PROGRAM PROPOSAL

FACULTY: Liberal Arts & Sciences ____ XX ______; Fine and Performing Arts ______; Education ______; Engineering & Business ______; Honors Program ______

DEPARTMENT: _____ Psychology ____________________________

PROGRAM NAME: ______ Psychology: Concentration in Industrial-Organizational Psychology

TYPE OF PROPOSAL (check one): _____ New Program ____XX____ Revision of Existing Program

Please check here to indicate that you have consulted with Library Collections Developer ______
(Consultation can be done by phone, fax, and/or E-mail. This sheet is checked by proposer, not librarian.)

Recommended by Department Chair: ___________ Date 10/31/13

Reviewed and Approved by Faculty Review Committee (if necessary):

Chair of Committee: __________________________ Date 11/25/13

Recommended by Dean: __________________________ Date 11/25/13

Undergraduate Programs:
Reviewed and Approved by College Curriculum Committee:

Chair, College Curriculum Committee: _______________ Date 1-29-14

Graduate Programs:
Reviewed and Approved by Graduate Council:

Dean of the Graduate College: __________________________ Date ________

APPROVED BY ACADEMIC SENATE AND THE FACULTY

Presiding Officer of the Faculty __________________________ Date ________

APPROVED BY VICE PRESIDENT FOR ACADEMIC AFFAIRS: (ALL PROGRAMS)

Vice President __________________________ Date ________
SUNY – NEW PALTZ
OUTLINE FOR SUBMITTING PROPOSALS FOR NEW OR REVISED PROGRAMS

(submit one original plus original cover sheet to your dean’s office; 12 photocopies are also required for curriculum committee review)

In using the outline below, please enter for every item, both the number of the item and a brief subhead (e.g., 6. Adequacy of Present Library Holdings) so that readers will understand the entries. The proposed course number should be entered in the upper right hand corner of each page of the proposals. Note: Gender inclusive language is required.

Part I: Summary Information for College Records

1. Name of department
Psychology

2. Date of submission to Dean’s Office

3. Name of chair (typed and signed)
Glenn Geher

4. Name of program.
Psychology: Concentration in Industrial-Organizational Psychology (539i)

5. Proposal type – indicate whether this proposal is for a new or revised program
Revised Program

6. Are present library holdings, audio-visual equipment, and laboratory facilities adequate? If not, please outline additional needs.
Yes

Part II: In-Depth Narrative Justifying Recommendation by Department

1. In narrative form, please describe the nature of the program. For new programs, describe the goals and orientation of the program, along with a detailed justification for the creation of this new program. For revised programs, clearly describe how the old and new programs differ, and include a detailed justification for each proposed change.

The revised program makes one minor change to the current program. The current program requires all students to complete an Independent Study. The revised program includes Independent Study as...
one of several elective choices. Thus the number of elective credits increases from 9 to 12 and the Independent Study requirement is dropped.

The rationale for this change is that the expectation that all students completing the Industrial-Organizational Concentration do an Independent Study is impractical for two reasons. First, the ratio of students to faculty is too high to allow the faculty to adequately supervise all of the necessary Independent Study credits. Currently there are approximately 20 students enrolled in the Industrial-Organizational Concentration and two faculty members. Second, not all students have the necessary GPA or desire to complete an Independent Study. Students must have a 3.0 GPA to be able to enroll in Independent Study. While most students meet this requirement, some do not. Additionally, some students simply do not have the time in their schedule or the interest in completing an Independent Study. The additional elective allows those students who are interested and qualified to complete an Independent Study, but does not require all students to do so. It also allows students to take an additional course from the electives that may appeal to them instead. By providing more flexibility, the program can better fit the needs of the students and the change may encourage more students to enroll in the concentration.

2. Explain the relations of this program to the department’s overall goals, and other programs, if appropriate.

The Industrial-Organizational concentration is one of two concentrations offered by the Psychology Department. The Industrial-Organizational concentration focuses on Psychology as it is applied to the work context. Industrial-organizational psychology is one of several viable career paths for Psychology majors. The concentration is relatively uncommon and as such, allows the Psychology Department to offer specialized preparation for graduate study in the field or entry into the business world with a solid foundation in industrial-organizational psychology.

3. Describe the department’s plans for evaluating the success of this program in the future. SEI’s alone do not constitute an evaluation plan.

The program is evaluated as part of Psychology’s ongoing program evaluation efforts of its undergraduate programs. Each year the department establishes its assessment goals for its majors, minors, and concentrations. Assessments, which rotate on a 3-year cycle, include such efforts as surveying our graduating seniors and reviewing how the curricula match the learning goals for our programs.

Part III: Inclusions

1. A copy of the new plan of study. **For revised programs**, also include a copy of the old plan of study. Make sure it is clear which plan of study is the new one.

A copy of the old plan of study and the revised plan of study are attached.

2. Include any additional relevant information. This could include, but is not limited to:

   (a) New courses. Include all materials necessary for new course proposal (i.e., course proposal cover sheet, responses to questions in the Outline for Submitting Proposals for New Courses...
forms, and a sample syllabus).

(b) Minor course changes. Please include minor course change sheets (note that these should only be submitted to the LA&S Senate when part of a program proposal).

(c) Any other supporting documents that would assist in understanding the proposal.
Major Plan - Industrial-Organizational Psychology (539I) – 59 credits

In order to declare an Industrial-Organizational Psychology major, you must have a transcript that indicates:

1) Completion of General Psychology
2) A 2.5 or better overall grade point average

A maximum of six transfer courses in Psychology and nine transfer courses overall will be counted toward the major.

When filing for graduation, bring a signed copy of this to Records & Registration, along with a copy of your degree application.

Name: ___________________________  E-mail Address: ________________

Local Address: ___________________  Local Phone: ________________

Permanent Address: ______________  Permanent Phone: ______________

I.  INTRODUCTORY REQUIREMENT (3 credits)

   PSY272 Introductory Psychology [prerequisite for all psychology courses]

II.  METHODOLOGICAL SKILLS REQUIREMENT (8 credits)

   PSY275 Psychological Statistics (4 credits)
   PSY311 Psychological Research Methods (4 credits) [prerequisite: PSY275]

   Students must complete the Methodological Skills Requirement by their junior year.

III.  CONTENT AREA STUDIES (27 credits)

   • Physiology, Learning & Cognition (choose 2)
     - PSY303 Introduction to the Psychology of Learning
     - PSY305 Psychology of Perception
     - PSY310 Psychology of Memory & Thinking
     - PSY402 Psychology of Language
     - PSY403 Health Psychology (WI)
     - PSY436 Physiological Psychology

   • Personality & Abnormal (choose 1)
     - PSY313 Psychology of Personality
     - PSY412 Abnormal Psychology
     - PSY440 Clinical and Counseling Psychology

   • History of Psychology (must complete)
     - PSY302 History and Systems in Psychology

   • Social, Developmental & History (choose 1)
     - PSY306 Social Psychology
     - PSY308 Psychology of Motivation
     - PSY343 Psychology of Infancy and Childhood
     - PSY344 Psych. of Adolescence and Adulthood
     - PSY350 Psychology of Women

   • Industrial/Organizational Specialization (must complete all)
     - PSY304 Industrial Psychology
     - PSY315 Basics of Organizational Psychology
     - PSY458 Introduction to Psychological Testing [prerequisite: PSY275]
     - PSY495 Independent Study (3 credits)

IV.  CAPSTONE EXPERIENCE (3 credits)

   - PSY498 Seminar in Psychology (WI) [prerequisite: PSY311]

V.  BUSINESS ADMINISTRATION STUDIES (9 credits)

   - BUS250 Principles of Management

In addition, choose two of the following:

   - BUS312 Operations Management
   - BUS322 Organizational Theory
   - BUS325 Marketing
   - BUS326 Consumer Behavior
   - BUS345 Human Resources Management
   - BUS355 Motivation and Work Behavior

   * This course has one or more prerequisites. Check the latest Undergraduate Studies Catalog for details.
   * Pre-requisite: C- or better in BUS250
Major Plan - Industrial-Organizational Psychology (5391) – 59 credits

VI. ELECTIVES (9 credits) - Choose three additional courses from Psychology, Business Administration or other relevant fields by advisement.

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List of Recommended Courses (outside of Psychology and Business Administration)

Communications & Media
- CMM104  Public Speaking
- CMM202  Interpersonal Communication
- CMM204  Small Group Communication
- CMM353  Theories of Persuasion
- CMM360  Organizational Communication I
- CMM 450  Negotiation

Economics
- ECO206  Microeconomics
- ECO207  Macroeconomics

History
- HIS367  Business and Society

Philosophy
- PHI201  Symbolic Logic
- PHI305  Business Ethics

Political Science
- POL356  Sex Discrimination and the Law

Sociology
- SOC220  Social Inequality in the United States
- SOC407  Organizations and Work

Women’s Studies
- WOM311  Women and Work

* This course has one or more prerequisites. Check the latest Undergraduate Studies Catalog for details.

VII. RESEARCH EXPERIENCE COMPONENT
--- At least 12 half-hour experiential credits (i.e., 6 hours) completed

Name of Advisor: ____________________________

Advisor’s Signature upon Completion of Major: ____________________________ Date: ____________________________
Major Plan - Industrial-Organizational Psychology (5391) – 59 credits

In order to declare an Industrial-Organizational Psychology major, you must have a transcript that indicates:

1) Completion of General Psychology
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   - Industrial/Organizational Specialization
     (must complete all)
     - PSY304 Industrial Psychology
     - PSY315 Basics of Organizational Psychology
     - PSY458 Introduction to Psychological Testing [prerequisite: PSY275]

   (PSY495 IS requirement removed here)

IV. CAPSTONE EXPERIENCE (3 credits)
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   - BUS325 Marketing
   - BUS326 Consumer Behavior
   - BUS345 Human Resources Management
   - BUS355 Motivation and Work Behavior

   a This course has one or more prerequisites. Check the latest Undergraduate Studies Catalog for details.
   b Pre-requisite: C- or better in BUS250
VI. **ELECTIVES (12 credits)** - Choose three additional courses from Psychology, Business Administration or other relevant fields by advisement. (Students are encouraged to consider completing either PSY495—Independent Study or PSY 494—Fieldwork)

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- CMM204 Small Group Communication
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- CMM360 Organizational Communication I
- CMM 450 Negotiation

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- ECO206 Microeconomics
- ECO207 Macroeconomics

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- PHI201 Symbolic Logic
- PHI305 Business Ethics

**Political Science**
- POL356 Sex Discrimination and the Law

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- SOC220 Social Inequality in the United States
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- WOM311 Women and Work

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VII. **RESEARCH EXPERIENCE COMPONENT**

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Name of Advisor: ____________________________

Advisor's Signature upon Completion of Major: ____________________________ Date: ____________________________