2013-2014 LONG SIGNATURE SHEET

RECEIVED 11/06/13

UNC CHARLOTTE

Proposal Number: PSY IO 11-05-2013

Proposal Title:_ **Updating the I/O Psychology Curriculum for Working Professionals** _____

Originating Department:
_Psychology_____

TYPE OF PROPOSAL: UNDERGRADUATE_____ GRADUATE___X___ UNDERGRADUATE & GRADUATE____
(Separate proposals sent to UCCC and Grad. Council)

DATE RECEIVED	DATE CONSIDERED	DATE FORWARDED	ACTION	SIGNATURES
11/4	11/5/13	11/5/13	Approved	**DEPARTMENT CHAIR** _Fary Cachelin_ [print name here:] Fary Cachelin
11/06/13	11/22/13	12/03/13	Approved	**COLLEGE CURRICULUM COMMITTEE CHAIR** [print name here:] Oscar Lawson
			Approved	**COLLEGE FACULTY CHAIR (if applicable)** [print name here:] STEVEN SABOL
12/6/13	12/6/13	12/6/13	Approved_	**COLLEGE DEAN** [print name here:] C. BROOY
			Approved	**GENERAL EDUCATION** (if applicable; for General Education courses) [print name here:]
			Approved	**UNDERGRADUATE COURSE & CURRICULUM COMMITTEE CHAIR** (for undergraduate courses only)
12-9-13	1-14-14	2-17-14	Approved	**GRADUATE COUNCIL CHAIR** (for graduate courses only) ALAN R. FREITAG
				FACULTY GOVERNANCE ASSISTANT (Faculty Council approval on Consent Calendar)
				FACULTY EXECUTIVE COMMITTEE (if decision is appealed)

Revised 10/11/13
OAA/mjw

UNC CHARLOTTE

LONG FORM
COURSE AND CURRICULUM PROPOSAL

*To: Associate Dean Charlie Brody

From: Eric Heggestad, Psychology

Date: November 5, 2013

Re: Changes to MA in Industrial/Organizational Psychology

The Long Form is used for major curriculum changes. Examples of major changes can include: creation of a new major, creation of a new minor, creation of a new area of concentration, or significant changes (more than 50%) to an existing program (Note: changing the name of an academic department does not automatically change the name(s) of the degree(s). The requests must be approved separately by the Board of Governors.)

Submission of this Long Form indicates review and assessment of the proposed curriculum changes at the department and collegiate level either separately or as part of ongoing assessment efforts.

**Proposals for undergraduate courses should be sent to the Undergraduate Course and Curriculum Committee Chair. Proposals related to both undergraduate and graduate courses, (e.g., courses co-listed at both levels) must be sent to both the Undergraduate Course and Curriculum Committee and the Graduate Council.

I. HEADING AND PROPOSAL NUMBER

University of North Carolina at Charlotte   PSY IO 11-05-2013

Revised; Graduate

Course and Curriculum Proposal form: MA in Industrial and Organizational Psychology

Updating the I/O Psychology Curriculum for Working Professionals

II. CONTENT OF PROPOSALS
   A. PROPOSAL SUMMARY.
   - Provides updated information for the program's catalogue entry to reflect our focus on working professionals.
   - Changes the number of required credits from 43 to 31.
   - PSYC 6102 – Change course title. Add an additional prerequisite option.
   - PSYC 6171 – Update the language for the course description to make it more contemporary. (Note, no changes to course content are proposed)
   - PSYC 6173 - Update course name and the language for the course description to make them more contemporary. (Note, no changes to course content are proposed)
   - PSYC 6175 - Update course name, drop the course prerequisite, and update the language for the course description to make them more contemporary. (Note, no changes to course content are proposed)
   - PSYC 6172 - Update course name, drop one of the course prerequisites, and update the language for the course description to make it more contemporary. (Note, no changes to course content are proposed)
   - PSYC 6177 - Update course name. (Note, no changes to course content are proposed)
   - PSYC 6207 - Update course name. (Note, no changes to course content are proposed)
   - PSYC 6630 – Update course name, drop cross-listing with OS8630, and update the language for the course description to make it more contemporary. (Note, no changes to course content are proposed)
   - PSYC 6640 – Update course name, drop cross-listing with OS8630, and update the language for the course description to make it more contemporary. (Note, no changes to course content are proposed)

   B. JUSTIFICATION.

   For two decades, the MA Program in I/O Psychology has been offered as a traditional, full-time (i.e., daytime), on-campus program. The program has been very successful in attracting high quality students, graduation rates, and job placement rates. We are proud of the fact that most of our graduates over the last five to seven years have gained

employment in companies located in the Charlotte area; we believe that we have been able to provide a service to our local community. In order to be able to continue this program in these resource-challenged times, we have recently received approval from the University and General Administration to charge a tuition increment and to offer this program as a professional MA for working professionals. As such, we are transitioning our program from a full-time, daytime program that serves a nationally recruited set of students to a professionally-oriented program that serves working professionals in and around the Charlotte community (we will still accept highly qualified students from outside the region, but they will not be the focus of our recruitment efforts). To make the program more attractive to these professional individuals, we need to update and streamline the curriculum. Specifically, we need to streamline the curriculum so that it is possible for individuals who enroll in the program to graduate in two years. Further, given that these people will come into the program with some working knowledge of the field and because their employers are likely to support student tuition, it is necessary for us to update the titles of some of our courses so that they more accurately reflect current terminologies and concepts in these applied settings. (The content of the courses will remain by and large the same; it is only the terms with which we refer to the various processes that have changed over time).

In the effort to streamline the curriculum, we are se3eking to reduce the number of required credit hours from 43 to 31. Credit hour reduction is proposed to occur in the following manner:
- Our existing curriculum has required students to take 6 credits in psychology that is not I/O; generally, students have taken other graduate level courses offered in the psychology department in a rather haphazard basis based on availability and willingness of the instructor to allow the students to take the class. We are proposing to remove these required hours from the curriculum.
- A 1-credit lab section has traditionally been attached to PSYC 6171 Industrial/Organizational Psychology (the introductory course for graduate students). We are proposing to drop this lab section from the curriculum.
- Within our existing curriculum students have been required to take 6 credits of PSYC 6477 (Projects in I/O Psychology), which they took to support their internship activities. Given that many of our students in the updated program will be working professionals, internships will not be possible. We are proposing to drop these 6 credits from the curriculum. (Please note that students who need practical experience will still be able to complete an internship and register for credits in the PSYC 6477 course, it just will not be required; these students will take additional credits)
- We are adding the requirement for all students to register for 1 credit of PSYC 6899 (Readings and Research) in the Summer of Year 2 of study. This credit will allow them to study for and complete the comprehensive examination.

The proposed curriculum is consistent with curricular guidelines for MA programs as established by the Society of Industrial and Organizational Psychology, the professional organization for the field. Those guidelines may be seen at the following website: http://www.siop.org/guidelines.aspx.

What differentiates I/O psychology from other disciplines that train individuals for careers in (broadly defined) human resources areas of business practice is a practice that is informed by science and knowledge of using analytics to inform decision-making. These sets of knowledge and skills are what make I/O psychologists so attractive to organizational leaders. As such, our program will, as it always has, provide students with these skill sets. That is, we will provide a strong foundation in reading, understanding and applying the science of I/O Psychology to solve organizational problems and we will train students to collect, critically evaluate, and statistically examine data to support organizational decision-making. Students will take foundational courses in research methods, statistical evaluation, and psychological assessment. What's more, most course reading material will come from the scientific literature (i.e., journal articles).

C. **IMPACT.**
These changes will have few if any impacts outside of the program, as the courses offered in the program have almost exclusively been offered for students in the program. A few of our courses have been cross-listed with courses in the Organizational Science program, and we are seeking to remove those cross listings. The key reason for removing these cross-listings is the differential focuses on research and practice across the two programs. Specifically, while coursework in the PhD program in Organizational Science focuses heavily on the science of organizations, the coursework in the I/O MA program focuses more strongly on implementing the science within organizations. The removal of the cross-listings have been discussed with Dr. Rogelberg, Director of the Organizational Science Program. Removing the cross listing will not impact their ability to offer the courses. Dr. Rogelberg has supplied a letter supporting the removal of the cross-listings. The letter is attached.

These changes will allow the program to have a broader impact in the local Charlotte community and will enable the Department to continue offering the M.A. in Industrial-Organizational Psychology.

III. **RESOURCES REQUIRED TO SUPPORT PROPOSAL.**
A. **PERSONNEL**. We will be hiring some adjuncts from the community with expertise in certain areas to teach courses in the program. These adjuncts will be used on ad-hoc basis when there is insufficient University staffing and/or expertise.

B. **PHYSICAL FACILITY.** We are planning to offer courses in the Center City Building. We have had conversations with the Director of that building and will be able to offer our classes there.

C. **EQUIPMENT AND SUPPLIES:** None additional.

D. **COMPUTER.** None additional.

E. AUDIO-VISUAL. None additional.

F. OTHER RESOURCES. None additional. Program will generate its own resources and support funding.

G. SOURCE OF FUNDING. We have been awarded a tuition increment for this program. We will be able to use funds from the increment to support the program.

IV. CONSULTATION WITH THE LIBRARY AND OTHER DEPARTMENTS OR UNITS

A. LIBRARY CONSULTATION.
Indicate written consultation with the Library Reference Staff at the departmental level to ensure that library holdings are adequate to support the proposal prior to its leaving the department. (Attach copy of ***Consultation on Library Holdings***).

Not applicable. No changes to existing holdings required.

B. CONSULTATION WITH OTHER DEPARTMENTS OR UNITS.
List departments/units consulted in writing regarding all elements outlined in IIC: Impact Statement, including dates consulted. Summarize results of consultation and attach correspondence. Provide information on voting and dissenting opinions (if applicable).

Not applicable. No impact on other departments or units.

V. INITIATION, ATTACHMENTS AND CONSIDERATION OF THE PROPOSAL

A. **ORIGINATING UNIT**.
The proposed changes have been discussed by the program faculty members and department faculty as a whole (numerous meetings in 2012-2013). The Department chair has been involved in the process from the beginning.

B. **CREDIT HOUR**. **(Mandatory if new and/or revised course in proposal)**
Not applicable.

C. **ATTACHMENTS**.
1. CONSULTATION:
As this is only a change within the I/O MA program that should not affect other units, no other units were consulted.

2. COURSE OUTLINE/SYLLABUS:
For undergraduate courses attach course outline(s) including basic topics to be covered and suggested textbooks and reference materials with dates of publication. For Graduate Courses attach a course syllabus. Please see Boiler Plate for Syllabi for New/Revised Graduate Courses.

3. PROPOSED CATALOG COPY:

a. For a new course or revisions to an existing course, check all the statements that apply:

____ This course will be cross listed with another course.

__X__ There are prerequisites for this course.

____ There are corequisites for this course.

____ This course is repeatable for credit.

_X__ This course will increase/decrease the number of credits hours currently offered by its program.

_X___ This proposal results in the deletion of an existing course(s) from the degree program and/or catalog.

For all items checked above, applicable statements and content must be reflected in the proposed catalog copy.

4. ACADEMIC PLAN OF STUDY (**UNDERGRADUATE ONLY**):
   Not applicable.

5. STUDENT LEARNING OUTCOMES (UNDERGRADUATE & GRADUATE):
   Does this course or curricular change require a change in Student Learning Outcomes (SLOs) or assessment for the degree program?

   X Yes. (If yes, please provide updated SLOs in template format).
   The program currently has 2 SLOs: comprehensive exam assessment with corresponding rubric, and internship assessment with corresponding rubric. Since the internship will become an optional component for working professionals, the revised program will have one SLO: comprehensive exam assessment with corresponding rubric (exam questions or thesis).

   ☐ No.

6. TEXTBOOK COSTS:
   Many of the courses do not require text books, instead focusing on reading journal articles. However, for those courses for which textbooks are required, faculty will be asked to consider the costs of textbooks when making their textbook adoption decisions.

IMPORTANT NOTE: A Microsoft Word version of the final course and curriculum proposal should be sent to facultygovernance@uncc.edu upon approval by the Undergraduate Course and Curriculum Committee and/or Graduate Council Chair.

Catalogue entry with revisions:

MASTER OF ARTS IN
INDUSTRIAL/ORGANIZATIONAL
PSYCHOLOGY
~~****NOT ACCEPTING APPLICANTS FOR THE 2013-2014 ACADEMIC YEAR****~~

The objective of UNC Charlotte's nationally recognized master's degree program in Industrial/Organizational (I/O) Psychology is to provide students with the knowledge and skills necessary to ~~research and~~ improve the world of work from both an employee and organizational point of view. ~~Among the issues studied are personnel selection, training and development, performance evaluation, workplace health, employee attitudes and satisfaction, work motivation, team and organizational effectiveness, and change management~~. The program and its curriculum are built on five key foundational elements: Leadership, Organizational Change and Development, Talent, Culture/Climate, and Analytics. The program provides these foundations in the context of science driven practice. Specifically, we will provide students with a strong foundation in (a) reading, understanding and applying the science of I/O Psychology to solve organizational problems and (b) collecting, critically evaluating, and statistically examining data to support organizational decision-making.

~~The relatively small, competitively selected student body~~ Students receive~~s~~ individual attention from faculty members who maintain rigorous standards of academic excellence. ~~The program provides a firm foundation in the research methods and content of basic psychology, as well as training in the applied skills of professional practice~~.

Working Professionals
Our program is designed to be accessible for working professionals. Courses will be offered in the evenings and on weekends so that individuals who work full-time can complete the program. The program is ideal for people working in an I/O-related field, such as in a Human Resources function within an organization, who are looking for a degree that will allow them to expand their career options.

The program would also be appropriate for working individuals looking to change careers and for individuals who have just

completed an undergraduate degree. Work in an I/O-related career is not required for admittance into the program.

Advisory Board
An Advisory Board has been established for the I/O Program. The Board, made up of leading I/O psychologists and human resource professionals working in the Charlotte Community (see our website for a list of current Board members), provides regular reviews and evaluations of the programs' curriculum to ensure that course content addresses current topics and issues facing I/O psychologists working in the business community. The Board also plays a key role in identifying business leaders in the community who can provide information or guidance to students.

~~Additional~~ **Admission Requirements**
~~To be considered for admission to graduate study in I/O, a student must meet the following minimum requirements:~~

The Graduate School requires that applicants submit scores from the Graduate Record Exam (GRE), Graduate Management Admission Test (GMAT), or Miller Analogies Test (MAT). The I/O program will accept scores from any one of these tests.

The Graduate School also requires three letters of recommendation. If you are a working professional who has received a bachelor's degree five or more years ago, we suggest that you seek out recommenders who can speak to your capabilities and potential as an I/O or HR professional (e.g., supervisors, coworkers, individuals with an advanced I/O degree). If you have recently graduated from a bachelors program, we suggest that you seek out academic recommenders who can speak to your potential for graduate studies.

Your application will also include a statement of purpose. Minimally, your statement should address (a) your motivation for seeking a degree in I/O psychology, (b) your preparation for graduate studies in I/O Psychology, and (c) how you expect the degree will positively impact your career. Please keep your statement to approximately two pages.

You must also have a bachelor's degree from an accredited university (the Graduate School requires that you upload transcripts from each institution attended). While a degree in psychology or business is not required, applicants with

backgrounds in these disciplines may be given preferential treatment.

The Graduate School has additional requirements for application. Please see the Graduate School website for additional details.

1.) Completed application (Deadline: January 15)
2.) Bachelor's degree from an accredited institution
3.) Grade point average above 3.0 overall
4.) GRE Math and Verbal, combined, of over 1000
5.) Official transcripts
6.) 3 letters of recommendation
7.) Statement of professional goals

Admission to the full-time program is very competitive. Applicants whose native language is other than English must offer acceptable scores on the Test of English as a Foreign Language (see Graduate School website for what constitutes an acceptable score). The application deadline is January 15 for admission in the Fall semester. Students must begin the program in the Fall Semester. may not begin the program during the Spring semester.

We will begin reviewing completed applications on March 1 and continue to evaluate applications until the class is full.

Degree Requirements
The Industrial/Organizational program requires at least 43 31 semester hours of graduate coursework as specified and discussed in the I/O Psychology Graduate Student Handbook. Full-time students Students should be able to complete the program in two calendar years. Courses will be required in the summer between the first and second year in the program. Additionally, the comprehensive examination will be given in the summer at the end of the second year of study.

Students who consistently show borderline course performance, who fail to complete coursework on a timely basis, or who otherwise perform unprofessionally or unsatisfactorily may be required to complete additional courses or may be removed from the program. The enrollment of a student who receives three two grades of C or one Unsatisfactory (U) grade during his or her graduate career is automatically terminated.

Specialization

Students will be able to pick a specialization track: ~~a non-thesis research track,~~ a thesis research track~~,~~ or a practice track. These tracks allow the student to tailor, in part, their educational experience to their career objectives. ~~All students will complete a comprehensive examination at the end of their program. For those students doing a thesis, the thesis defense itself serves as the comprehensive exam.~~ <u>The only difference between the tracks is the capstone experience; students choosing the thesis track will defend an empirical thesis whereas students who choose the practice track will complete</u> ~~For those on the non-thesis research track or a practice track,~~ a standardized comprehensive examination ~~will be given~~ in the ~~spring~~ <u>summer</u> of year two in the program. The examination samples content from across the I/O Psychology discipline ~~as well as research design~~. A complete description of the specialization tracks and requirements (including a thorough discussion of comprehensive exams) can be found in the most recent version of the <u>I/O</u> Psychology Graduate Student Handbook.

~~**Assistantships and Other Financial Assistance**~~
~~A variety of resources are available for financial assistance. These include teaching assistantships to proctor the general psychology laboratory, research assistantships to assist on faculty grants, and graduate assistantships in psychology and other campus units such as the Learning Assistance Center and the University Honors Office. Information on loans, grants and employment opportunities is available from the Financial Aid Office.~~

~~**Research Experiences**~~
~~In addition to the completion of a thesis, students have the opportunity to work with individual faculty members on their research. The Department of Psychology has an energetic and dynamic faculty of more than 30 psychologists who are committed to education and have established an excellent record or productivity in all the major areas of psychological research and professional practice. Students also have the opportunity to work closely with the Department of Management faculty affiliated with the program as well as two I/O faculty members from~~

Practica and Applied Experiences
Students who desire I/O-related work experiences will have a wide range of opportunities for applied experiences. These can occur as part of a formal practicum experience (i.e., internships) or more informally through the UNC Charlotte Organizational Science Consulting and Research Unit. While practicum experiences are not required as part of the program, our Faculty and Advisory Board members have connections within the local community to help students find relevant experiences.

Clean copy of the revised catalogue entry:

MASTER OF ARTS IN
INDUSTRIAL/ORGANIZATIONAL
PSYCHOLOGY

The objective of UNC Charlotte's nationally recognized master's degree program in Industrial/Organizational (I/O) Psychology is to provide students with the knowledge and skills necessary to improve the world of work from both an employee and organizational point of view. The program and its curriculum are built on five key foundational elements: Leadership, Organizational Change and Development, Talent, Culture/Climate, and Analytics. The program provides these foundations in the context of science driven practice. Specifically, we will provide students with a strong foundation in (a) reading, understanding and applying the science of I/O Psychology to solve organizational problems and (b) collecting, critically evaluating, and statistically examining data to support organizational decision-making.

Students receive individual attention from faculty members who maintain rigorous standards of academic excellence.

Working Professionals
Our program is designed to be accessible for working professionals. Courses will be offered in the evenings and on weekends so that individuals who work full-time can complete the program. The program is ideal for people working in an I/O-related field, such as in a Human Resources function within an organization, who are looking for a degree that will allow them to expand their career options.

The program would also be appropriate for working individuals looking to change careers and for individuals who have just completed an undergraduate degree. Work in an I/O-related career is not required for admittance into the program.

Advisory Board
An Advisory Board has been established for the I/O Program. The Board, made up of leading I/O psychologists and human resource professionals working in the Charlotte Community (see our website for a list of current Board members), provides regular reviews and evaluations of the programs' curriculum to ensure that course content addresses current topics and issues facing I/O psychologists working in the business community. The Board also plays a key role in identifying business leaders in the community who can provide information or guidance to students.

Admission Requirements
The Graduate School requires that applicants submit scores from the Graduate Record Exam (GRE), Graduate Management Admission Test (GMAT), or Miller Analogies Test (MAT). The I/O program will accept scores from any one of these tests.

The Graduate School also requires three letters of recommendation. If you are a working professional who has received a bachelor's degree five or more years ago, we suggest that you seek out recommenders who can speak to your capabilities and potential as an I/O or HR professional (e.g., supervisors, coworkers, individuals with an advanced I/O degree). If you have recently graduated from a bachelors program, we suggest that you seek out academic recommenders who can speak to your potential for graduate studies.

Your application will also include a statement of purpose. Minimally, your statement should address (a) your motivation for seeking a degree in I/O psychology, (b) your preparation for graduate studies in I/O Psychology, and (c) how you expect the degree will positively impact your career. Please keep your statement to approximately two pages.

You must also have a bachelor's degree from an accredited university (the Graduate School requires that you upload transcripts from each institution attended). While a degree in psychology or business is not required, applicants with backgrounds in these disciplines may be given preferential treatment.

The Graduate School has additional requirements for application. Please see the Graduate School website for additional details.

Admission to the program is competitive. Applicants whose native language is other than English must offer acceptable scores on the Test of English as a Foreign Language (see Graduate School website for what constitutes an acceptable score). Students must begin the program in the Fall Semester.

We will begin reviewing completed applications on March 1 and continue to evaluate applications until the class is full.

Degree Requirements
The Industrial/Organizational program requires at least 31 semester hours of graduate coursework as specified and discussed in the I/O Psychology Graduate Student Handbook. Students should be able to complete the program in two calendar years. Courses will be required in the summer between the first and second year in the program. Additionally, the comprehensive examination will be given in the summer at the end of the second year of study.

Students who consistently show borderline course performance, who fail to complete coursework on a timely basis, or who otherwise perform unprofessionally or unsatisfactorily may be required to complete additional courses or may be removed from the program. The enrollment of a student who receives two grades of C or one Unsatisfactory (U) grade during his or her graduate career is automatically terminated.

Specialization
Students will be able to pick a specialization track:
a thesis research track or a practice track. These tracks allow the student to tailor, in part, their educational experience to their career objectives. The only difference between the tracks is the capstone experience; students choosing the thesis track will defend an empirical thesis whereas students who choose the practice track will complete a standardized comprehensive examination in the summer of year two in the program. The examination samples content from across the I/O Psychology discipline. A complete description of the specialization tracks and requirements (including a thorough discussion of comprehensive exam) can be found in the most recent version of the I/O Psychology Graduate Student Handbook.

Practica and Applied Experiences

Students who desire I/O-related work experiences will have a wide range of opportunities for applied experiences. These can occur as part of a formal practicum experience (i.e., internships) or more informally through the UNC Charlotte Organizational Science Consulting and Research Unit. While practicum experiences are not required as part of the program, our Faculty and Advisory Board members have connections within the local community to help students find relevant experiences.

Course Descriptions to be changed

PSYC 6102. ~~Research Design and Quantitative Methods in Psychology~~ **Organizational Research Methods.** (**3**) Prerequisites: ~~STAT 1222 and PSYC 2102 or equivalent~~ full graduate standing in the I/O psychology graduate program. ~~Experimental and correlational methods of psychological research, including single subject designs with emphasis on research~~ Research design and the application of statistical methods to ~~psychological~~ I/O research, with a specific focus on gathering and evaluating organizational data.

PSYC 6171. Industrial/Organizational Psychology. (3) Human behavior within organizations. Topics include: ~~personnel selection and placement, job analysis, motivation, satisfaction, consumer psychology and ergonomics~~ recruitment, hiring, competency modeling, talent management, leadership, job attitudes, and organizational development and change.

PSYC 6173. ~~Individual Dynamics~~ **Job attitudes.** (**3**) The individual within the organization, including job attitudes, engagement, and motivation. ~~Special emphasis on theories of motivation and job satisfaction.~~

PSYC 6175. Organizational ~~Dynamics II~~ **Development and Change.** (**3**) ~~Prerequisite: PSYC 6174.~~ Organization theories and organizational change methods.

PSYC 6172. ~~Personnel I~~ **Talent Acquisition.** (**3**) ~~Prerequisite or corequisite: PSYC 6171, 6140.~~ ~~Techniques of applied personnel psychology~~. Issues associated with the attraction and evaluation of job applicants. Topics include: job analysis, testing in industry, interviews, personality measures, assessment centers, ~~job evaluation~~, and ~~polygraphs~~ managing the hiring process.

PSYC 6177. ~~Personnel II~~ **<u>Talent Management</u>.** **(3)** ~~Prerequisite: PSYC 6172.~~ Theoretical bases of ~~personnel psychology~~ <u>talent management</u>. Topics include: performance appraisal, legal issues, ~~personnel strategies, validation issues, utility analysis~~ <u>succession planning</u>, human resource planning, and training <u>and development</u>.

PSYC 6207. ~~Psychometries~~ **<u>Measurement in Organizations</u>.** **(3)** ~~Cross-listed as OSCI 8207~~. Prerequisites: Full graduate standing in a psychology graduate program or permission of the instructor. Presents an introduction to classical and modern test theory and methods. ~~Theoretical and statistical bases for the measurement of psychological constructs are covered including~~ <u>Topics include:</u> Classical True Score Theory, reliability and validity inferences, ~~item response theory, scaling, and~~ an introduction to factor analysis. <u>Special emphasis will be given to evaluating the quality of existing tests and assessments.</u>

PSYC 6630. ~~Micro Seminar in Organizational Science.~~ **<u>Topics in Talent Management.</u>** **(3)** ~~Cross-listed as OSCI 8630.~~ Prerequisites: Full graduate standing in the I/O psychology graduate program or permission of the instructor. Examination of special topic(s) germane to ~~Micro Organizational Science~~ <u>talent management</u>. The seminar may focus on one or a small number of topics salient to this area. ~~Extensive reading and discussion of topics from multiple perspectives.~~ May be repeated for credit for different topics.

PSYC 6640. ~~Macro Seminar in Organizational Science~~ **<u>Topics in Organizational Psychology</u>.** **(3)** ~~Cross-listed as OSCI 8640.~~ Prerequisites: Full graduate standing in the I/O psychology graduate program or permission of the instructor. Examination of special topic(s) germane to ~~Macro Organizational Science~~ <u>organizational psychology</u>. The seminar may focus on one or a small number of topics salient this area. ~~Extensive reading and discussion of topics from multiple perspectives.~~ May be repeated for credit for different topics. ~~May be repeated for credit.~~

Description of the Curriculum to Appear in the Student Handbook

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Curriculum

The objective of UNC Charlotte's master's degree program in Industrial/Organizational (I/O) Psychology is to provide students with the knowledge and skills necessary to improve the world of work from both an employee and organizational point of view. The program's curriculum is built on five key foundational elements: Leadership, Organizational Change and Development, Talent, Culture/Climate, and Analytics. The program provides these foundations in the context of science driven practice. As such, students will gain a strong foundation in (a) reading, understanding and applying the science of I/O Psychology to solve organizational problems and (b) collecting, critically evaluating, and statistically examining data to support organizational decision-making.

What's more, the curriculum has been designed to be consistent with guidelines established by the Society of Industrial and Organizational Psychology, the professional organization for our field. Specifically, the guidelines established by SIOP suggest that MA level curricula should provide knowledge and training in the following 13 competency areas:

Industrial Psychology
    a) *Criterion Theory, Performance Appraisal and Feedback*
    b) *Job, Task and Worker Analysis*
    c) *Employee Selection, Placement and Recruitment*
    d) *Ethical, Legal and Professional Contexts*
    e) *Training: Theory, Program Design and Evaluation*

Organizational Psychology
    a) *Job Attitudes*
    b) *Leadership, Small Group Theory and Process*
    c) *Work Motivation*
    d) *Organizational Theory*
    e) *Organizational Development*

Measurement and Statistics
    a) *Research Methods*
    b) *Statistical Methods/Data Analysis*
    c) *Psychometrics*

The program will include the following courses in the identified terms:

Fall 2014
- PSYC6171 – Industrial/Organizational Psychology (3)
- PSYC6102 – Organizational Research Methods (3)

Spring 2015
- PSYC6205 – Field and Lab Based Quantitative Research Methods (3)

- PSYC6173 – Job Attitudes (3)

Summer 2015
- PSYC6175 – Organizational Development and Change (3)
- PSYC6640 – Topics in Organizational Psychology (3)

Fall 2015
- PSYC6172 – Talent Acquisition (3)
- PSYC6207 – Measurement in Organizations (3)

Spring 2016
- PSYC6177 – Talent Management (3)
- PSYC6630 – Topics in Talent Management (3)

Summer 2016
- PSYC6899 – Readings and Research (1)

Numbers in parentheses are the number of credit hours for the course.

Members of the review committees,

I have had the chance to talk with Eric Heggestad about the proposed changes to the I/O MA program and have had the opportunity to look at the Long Form document. I fully support the program and the proposed changes. Removing the course cross-listings between the I/O and OS courses is recommended given the different needs of these two student groups.

The changes described in the Long Form will have no impact on the Organizational Science Program.

Please do not hesitate to contact me if you have any questions (sgrogelb@uncc.edu).

Steven G. Rogelberg, Ph.D.
University of North Carolina University Professor

Professor and Director, Organizational Science
Professor, Management and Psychology
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