</i> | <b>Combination</b>             | <b>Courses</b>                                 |
|--|--------------------------------|--|
|  | Research Methods option        | PSY 6080 and PSY 6110                          |
|  | Measures and Evaluation option | PSY 6484, PSY 6549, and PSY 6970 (measurement) |

  

| <b>Professional and Scholarly Activity</b> |  |
|--|--|
|  | Comprehensive examination or alternative approved scholarly achievement<br>(Must be approved by dissertation committee; consult with graduate advisor) |

## RESEARCH REQUIREMENTS

This section is primarily concerned with master's theses, doctoral dissertations, and the doctoral comprehensive examination. Students should begin thinking as early as possible about topics for thesis and dissertation research and in mastering the skills to enable them to meet these milestones adequately.

All research, including but not limited to theses and dissertations, must be conducted in an ethical manner. This means that all research conducted with human subjects must be formally approved by the Human Subjects Institutional Review Board (HSIRB) at WMU before the research is started. Only full-time faculty or staff may serve as Principal Investigators; all graduate students must be designated as Student Investigators for the purposes of research reviewed by the HSIRB, even if the student is intended to be the primary author on subsequent publications or presentations. Be aware that the HSIRB will evaluate both the protection of human subjects and the suitability of the research methodology.

Details on the HSIRB can be found here: <http://www.wmich.edu/research/compliance/hsirb/>

Any research involving non-human subjects must be reviewed and approved by the Institutional Animal Care and Use Committee (IACUC). Details on the IACUC can be found here:

<http://www.wmich.edu/research/compliance/animals>

All students must complete the CITI Ethics Training modules before conducting research. Details on the CITI program can be found here: <https://www.citiprogram.org/>



## MASTER'S THESIS

**Individuals who must complete master's thesis.** The completion of a master's thesis is a formal requirement of IOBM M.A. students admitted under the Thesis option as well as all IOBM Ph.D. students. The faculty may elect to permit a student who has obtained a master's degree in psychology elsewhere that involved completion of a thesis to waive the Program's thesis requirement. This determination is based upon a review of the previous thesis by the student's advisor and the IOBM Co-Directors. All students who completed a thesis at another university or program must submit their thesis to their advisor, who will send the thesis to the IOBM Co-Directors. If a student's advisor is one of the IOBM Co-Directors, then it will be sent out to all the IOBM faculty for review. The ad-hoc thesis committee will review the thesis and make one of the following recommendations:

1. Accept without revisions
2. Accept with minor revisions
3. Require an oral defense (Major revisions required or significant committee questions)
4. Reject

If the committee determines that a student must hold a thesis defense, the student will be responsible for coordinating a day and time that works for all committee members, scheduling a conference room, and preparing a 30- 40-minute presentation on the thesis. The committee will ask the student questions throughout and/or at the end of the presentation. Once all questions have been answered satisfactorily, the committee will ask the student to step out of the room. The committee will then discuss and make a final determination of the acceptability of the thesis and any revisions required.

Students who completed a project (instead of a thesis) at another university or in a different program may submit their project for review as a thesis substitution if the project was in the area of OBM. To be considered, the project must: (a) be written according to APA/WMU Graduate College thesis format; (b) include a thesis quality literature review; and (c) include an experimental design appropriate to the question asked/intervention. Students must complete the following steps:

1. Submit their project to their advisor, who will send the thesis to the IOBM Co-Directors. If a student's advisor is one of the IOBM Co-Directors, the advisor will send out the project to all the IOBM faculty.
2. Schedule a Project Oral Defense
  - a. Coordinate a day and time that works for all committee members
  - b. Schedule a conference room
  - c. Prepare a 30- to 40-minute presentation on the project

The committee will ask the student questions throughout and/or at the end of the presentation. Once all questions have been answered satisfactorily, the committee will ask the student to step out of the room. The committee will then discuss and make a final determination of the acceptability of the project as a substitute for a thesis and any revisions required.

**Purpose of master's thesis.** The thesis represents a research effort that should advance the student's knowledge, skill, and understanding in research methodology. While the thesis experience is intended to produce a contribution to the professional literature, its primary purpose is to provide an opportunity for the student to develop initial competency in research methodology and to begin the establishment of an area of expertise within the discipline. The thesis is not intended to be as extensive as a doctoral dissertation, and one thesis may vary from another in purpose, length, and complexity as appropriate to the career goals of the student and as agreed upon by the student's advisor and thesis committee.

**Thesis committee.** For the thesis research, the student is required to assemble a committee of three persons from the departmental faculty. The chair of the thesis will typically be the student's assigned advisor, although exceptions may be made in unusual circumstances at the discretion of the IOBM Co-Directors. The faculty member serving as the thesis chair will assume all responsibilities for the primary supervision of the student's thesis development process. In the spirit of collaboration and professional development, the thesis chair reserves the right to potentially share your thesis research question, manuscript drafts, or data with your committee members to solicit their input at various stages in the research development process. The faculty member serving as first sponsor does so with the understanding that he or she will assume the responsibility of the chair in the chair's absence or if a new chair is required. The remaining two committee members must be from the WMU Department of Psychology. The student must complete a *Committee Appointment Form* (see **Graduate College website**) and obtain signatures during the thesis oral proposal (or in advance if a committee member cannot personally attend the proposal).

**Written structure of master's thesis.** The thesis should be written in a scholarly form according to The Publication Manual of the American Psychological Association and the *Guidelines for the Preparation of Theses, Specialist Projects, and Dissertations* (found on the Graduate College website under the "Dissertation and Theses" section within the "Current Students" section). All aspects of the thesis must meet the requirements of the Graduate College and be acceptable to the three members of the student's thesis committee. The thesis should include a clear statement of purpose, documented by an appropriate review of the literature, a description of the experimental procedure that allows replication of the study, a clear and appropriate presentation of the data, and a discussion of the obtained data that integrates the findings with the research literature presented in the introduction. See here for details and the current Guidelines:

<http://www.wmich.edu/grad/current-students/dissertation>

**Master's thesis process.** The following sequential steps must be followed to complete a master's thesis:

1. *Request to serve on thesis committee:* In consultation with his or her advisor, the student should identify potential members to serve as the student's thesis committee (see details above regarding the composition of the committee). The student may informally inquire about a potential member's tentative interest in serving on the committee early in the process. However, the student will need to formally request members to serve on the committee and this should only be done after significant progress has been made on a written proposal. The student's advisor will provide consultation on when the student has made sufficient progress to make a formal request.
2. *Written proposal:* A written proposal will be submitted to the chair of the student's program committee. If the proposed thesis is a research study, the proposal will include a review of the literature, a statement of the research problem, a rationale for the research, a detailed methods section, a results section that describes the potential results and how the data will be analyzed, and a reference list. If the thesis has a theoretical contribution, the proposal should identify the topic area and the scope of the proposed work. The proposal should be of sufficient detail and include sufficient references to allow the thesis committee chair to determine the relevance and value of the topic selected. The chair will evaluate the proposal with respect to: the scholarly contribution of the thesis to the field, methodology, style (APA and Graduate College Guidelines), grammar, and structure. Once the chair is satisfied with the proposal, a copy of the written

proposal will be distributed to each committee member. The written proposal must be received by the thesis committee at least two weeks prior to the proposal defense.

The proposal must conform to the formatting standards outlined in the Graduate College *Guidelines for the Preparation of Theses, Specialist Projects and Dissertations*, along with the guidelines described in the latest edition of *The Publication Manual of the American Psychological Association*. For the purposes of the thesis, the Graduate College Guidelines supersede the APA Publication Manual Guidelines. Therefore, wherever the two sets of guidelines conflict, students will follow the Graduate College Guidelines.

3. *Registration*: The student must file a signed *Permission to Elect* form (see **Graduate College website**) and receive approval from The Graduate College prior to initially registering for thesis credits (PSY 7000). The student should consult with his or her advisor regarding the best semester to begin enrollment in thesis credits. Once registration has begun, the student is required to maintain continuous thesis enrollment until the document is fully approved by the department and The Graduate College. The student does NOT need to fill out the *Permission to Elect* form again after the initial filing.
4. *Oral proposal*: The student must hold a formal oral proposal and both the student and the thesis chair must be physically present for this proposal. At least one thesis committee member in addition to the chair must be physically present as well and the student must make a good faith effort to accommodate faculty schedules so that all members are present. Videoconferencing is acceptable if scheduling conflicts prevent the attendance of all members. In the event that a committee member is completely absent (not there in person or via videoconferencing), the absent member's comments and decision on the acceptability of the proposal must be formally received before the beginning of the oral proposal defense. Because many faculty members are not employed by the university during summer I and summer II semesters, students are strongly urged to schedule the oral proposal during the fall and spring semesters. The student should consult with the Department's Administrative Assistant for reserving a conference room.

As part of the oral proposal, students will give a formal presentation of their proposed thesis plan, covering the literature and proposed methodology. This presentation should last approximately 20-30 minutes and will be followed by questions from the thesis committee. If the thesis committee is not satisfied by the oral proposal, revisions may be requested. In the case of major revisions, it may be necessary to hold another oral proposal defense, no earlier than one month after the prior oral proposal defense. Students should bring the *Graduate College Doctoral Dissertation, Thesis, or Specialist Project Proposal Approval Form* (see **Graduate College website**) to the defense. Once signatures have been obtained, students should turn the form in to the Graduate Training Secretary.

5. *Ethics review board*: All research involving human subjects must be approved by the HSIRB before data collection can begin. Any research involving animals must be approved by the IACUC. The HSIRB and/or the IACUC may require revisions of the original thesis proposal. If any major deviations from the proposal are required, the student may need to meet with the committee

members to inform them of the required changes and to once again obtain their approval. The Thesis Committee Chair will be responsible for determining whether or not Thesis Committee re-approval is needed after Ethics Review Board approval.

Details on HSIRB: <http://www.wmich.edu/research/compliance/hsirb/>

Details on IACUC: <http://www.wmich.edu/research/compliance/animals>

6. *Data collection*: Data collection may proceed only after final approval by both the Thesis Committee and the relevant Ethics Review Board(s).
7. *Written thesis*: The written thesis must meet the guidelines outlined above for the Written Proposal, except that the document will be a complete version including results, data analysis, and discussion. The document must be changed to past tense and meet the guidelines of the APA Manual. As with the proposal version, the final written thesis must also conform to the formatting standards outlined in the Graduate College *Guidelines for the Preparation of Theses, Specialist Projects and Dissertations*. Similar to the written proposal, the written thesis must be received by the thesis committee at least two weeks prior to the oral final thesis defense.
8. *Oral final thesis defense*: The process for the Oral Thesis Defense is the same as the Oral Proposal, except that the student presentation should last approximately 30-40 minutes to allow for the additional material related to results and discussion.
9. *Final approval*: If, in the opinion of all of the members of the committee, the oral defense and written thesis are acceptable, the members of the committee will sign the *Thesis Oral Defense Approval* form (see **WMU Psychology website**) and the *Graduate College Thesis Approval* form (see **Graduate College website**). The student will need to submit the final thesis along with all relevant forms, including the *Thesis Check-In* form (see **Graduate College website**), to the Graduate College and receive their final approval as well.

## DOCTORAL DISSERTATION AND COMPREHENSIVE EXAMINATION

The doctoral dissertation is intended to be the major academic achievement of the doctoral student's career at Western Michigan University. The dissertation represents a creative research effort which should advance knowledge in an area of the discipline. The findings of this research should be compiled in a scholarly form which meets the requirements of the Graduate College and is acceptable to the student's Dissertation Committee. The dissertation must meet the same standards and process as the Master's thesis, except where noted below. As such, students completing a dissertation should familiarize themselves with the thesis requirements as well.

The IOBM Program encourages publication of the doctoral dissertation and endeavors to facilitate publication through the use of the American Psychological Association style manual; however, neither the need for publication nor the style manual format should be used to defend undue brevity or failure to discuss all of the theoretical and methodological issues as would be expected in a scholarly activity. The manual serves only as a writing guide; all aspects of the research from the proposal to its presentation must be approved by the four members of the student's Dissertation Committee.

**Dissertation committee.** For the dissertation research, the student is required to assemble a committee of four professionals. The chair and first sponsor of the dissertation will typically be the student's assigned advisor, although exceptions may be made in unusual circumstances at the discretion of the IOBM Co-Directors. Two committee members, beyond the dissertation chair, must be from the WMU Department of Psychology. The fourth committee member must be from outside of the full-time department faculty. The outside member may be an adjunct faculty member from the Department of Psychology or a doctoral-level professional selected in consultation with the dissertation chair. Potential candidates for outside members include WMU faculty from outside of the Department of Psychology, faculty from other universities, and non-faculty professionals who meet the criteria for graduate faculty status. Each member of the committee (including the outside member) must be either a member or an associate member of the graduate faculty; the committee chair must be a full member of the graduate faculty. To determine whether an outside committee member is a member or associate member of the graduate faculty, please review the current list of graduate faculty members, along with the application for Graduate Faculty appointment, available on the Graduate College website, under Graduate Faculty (see: <http://www.wmich.edu/grad/faculty-staff>). If the outside member is not currently Graduate Faculty, the student should ask his or her advisor to seek membership for the outside member. All members of the dissertation committee will also serve on the doctoral comprehensive examination committee. Substitutions of committee members may be allowed in unusual circumstances and at the discretion of the IOBM Co-Directors. The student must complete a *Committee Appointment Form* (see **Graduate College website**) and obtain signatures during the dissertation oral proposal defense.

**Doctoral dissertation and comprehensive examination process.** The doctoral dissertation will follow the same process steps as the master's thesis, with the important exceptions noted below. Students should also make themselves aware of the dissertation deadlines for the year they intend to graduate: <http://wmich.edu/grad/dissertation-deadlines>

1. *Request to serve on dissertation committee:* The process for requesting committee members is the same for the dissertation as it is for the thesis. However, students should note the unique details regarding the composition of the committee (see sections on *Dissertation committee* above).
2. *Written Proposal:* The expectations for the written dissertation proposal are similar to the written thesis, except that the written dissertation must be received by the dissertation committee at least **four weeks** prior to the dissertation-level oral proposal in order to facilitate the development of the doctoral comprehensive examination (two weeks is acceptable if substituting a scholarly publication prior to proposal). The comprehensive exam will be based upon the research area addressed by the student's dissertation and areas related to the dissertation topic. Approximately two weeks before the oral proposal, the dissertation chair will receive 2-5 questions from each of the examiners. The dissertation chair will select two questions from each examiner to be used during the comp exam (i.e., six questions in total; two from each of the three examiners). The dissertation chair will send this list of questions to the student 1-2 weeks in advance so that he or she may prepare oral responses to those questions (see *Oral Proposal and Doctoral Comprehensive Examination* below for details).
3. *Registration:* The student must file a signed *Permission to Elect* form (see **Graduate College website**) and receive approval from The Graduate College prior to registering for dissertation credits (PSY 7300). Once registration has begun, the student is required to maintain continuous dissertation enrollment until the final document is fully approved by the department and The Graduate College. The student does NOT need to fill out the *Permission to Elect* form after the initial filing.
4. *Oral Proposal and Doctoral Comprehensive Examination:* The process for the oral proposal of the dissertation is the same as the thesis process, with two significant exceptions. First, as part of the same meeting for the dissertation-level oral proposal, the student will also complete the doctoral comprehensive examination (i.e., comp exam). Second, the student is required to provide their speculative interpretations of their potential results (this may have been optional for a thesis). That is, although data collection is not yet underway, the student will describe the possible outcomes of the study as well as the theoretical and practical significance of the various potential findings. It is expected that the combined oral proposal and comp exam will take approximately 3 hours. Students accepted to the IOBM doctoral program prior to Fall 2016 have the option to substitute a written comprehensive examination or review paper as outlined by the prior student handbooks. Students admitted Fall 2016 or later have the option of substituting a scholarly publication for the comp exam (see below for petition details). Students should bring the *Graduate College Doctoral Dissertation, Thesis, or Specialist Project Proposal Approval Form* (see **Graduate College website**) to the oral proposal. Once signatures have been obtained, students should turn the form in to the Graduate Training Secretary.
  - a. *Purpose of defense examination:* The defense examination is designed to provide an opportunity for the student to demonstrate proficiency in an area of study within Psychology. It is also designed to assess the student's competency at interacting professionally and responding to criticisms of one's research and theoretical positions. It

is intended to ensure that students are prepared to adequately respond to the unanticipated concerns of future scholarly audiences, professional colleagues, and the general public. This is an extensive oral examination based upon, but not exclusively limited to, the student's dissertation research area.

- b. *Roles of committee members during examination:* As part of the comp exam, the dissertation chair will largely serve as a witness during the examination process and a discussant during the evaluation. The remaining three members will serve as active examiners. The two departmental examiners will take on roles to test the student's ability to professionally respond to criticism and counterarguments. The outside member will serve as an examiner who does not inherently take on a role of either advocate or adversary.
- c. *Topics covered during examination:* At least two weeks before the comp exam, the three examiners will submit a brief bullet point list of potential topics and questions that will be addressed to the student's advisor. This preliminary list is intended to give the student some direction in preparing his or her responses, but it does not represent the final list of questions that will be used during the oral examination. Examiners may elect to omit any of the questions or develop new questions during the comp exam itself.
- d. *Format of comprehensive examination:* The comp exam is closed to the general public. Students may have written materials with them but should not excessively rely on these materials because overreliance will be evaluated negatively (i.e., students cannot simply read their replies off printed notes or use a PowerPoint presentation as a reply). The student will be asked two prepared questions by each of the three examiners (six questions in total), consisting of the two departmental adversaries and the outside examiner. Examiners may ask follow-up questions as warranted during their allotted time period. The departmental examiners will largely focus their criticisms on the merits of the work and theoretical issues. This may require the departmental examiner to take the position of "devil's advocate" and put forth arguments that do not represent the examiner's genuine position (e.g., criticisms of the behavioral perspective underlying the dissertation; erroneous conclusions regarding the results). The departmental examiners may also use logical fallacies in their arguments to test the student, although ad hominem attacks will not be permitted. The outside examiner may elect to function as a neutral, advocating, or adversarial party when presenting questions. Regardless of the style, substance, or merit of the examination questions being asked, the student is expected to professionally, calmly, and clearly respond with coherent counterarguments and answers. The witnessing Chair will be largely non-interactive except when breach in protocol needs to be addressed. Each of the three examiners will be given 15-40 minutes to question the student in the presence of the dissertation committee. As such, the entire comp exam will take approximately 45-120 minutes.
- e. *Evaluation of the proposal and examination:* Immediately following the comp exam, the performance of the student will be evaluated in a private discussion meeting by all four committee members. The student will be assessed on both the manner and content of his or her responses. Students who are assessed as satisfactory will have both their proposal approval form (see **Graduate College website**) and their comp exam approval form (see **Appendix A**) signed by the committee. Students failing to meet the

standards of the committee may be asked to repeat the proposal or comp exam, either partially or in total, no earlier than one month and no later than one year afterwards. All students must successfully pass the comp exam at least one semester before their oral final dissertation defense.

- f. *Petitions to substitute a scholarly publication for the comp exam:* The student may formally petition to substitute a scholarly publication for the comp exam. To request this alternative, the student should submit to his or her dissertation committee a petition form to which the student attaches a copy of an article (see **WMU Psychology website**). In reviewing the petition, the committee will consider all the following evaluative criteria: a) the article should demonstrate proficiency in an area of study that displays substantial breadth; b) the area of demonstrated proficiency should be related to the discipline of psychology; c) the article should represent a scholarly contribution to the discipline as evidenced by publication, acceptance, or acceptance pending revisions into a reputable peer reviewed journal; d) the student must be listed as first author and e) the content of the comp exam substitution may overlap with the thesis or dissertation content. However, the comp cannot represent the primary publication of the student's thesis or dissertation data as these are already used to satisfy the thesis or dissertation milestone. Examples of acceptable scholarly publications include first-authored discussion articles and research articles. Nonexamples include published abstracts, brief (e.g., 3-4 pages) commentaries, brief book/software reviews, and self-publications. The student's dissertation committee may reject the petition based on the criteria above or for other reasons if the petition does not constitute, in the committee member's judgment, an equivalent activity. The student's dissertation committee may request that the student present an oral presentation of the topic represented by the petition and answer questions posed by the dissertation committee before making a final judgment as to the status of the student's petition. A petition to substitute a scholarly publication for the comp exam must be signed by all members of the student's dissertation committee.
5. *Ethics review board:* The student must follow the same ethical guidelines for the dissertation as established by the thesis process.
6. *Data collection:* Data collection may proceed only after final approval by both the Dissertation Committee and the relevant Ethics Review Board(s).
7. *Written dissertation:* The expectations for the written dissertation are the same as those for the written thesis.
8. *Oral final dissertation defense:* Unlike the oral final thesis defense, the oral final dissertation defense will be publicized in the Western Michigan University News and other appropriate university publications. The oral defense cannot be scheduled during semester breaks or when the university is not officially in session. An abstract of the dissertation must also be sent with the oral exam announcement (see **Graduate College website**) to the Graduate College representative at least 10 days prior to the scheduled date of the oral defense.



In total, the student should schedule 2 hours for the entire defense to allow for the presentation and evaluation. Additionally, the university requires that the doctoral candidate must have applied for graduation, be currently listed in an active graduation class, and the candidate's graduation audit must show that all requirements except the defense and submission of the dissertation have been met. At least three members of the student's committee (including the dissertation chair) must be present at the oral final dissertation defense. The oral defense may not be scheduled without a graduation audit and clearance from the Office of Graduation Auditing that completion of all program requirements except the dissertation has taken place (See Graduation section of handbook).

9. *Evaluation of Defense and Final approval:* If, in the opinion of all of the members of the committee, the written dissertation, dissertation presentation, and defense examination are all acceptable, the members of the committee will sign the *Oral Defense Approval* form (see **WMU Psychology website**) and the *Dissertation Approval* (see **Graduate College website**) form. The student will need to submit the final dissertation along with all relevant forms, including the *Graduate College Dissertation Submission* form (see **Graduate College website**), to the Graduate College and receive their final approval as well.

## CHECKLISTS FOR RESEARCH REQUIREMENTS

### Checklist for thesis oral proposal:

- Written Proposal (sent at least two weeks earlier)
- Conference Room reserved
- Committee Appointment Form (complete & ready to sign)
  - Turn into Graduate Training Secretary afterwards
- 2 copies: Graduate College Proposal Approval Form (complete & ready to sign)
  - Turn one copy into Graduate Training Secretary afterwards
  - Turn one copy into Graduate College afterwards
- Formal Presentation

### Checklist for thesis final defense:

- Written Thesis (sent at least two weeks earlier)
- Conference Room and Projector reserved
- Oral Defense Approval Form (complete & ready to sign)
  - Turn into Graduate Training Secretary afterwards
- 2 copies: Graduate College Thesis Approval Form (complete & ready to sign)
  - Turn 2 copies into Graduate College afterwards
- Formal Presentation

### Checklist for dissertation oral proposal / comprehensive examination:

- Written Proposal (sent at least four weeks earlier)
- Conference Room and Projector reserved
- Committee Appointment Form (complete & ready to sign)
  - Turn into Graduate Training Secretary afterwards
- 2 copies: Graduate College Proposal Approval Form (complete & ready to sign)
  - Turn one copy into Graduate Training Secretary afterwards
  - Turn one copy into Graduate College afterwards
- Doctoral Comprehensive Examination Approval Form
  - Turn into Graduate Training Secretary afterwards
- Formal Presentation
- List of comp exam questions developed by examiners
- Written support materials for comp exam
- Prepared for Comprehensive Examination

### Checklist for dissertation final defense:

- Written Dissertation (sent at least two weeks earlier)
- Clearance from Office of Graduation Auditing to hold oral defense
- Oral exam announcement (sent at least 10 days earlier)
- Conference Room and Projector reserved
- Oral Defense Approval Form (complete & ready to sign)
  - Turn into Graduate Training Secretary afterwards
- 3 copies: Graduate College Dissertation Approval Form (complete & ready to sign)
  - Turn 3 copies into Graduate College afterwards
- Formal Presentation

## FUNDING

The IOBM program, the Department of Psychology, and Western Michigan University provide a variety of funding opportunities for graduate students. Here is a listing of some of the opportunities that students could pursue, many of which are competitive awards.

- Stephen Paul Brosnan Memorial Scholarship
  - Available for M.A. graduate students and U.S. citizens studying IOBM at WMU.
  - See your advisor or IOBM Co-Director for details on this award.
- ALULA-WMU IOBM Research Grant
  - Provided by the ALULA management consultancy to help IOBM students pay direct and indirect costs incurred in research, including but not limited to participant payment, equipment purchases, and travel to conferences to present findings
  - See your advisor or IOBM Co-Director for details on this award.
- Chris Anderson Research Grant
  - Provided by the OBM Network to its members to help fund OBM research.
  - Details: <http://obmnetwork.com/for-students/chris-anderson-research-grant/>
- Departmental Graduate Assistantship
  - Awards given in exchange for service as a Graduate Teaching Assistant, Graduate Research Assistant, or Graduate Service Assistant.
  - Details: <http://www.wmich.edu/grad/fellowships-grants/assistantships>
- Thurgood Marshall Fellowship
  - Thurgood Marshall Fellowships are awarded only to students who have been admitted to a master's or doctoral program and only to applicants who are embarking on a first master's degree or first doctoral degree. At the time of accepting a Thurgood Marshall Fellowship, a student may not have accumulated more than nine credit hours toward a graduate degree at WMU. Applicants must hold United States citizenship and shall exemplify the values and accomplishments of Thurgood Marshall, the first African-American justice of the U.S. Supreme Court.
  - Details: <http://www.wmich.edu/grad/fellowships-grants/marshall>
- Frederick P. Gault Sr. Memorial Scholarship
  - Available for WMU psychology students (undergraduate or graduate). Donor expressed preference for funds to support historically underrepresented populations, particularly Native American Indians.
  - See your advisor or IOBM Co-Director for details on this award.
- WMU Graduate Education and the Professoriate (GEP) Fellowship
  - Available to U.S. citizens who derive from African-American, Hispanic, Native Hawaiian or Other Pacific Islander, or Native American (with tribal affiliation) heritage and who have secured regular admission to a doctoral degree program in a STEM (science, technology, engineering, or mathematics) or SBE (sociology, political science, psychology, or economics) area.
  - Details: <http://www.wmich.edu/grad/fellowships-grants/gep>
- Bradley James Midgett Psychology Memorial Scholarship
  - Available to students who transferred from Kalamazoo Valley Community College and are gainfully employed full-time. Must have completed at least six credit hours at WMU.
  - See your advisor or IOBM Co-Director for details on this award.
- Martin Luther King/César Chavez/Rosa Parks Future Faculty Fellowship
  - To support academically or economically disadvantaged students who have confirmed doctoral candidacy (<https://wmich.edu/grad/doctoral-candidacy>) and will become part- or full-time faculty for three years upon graduation.

- Details: <http://www.wmich.edu/grad/fellowships-grants/kcp>
- Gwen Frostic Doctoral Fellowships
  - *To support students who have confirmed doctoral candidacy (<https://wmich.edu/grad/doctoral-candidacy>) and are within one year of dissertation completion.*
  - Details: <http://www.wmich.edu/grad/fellowships-grants/frostic>
- Patricia Lee Thompson Dissertation Award
  - *To support students who have confirmed doctoral candidacy (<https://wmich.edu/grad/doctoral-candidacy>) and are within one year of dissertation completion.*
  - Details: <http://www.wmich.edu/grad/fellowships-grants/thompson>
- Graduate College Dissertation Completion Fellowship
  - *To support full-time students who have confirmed doctoral candidacy (<https://wmich.edu/grad/doctoral-candidacy>) in the completion of their dissertation research.*
  - Details: <http://www.wmich.edu/grad/fellowships-grants/diss-complete>
- University Dames Endowed Scholarship Grant
  - *Offered on a competitive basis to exceptional graduate students who have demonstrated financial need, have completed 15 graduate credit hours, do not hold an assistantship, do not have third party support, and who have not been awarded the following awards: Dissertation Completion Fellowship, Gwen Frostic Fellowship, Patricia Thompson Dissertation Award, Fulbright Scholarship, King Chavez Parks Future Faculty Fellowship, Thurgood Marshall, or Graduate Education for the Professoriate Fellowship.*
  - Details: <http://www.wmich.edu/grad/fellowships-grants/dames>
- Graduate Student Research Grant
  - *Established to support graduate students engaged in independent scholarly research, scientific inquiry, inventive technology and artistic/creative activity.*
  - Details: <http://www.wmich.edu/grad/fellowships-grants/gsrq>
- Graduate Student Travel Grant
  - *Supports student travel for the purpose of sharing the results of their research, exhibiting or performing creative works, or otherwise disseminating the results of their scholarly activity.*
  - Details: <http://www.wmich.edu/grad/fellowships-grants/gstq>

The list above is not intended to be an exhaustive listing and additional opportunities may be sought through various university and community announcements.

## ANNUAL STUDENT EVALUATION

The IOBM Program Committee carries general decision-making authority regarding the adequacy of a student's preparation at each phase of training. The IOBM Program Committee will formally evaluate each student annually. The student participates in the evaluation process by completing and providing to the faculty (each March) an up-to-date CV and a Graduate Student Annual Review (GSAR) document (see **Appendix C** for a sample; the actual GSAR will be sent via email and may differ slightly from the Appendices). Submission of these documents is considered a professional requirement and failure to do so according to the timeline and format requested will directly affect the substance of the annual evaluation in the relevant domain.

In the GSAR, students detail their academic performance, professional activities, research and scholarly activity, teaching, and professional development endeavors from the prior year. The faculty use the student CV and GSAR information along with course grades, individual experiences with student in the laboratory, classroom, or practicum, and other program evaluations, to provide narrative and numerical ratings in the areas of academic performance and program progress, ethical and professional behavior, development of research skills, development of professional skills, development of teaching skills, personal and professional development, and suitability to function as an IOBM professional.

The annual evaluations are completed in the spring semester of the academic year. Following their completion the student's faculty advisor will review the evaluation narrative and numerical scores with him/her and ask the student to sign the document. When ratings of 3 are given, indicating less than generally satisfactory performance, the annual review narrative will provide explicit instructions on matters that need to be remedied in the next review cycle for the evaluation scores to improve. When problems persist, fail to be corrected after a reasonable period of time, or more major deficits are found in any area, a detailed remediation plan will be specified with information as to whether the student is at risk of, or is being placed on, probationary status until the plan is successfully completed. Failure to engage in corrective action may lead to probationary standing or, ultimately, dismissal from the program.

The student has the right to appeal any annual evaluation by submitting a letter of appeal to the IOBM Co-Directors within 30 days of the date on which they received the feedback. The Co-Directors will take the appeal to the IOBM Program Committee. If the appeal is not granted by the IOBM Program Committee, the student has another 30 days from the date on which the appeal is denied by the IOBM Program Committee to submit a letter of appeal to the Chair of the Psychology Department. The Graduate College is the final level of appeal within the University on matters relating to academic performance of graduate students.

Remediation, if warranted in connection with any phase of training, will emanate from the IOBM Program Committee. However, with respect to matters directly pertaining to the student's research, the relevant thesis or dissertation committee exercises decision-making authority as it pertains to evaluating the acceptability of progress toward completion of the study and the ultimate adequacy of the project for completion of the relevant program milestone. However, if in the course of conducting

research, matters arise that bear on determination of the student's broader ability to function as a scientist-practitioner psychologist (e.g., breaches of ethical and professional behavior), these matters will be taken to the IOBM Program Committee and, at a minimum, will be considered by the IOBM Program Committee in the student's annual evaluation. At all times, the student's advisor provides guidance to the respective committees.

The IOBM Program Committee reserves the right to decide at any point in a student's training that a formal remediation plan be implemented to address an identified problem. These special reviews which occur outside the annual review process can be initiated at any time at the request of a member of the IOBM faculty via the IOBM Program Committee. If the IOBM Program Committee decides a remediation plan is warranted, the plan will be formally presented to the student in writing by the Co-Directors or the student's major advisor. Appeals of the remediation plan are to be taken first to the IOBM Program Committee by submitting a letter of appeal to the Co-Directors within 30 days of date on which they received the feedback. If rejected by the IOBM Program Committee the next round of appeal is to the Department Chair and the Graduate Training Committee Chair of the Department of Psychology. The Graduate College is the final level of appeal within the University on matters relating to academic performance of graduate students.

## **DIVERSITY, MULTICULTURALISM, AND INCLUSION**

The IOBM program is committed to the proposition that every student, regardless of race, gender, ethnicity, sexual orientation, culture, political beliefs, age, socioeconomic status, or physical attributes, is entitled to an education and worthy of respect. The IOBM program is also committed to an antiracist, antisexist, and antiableist platform. Diverse perspectives and experiences only strengthen the education of our student population. Although academia is intended to be a place where you may be exposed to challenging and new ideas, you still have a right to a respectful and inclusive learning atmosphere.

## DISCRIMINATION, HARASSMENT, OR OTHER PROBLEMATIC BEHAVIORS

If you believe you are the victim of unfair discrimination or harassment, you have several options for dealing with and reporting the offensive behavior. You have a right to an education free of discrimination and harassment, therefore you should not just accept such behaviors as the status quo.

In most circumstances involving milder issues, it is best if you can first discuss your concerns with the responsible person in a professional manner. Try to be positive and find a solution. If that person's response appears to be unreasonable and unfair, then you should consider moving to the next step.

First, you should contact your faculty advisor about the issue (if the offending person is your advisor and the previous step did not resolve the issue, go straight to the next step).

If the offending party is your advisor, or if discussions with the faculty advisor also results in an unreasonable and unfair outcome, then your next step would be to contact either of the IOBM Co-Directors.

If discussions with either of the IOBM Co-Directors do not resolve the problem in an equitable manner, the Chair of the Department of Psychology should be contacted (you can find this information on the department's webpage). If you believe the Chair was also unreasonable and unfair, or if you believe that the Chair cannot be impartial regarding your concern, then the Ombudsman's Office (<http://wmich.edu/ombudsman>) would be the next step in the process. Their office can also provide support if you believe you need to take additional steps. The process described above applies for most issues that might arise in academic matters.

Alternatively, you can contact the following offices directly if you do not believe an equitable solution can be found following the above process:

*Unfair discrimination:* Contact the Office of Institutional Equity (<http://www.wmich.edu/equity>)

*Sexual harassment:* Contact the Title IX Coordinator (<https://wmich.edu/sexualmisconduct/report>)



## GROUNDS FOR DISMISSAL FROM THE PROGRAM

As indicated, all students are evaluated through normal course work, practicum evaluations, research proposal and defense evaluations, as well as through a formal annual evaluation by the IOBM Program Committee. Any determination that a student is not making adequate progress through the program in any of the areas evaluated, or for suitability to function as an IOBM Professional, will be grounds for warning and potential dismissal if not remediated.

All IOBM students are expected to adhere to the ethical standards of the American Psychological Association and the Association for Behavior Analysis International in all respects and in all areas of professional, social and personal conduct. The program faculty considers it a serious breach of conduct for a student to violate these ethical standards, and such violations are grounds for immediate disciplinary action including possible dismissal.

If the IOBM Program Faculty makes the determination to dismiss a student from the program, the student has the right to appeal the decision of the IOBM faculty to the Chair of the Psychology Department as outlined in the WMU Graduate Catalog:

1. Submit a letter requesting an appeal to the academic unit chair/director. This letter must be received by the academic unit chair/director within twenty business days of notice of dismissal from the program. The letter must identify the basis of the appeal and must state in detail why the student believes that dismissal should be reversed and schedule a conference with the department chair/director.
2. Following a conference with the student, the chair/director must respond in writing to the student with copies to the unit's dean, the graduate dean, and the Grade and Program Dismissal Appeals Committee (GAPDAC) within twenty business days. In the letter, the chair/director should confirm the meeting with the student, recap their discussion, and state whether the student has an appeal which meets the established criteria above. If the situation appears to meet the criteria for appeal, the chair/director may recommend readmission to the graduate dean.
3. Should the academic unit fail to provide a timely response or sustain the dismissal, the student may appeal directly to the graduate dean. The graduate dean will readmit the student or sustain dismissal, based on the academic unit's recommendation or the student's direct appeal, within ten business days.
4. Should the graduate dean uphold the dismissal, the student may appeal to GAPDAC. This appeal must be initiated within ten business days of the graduate dean's written decision. The student will initiate an appeal through the Office of the Ombudsman. When the appeal is received, the Provost or designate will schedule a meeting of GAPDAC using procedures determined by the Professional Concerns Committee of the Faculty Senate. The GAPDAC will consist of three members drawn from a panel of faculty established for this purpose. In a program dismissal, the student appellant should attend the meeting of the appeal panel and must provide a written statement describing the ground for appeal. A University representative from the program must attend the meeting and must provide a written statement describing the grounds for and circumstances of dismissal.

5. A GAPDAC may reverse or sustain a program dismissal by majority vote. The decision of the hearing panel is final and not subject to appeal.

IOBM students are also bound by the policies and procedures of the Graduate College as specified in the *Graduate Catalog* and the *WMU Student Code*.

Details on Graduate Catalog - <http://wmich.edu/registrar/catalogs>

Details on WMU Student Code - <https://wmich.edu/conduct/code>

## ACADEMIC INTEGRITY

The program honors fully the University's policy on academic dishonesty. You are responsible for making yourself aware of and for understanding the policies and procedures in the Graduate Catalog, found online (<http://wmich.edu/registrar/catalogs>) that pertain to Academic Integrity. These policies include cheating, fabrication, falsification and forgery, multiple submission, plagiarism, complicity, and computer misuse. If there is reason to believe you have been involved in academic dishonesty, you will be referred to the Office of Student Conduct. You will be given an opportunity to review the charge(s). If you believe you are not responsible, you will have the opportunity for a hearing. Cheating and other forms of dishonesty may result in serious consequences for your training career at WMU and could be costly to your ultimate academic goals (see section on Grounds for Dismissal from the Program).

## MICHIGAN RESIDENCY STATUS

The Program is proud of its strong reputation and ability to recruit students nationally and internationally who are interested in receiving extensive training in both industrial/organizational psychology and behavior analysis. There is no residency requirement for M.A. IOBM students. However, students who plan to apply to the IOBM Ph.D. program upon completion of the M.A. program are encouraged to seek residency at the start of their second year of the M.A. program. The general residency requirement for doctoral students is one academic year (two consecutive semesters) of full-time study on campus. Full-time study is defined as enrollment in 6 credit hours during both the Fall and Spring semesters. For those students admitted to the Ph.D. program who are United States citizens from states other than Michigan, it is expected that you attempt to establish residency in the state of Michigan by the start of your second year in the Ph.D. program.

Visit the WMU Registrar's website (<http://www.wmich.edu/registrar/policies/residency>) for detailed information regarding obtaining residency status and for the residency application.

## UNIVERSITY REQUIREMENTS

In addition to the departmental rules, policies, and requirements, the university and the Graduate College have their own requirements that students must fulfill. For a full listing of requirements, please review the relevant graduate catalog <http://www.wmich.edu/registrar/catalogs/> and visit the Graduate College website at <http://www.wmich.edu/grad>.

### Transfer Credits

**Master's program.** A student enrolled in the IOBM Master's program must complete a minimum of 24 semester hours at Western Michigan University. Because the IOBM Master's program is a 36 credit hour program, any credits transferred into the IOBM program from other universities may not exceed 12 semester credit hours. Graduate credit may be transferred from other institutions provided:

- The credits were earned at an institution accredited for graduate study and are of "B" grade (3.0) or better. Moreover, the student's overall grade point average for all graduate work taken at the other institution must also be "B" (3.0) or better. [Honor points and grades earned at another institution do not transfer to Western Michigan University. Transfer credit will be recorded on the Western Michigan University transcript at "Credit" (CR) only and will not be calculated into the honor points earned and the grade point average at Western Michigan University.]
- The credit is earned within a six-year period prior to graduation from Western Michigan University, is represented on an official transcript of the other institution, and is identified on that transcript as graduate credit.
- The student's department verifies that the transfer credits contribute to the student's degree program and includes them in the student's *Graduate Student Permanent Program of Study* (see **Graduate College website and Degree Course and Program Requirements, p. 5**).
- The graduate dean approves the inclusion of the transferred credits in the student's Graduate Student Permanent Program of Study.

**Doctoral program.** Some doctoral students attend Western Michigan University after earning a master's degree elsewhere, and their subsequent course work is then usually elected at Western Michigan University. A student enrolled in the IOBM Doctoral Program must complete a minimum of 30 course credit hours **plus** 12 dissertation credit hours at Western Michigan University. Because the IOBM Doctoral Program is a 78 credit hour program, any credits transferred into the doctoral program from other universities may not exceed 36 semester credit hours (30 course credit hours and 6 thesis credit hours). Graduate credit earned at another institution after admission to the doctoral program is eligible for transfer provided all criteria listed above (Master's program) are met with the following exception:

- The credit is earned within a seven-year period (as opposed to six for the Master's program) prior to graduation from Western Michigan University, is represented on an official transcript of the other institution, and is identified on that transcript as graduate credit.

### Time Limits

**Master's program.** All work accepted for the degree program must be completed within six years preceding the date on which the master's degree is conferred. All work must be completed satisfactorily by the day of graduation. Extensions beyond the six years may be granted by the dean of the Graduate College for such legitimate reasons as illness, injury, or hardship. In such situations, the student and department must demonstrate how the student will bring up to date the content knowledge from courses taken more than six years before the projected date of graduation.

**Doctoral program.** All work accepted for the degree program must be completed within seven years preceding the date on which the doctoral degree is conferred. All work must be completed satisfactorily by the day of graduation. Extensions beyond the seven years may be granted (see above).

## Graduation

To qualify for graduation, students must have fulfilled all degree and University requirements and obligations. The graduation process requires students to apply for graduation by submitting an *Application for Graduation Audit* (see **Graduate College website**). A \$45.00 fee will be applied to the student account. Doctoral students should apply at least two semesters prior to intended graduation date. The application deadlines are as follows:

- Fall Semester Graduation (December) February 1
- Spring Semester Graduation (April) October 1
- Summer I Session Graduation (June) February 1
- Summer II Session Graduation\* (August) February 1
  - \*No Commencement Exercises in August

**Graduation audit.** The graduation audit, initiated by the submission of the Application for Graduation, is a process by which a student's academic record is examined to make sure all the requirements for the degree have been met. A graduation auditor in the Registrar's Office conducts the audit, and its outcome depends greatly on the completeness and appropriateness of the materials contained in the student's academic record. Students should ensure that the following requirements are met and the following documents are contained in their academic record before applying for graduation:

1. A Graduate Student Permanent Program of Study is completed (see **Graduate College website**), approved by the advisor and graduate dean, and filed in the Registrar's Office with the appropriate graduation auditor.
2. All transfer credit, if applicable, is approved, and the Graduate Transfer Credit form is appropriately signed by the advisor and the graduation auditor.
3. All completed course work (and other program requirements, where applicable) coincides with the Graduate Student Permanent Program of Study.
4. Where applicable, all relevant documents are filed attesting to the approval of committee appointments, passing of comprehensive examinations, completion of research tools, successful defense of thesis or dissertation, fulfillment of any residency requirement, and compliance with the continuous enrollment requirement within the time limit allowed for the completion of degree requirements.

Students who do not meet all degree and University requirements will be removed from the graduation class automatically. Such students must change their graduation date. Under no circumstances will any student be graduated with a class if the student's academic record does not show complete fulfillment of all requirements within thirty days after the established commencement date.

Students who wish to change from one graduation class to another need to complete a change of graduation date form. The graduation auditor will not automatically move the student to another graduation class. No fee is charged for submitting a change of graduation date form.

**APPENDICES**

- A. IOBM Doctoral Comprehensive Examination Approval**
- B. IOBM Graduate Student Funding Opportunities**
- C. Graduate Student Annual Review (GSAR) Form**

**Appendix A**

**IOBM Doctoral Comprehensive Examination Approval**



# Return Completed Form to the PSYCHOLOGY Graduate Training Office

## APPROVAL OF IOBM DOCTORAL COMPREHENSIVE EXAMINATION

Date of first attempt: \_\_\_\_\_

Date of final attempt: \_\_\_\_\_

### *Comprehensive Examination Student Performance*

Professionalism:  Excellent  Acceptable  Unacceptable

Strength of Counterarguments:  Excellent  Acceptable  Unacceptable

Accuracy and Breadth of Content:  Excellent  Acceptable  Unacceptable

The Comprehensive Examination completed by: \_\_\_\_\_

Has been evaluated and judged appropriate by the members of the dissertation committee appointed by the Graduate College as fulfilling this part of the doctoral degree in psychology.

\_\_\_\_\_  
Dissertation Chair Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
1<sup>st</sup> Sponsor Signature

\_\_\_\_\_  
2<sup>nd</sup> Sponsor Signature

\_\_\_\_\_  
4th Committee Member Signature

|  |
|--|
| <p>This is to confirm that the above named student has</p> <p style="text-align: center;"><b>PASSED</b>                      <b>FAILED</b></p> <p style="text-align: center;">(circle one)</p> <p>the IOBM doctoral comprehensive examination required by this department.</p> <p style="text-align: center;">_____Dissertation Chair Initials</p> |
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**Appendix B**

**IOBM Graduate Student Funding Opportunities**

## BROSNAN MEMORIAL SCHOLARSHIP APPLICATION

The Stephen P. Brosnan Memorial Scholarship is awarded to a student in the Industrial/Organizational Psychology master’s program. The amount of the award varies each academic year, though the amount is typically \$4000-\$5000, and will be applied to tuition and fees. The recipient must be a U.S. citizen. Preference will be given to students who have completed 12 credit hours within the program.

- Eligibility Requirements:**
- U.S. Citizen
  - A minimum undergraduate grade point average of 3.25
  - Full-time enrollment (6 credit hours) in both the fall and spring semesters

**Due Date:** Applications are due in April. Dr. Johnson will send all IOBM students an email notifying them of the opportunity. Instructions, the due date and time, and a copy of the application will be included in that email. Applications must be **received** by the date and time specified; late applications will not be considered.

**Send to:** douglas.johnson@wmich.edu

| Name | Address | Email Address |
|------|---------|---------------|
|      |         |               |

1. Undergraduate grade point average \_\_\_\_\_
2. If you have completed courses in the Industrial/Organizational Psychology master’s program provide:
  - a. Number of credit hours you will have completed by the end of the current spring semester: \_\_\_\_\_
  - b. Your current graduate grade point average \_\_\_\_\_
  - c. The graduate courses that you will have completed

| Semester | Course Name | Grade |
|----------|-------------|-------|
|          |             |       |
|          |             |       |
|          |             |       |
|          |             |       |
|          |             |       |
|          |             |       |
|          |             |       |

3. On a separate sheet of paper (please type) describe (a) your current interests in the field of industrial/organizational psychology, (b) your long-term professional goals, and (c) activities that indicate your interest in and commitment to the field. The activities may include practicum and research, projects where you work, and/or consulting.
4. Attach your vita and a copy of your transcripts (unofficial transcripts will be fine).

## ALULA-WMU IOBM RESEARCH GRANT

**Purpose:** The ALULA-IOBM research grant was established to support graduate students engaged in scholarly research in IOBM.

This grant is intended to help students pay direct and indirect costs incurred in research, including but not limited to participant payment, equipment purchases, and travel to conferences to present findings.

To be eligible for a ALULA-IOBM grant, an applicant must be: **(a)** admitted to either the IOBM M.A. or Ph.D. program; **(b)** in good academic standing; and **(c)** the individual responsible for the research described in the project, but for purposes of *research compliance*, listed as student investigator. Additionally, the study must be **preapproved for grant submission** by the student’s primary advisor.

Grants range up to \$5,000. Grant recipients agree to present their study to ALULA (can be done remotely) **within 2 weeks** of their departmental final defense (unless other arrangements have been pre-approved by the ALULA-IOBM Grant Committee at the time the award is given).

**TO APPLY:** Complete and submit the form below along with a 2 page summary of your proposed study. The proposal summary should include a 200-word abstract of your Introduction and Method section, but the remaining space should be used to describe the methodology in more detail. Send submissions to [heather.mcgee@wmich.edu](mailto:heather.mcgee@wmich.edu), before 5 p.m. on the deadline date given below.

|                         |                         |
|-------------------------|-------------------------|
| <b>Winter Deadline:</b> | <b>Summer Deadline:</b> |
| November 1              | June 30                 |

Applicants will receive confirmation regarding award status **approximately 3 weeks after the application deadline.**

**Full Name:**

**Email Address:**

**Title:**

**Timeline/Budget:** Account for *all phases of your proposal* in your budget, including items that do not fall within this funding cycle.

| Task/Item | Expected Completion Date for Task/Item | Budget/Cost   |
|-----------|--|---------------|
|           |  |               |
|           |  |               |
|           |  |               |
|           |  |               |
|           |  |               |
|           |  |               |
|           |  | <b>Total:</b> |

**Conference Presentation:** If you included conference travel in your budget, please check the conference at which you plan to present your findings. Students must provide evidence of conference presentation to primary advisor.

- ABAI Annual Conference     
  OBM Network     
  Other

**Appendix C**  
**Graduate Student Annual Review (GSAR) Form**

## **BEHAVIOR ANALYSIS AND IOBM PROGRAMS: ANNUAL STUDENT EVALUATION**

Students in the Behavior Analysis(BA) and Industrial Organizational Behavior Management (IOBM) graduate programs are evaluated annually by the BA and IOBM psychology faculty. This evaluation is in addition to evaluation through coursework and practica. These evaluations are in the areas of overall academic performance (via coursework), applied activities, research and scholarly activity, teaching activity, and development of professional skills.

The rating scale is a three-point scale: Satisfactory, generally satisfactory but attention called to certain factors, and unsatisfactory. Faculty can also indicate that a particular area of performance was not applicable for the student for the year.

Where major deficits are found in any area, the student will be advised of the findings by the faculty advisor. Problems persisting after a reasonable period of time for corrective actions may lead to probationary standing and, ultimately, dismissal from the program.

The annual evaluation of students requires each student to submit information regarding professional-related activities during the previous year. This information should be submitted via the Graduate Student Activity Report (GSAR). Students are expected to submit the GSAR to their faculty advisor by **October 17** for the reporting period of **September 1 – August 31** the preceding year. Program faculty will meet to discuss each student's progress and provide a report to each student's faculty advisor in **November**. Faculty advisors will meet with their students in **November/December** to deliver feedback.

All students in the graduate programs, except those in their first year of enrollment, will participate in this process. Students who transfer in from another program will participate in the review the first year of their enrollment in WMU's program.

### **Student Evaluation Timeline**

- **October 17:** Deadline for giving the GSAR form and vita to your advisor
- **November:** Program faculty meeting to conduct student evaluations
- **November/December:** Advisor meets with his/her students to provide feedback

### **Appeals Process**

- **Psychology Program Faculty.** If students disagree with the evaluation, they may appeal to the Psychology Program faculty. The appeal must be written and forwarded to the Chair of the respective Psychology program within 30 days.
- **Departmental Graduate Training Committee.** If students disagree with the appeal decision of the Psychology Program Committee, students may submit an appeal to the Departmental Graduate Training Committee, which is composed of the members of the Department's Executive Committee. That appeal must be written and forwarded to the Chair of Graduate Training within 30 days of the receipt of the appeals decision by the Psychology Program Faculty. The decision rendered by the Graduate Training Committee other than for program dismissal will be final. In cases where the progress review results in a decision for program dismissal, the student shall have those rights to appeal that dismissal decision as provided for in the Graduate College Catalog.

## BA AND IOBM PROGRAM STUDENT EVALUATION

Rating

SELF    ADVISOR    Area of Rating (Comments can be made by student and/or advisor. If both, please make sure who made the comment is clear.)

|  |  |  |
|--|--|--|
|  |  | I. Academic Performance                      |
|  |  | II. Applied Activities                       |
|  |  | III. Research and other Scholarly Activities |
|  |  | IV. Ethical Standards                        |
|  |  | V. Teaching                                  |
|  |  | VI. Professional and Personal Development    |

1 = Satisfactory

2 = Generally satisfactory, but attention called to certain factors

3 = Unsatisfactory

N/A = Insufficient data at this time

Continuation     
  Continuation with probationary status     
  Dismissal

Activities required to remove probationary status:

Completed by:

Reviewed and approved by the BA or IOBM Training Committee on:

By signing this form, I attest that my faculty advisor has reviewed with me the results of my annual evaluation by the BA or IOBM program. I understand that if I wish to appeal this evaluation, I must submit a letter of appeal to the Chair of the BA or IOBM program within 30 days of today's date. If my appeal is not granted, I understand that I will have another 30 days to submit a letter of appeal to the Chair of the Psychology Department.

Student Signature: \_\_\_\_\_

Date: \_\_\_\_\_





6. Provide completion dates of activities of an academic nature, and state the outcomes of those activities (pass/fail). List activity titles, and indicate whether the academic activities were completed in the timeline dictated in the training handbook (where relevant).

Thesis Title:

Thesis Proposal Defense:

Final Thesis Defense:

Comprehensive Exam:

Dissertation Title:

Dissertation Proposal Defense:

Final Dissertation Defense:

7. List each graduate-level course you took during the reporting period, along with the grade you earned.

| Course | Grade |
|--------|-------|
|        |       |
|        |       |
|        |       |

## II. Applied Activities

8. Describe practicum and other applied activities performed during this period of review. List the practicum site, your supervisor's name, and the types of duties you performed. Please also provide a phone number of e-mail address for each supervisor.
9. Provide an estimate of your total applied hours for the current period of review.

### 10. Did you sit for the Behavior Analysis Certification Board exam?

|                                 |   |
|---------------------------------|---|
| a. No <input type="checkbox"/>  | I am already a BCBA <input type="checkbox"/>                    |
|                                 | Planning to this year <input type="checkbox"/>                  |
|                                 | I am not interested in becoming a BCBA <input type="checkbox"/> |
| b. Yes <input type="checkbox"/> | When?   |

### 11. If you answered "Yes" to question 11, did you pass?

a. No  b. Yes

### III. Research and Other Scholarly Activities

List only those activities that occurred during the current period of review. If an activity was listed last year, indicate its status at this time (submitted, in progress, etc.) Use APA style throughout this section of the activity report.

12. Did you take PSY 6080 during this reporting period:

- a.  No   b.  Yes, but I earned below a B   c.  Yes, and I earned a B or better

13. Did you take PSY 6340 during this reporting period (**IOBM Only**):

- a.  No   b.  Yes, but I earned below a B   c.  Yes, and I earned a B or better

14. How many publications/presentations did you complete last year?

- a.  None   b.  One   c.  Two   d.  Three or more

15. List each publication and presentation published or presented. Do not include manuscripts or presentations in development:

| List in APA style |
|-------------------|
| A.                |
| B.                |
| C.                |

16. Did you engage in at least 1 hr of research each week during this reporting period?

- a.  Yes   b.  No                      If yes, how many hours?

17. How many student grants did you submit during this reporting period?

- a.  None   b.  One   c.  Two   d.  Three or more

18. If you submitted grants during this reporting period, how many were funded?

- a.  None   b.  One   c.  Two   d.  Three or more

If you submitted one or more grant, complete the section below:

| Title of Grant | Where submitted | Funded? | Amount Requested |
|----------------|-----------------|---------|------------------|
| A.             |                 |         |                  |
| B.             |                 |         |                  |
| C.             |                 |         |                  |

19. List manuscripts in preparation and works in progress. Indicate probable authorship and the anticipated date of completion. Specify the current state of progress (e.g., data collection, analysis of data, design stage).

20. List other research and other scholarly activities that do not fit the aforementioned categories.

21. Did you regularly attend your faculty advisor's scheduled research/lab meetings? If not, please explain.

#### IV. Ethical Standards

22. Did you take PSY 6050 during this reporting period:

- a.  No   b.  Yes, but I earned below a B   c.  Yes, and I earned a B or better

23. Have you completed CITI Training, and is it current? a.  No   b.  Yes

24. How many HSIRB/IACUC proposals did you submit during this reporting period?

- a.  None   b.  One   c.  Two   d.  Three or more

25. If you submitted HSIRB/IACUC proposals during this reporting period, how many were rejected?

- a.  None   b.  One   c.  Two   d.  Three or more

List each HSIRB/IACUC proposal submitted during this reporting period and its status:

| Title | Approved?                | Revisions Pending?       | Rejected?                |
|-------|--------------------------|--------------------------|--------------------------|
| A.    | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| B.    | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| C.    | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

#### V. Teaching

26. Did you teach a course during this reporting period? a.  No   b.  Yes

If yes, list course and mean/range scores for Questions 1 and 2 on ICES

| Course | Question 1 |       | Question 2 |       |
|--------|------------|-------|------------|-------|
|        | Mean       | Range | Mean       | Range |
| A.     |            |       |            |       |
| B.     |            |       |            |       |
| C.     |            |       |            |       |

27. If you taught, was the mean response on Question 1 on ICES for all courses 4 or greater?

- a.  No   b.  Yes

28. If you taught, was the mean response on Question 2 on ICES for all courses 4 or greater?

- a.  No   b.  Yes

#### VI. Professional and Personal Development

29. Are you on any university, local, state, national, or international professional committees, boards, or work groups (appointed or elected)?

- a.  No   b.  Yes   If yes, list them below:

| Committee Name | University, Local, State, National, International? | Appointed or Elected? |
|----------------|--|-----------------------|
| A.             |  |                       |
| B.             |  |                       |
| C.             |  |                       |

30. Did you attend any professional conferences, colloquia, or workshops? (You did not need to present at these events to list them, only attend them.)

a.  No    b.  Yes

If yes, list them below:

| Conference/Workshop | Location |
|---------------------|----------|
| A.                  |          |
| B.                  |          |
| C.                  |          |

31. Did you attend the Psychology Department Research Day? If not, please explain.

32. List services provided to the department, the university, the community, or the profession (e.g., editing journal manuscripts, organizing workshops, organizing symposia for conferences, hosting students while interviewing at WMU)

33. List last year's goals and describe how you have met or made progress toward meeting those goals. Please indicate what goals from last year were not met, and why.

34. Describe your current goals for professional development and your plans for achieving these goals (e.g., acquisition of knowledge, growth in research or practice skills).

35. Describe any other experiences that you've had in the past year that have contributed to your personal growth and maturity.