

Program Change Request

New Program Proposal

Date Submitted: 11/26/18 3:48 pm

Viewing: **CERT-IOPY : Industrial/Organizational Psychology - Certificate**

Last edit: 12/17/18 11:29 am

Changes proposed by: hlench

Contact(s)

Name	E-mail	Phone
Heather Lench	hlench@tamu.edu	979-845-0377

Academic level	Graduate
Effective Term	2020-2021
Department	Psychological and Brain Sciences
College	Liberal Arts
Program type	Certificate
Associated Program	Not Applicable
With a certificate in	Industrial/Organizational Psychology

Catalog Program Title
Industrial/Organizational Psychology - Certificate

CIP and Fund code 422804

Rationale for Proposal

Industrial/Organizational (I/O) psychology is the scientific study of human behavior at work and the application of that science to workplace issues facing individuals, teams, and organizations. Individuals with training in I/O psychology are employed in consulting, private practice, government, and corporations. The certificate in Industrial/Organizational Psychology is intended to be completed within the MS Degree in Psychology at Texas A&M, and will permit students to emphasize the application of psychological principles to human resource decisions and organizational behavior challenges.

Program hours 12

Is this program eligible for financial aid? No

Certificate type
Degree-dependentProgram delivery mode
On-campus

Catalog Program Requirements

In Workflow

1. PBSI Reviewer GR
2. PBSI Department Head
3. Curricular Services Review
4. LA Committee Preparer GR
5. LA Committee Chair GR
6. LA College Dean GR
7. Provost
8. GC Preparer
9. GC Chair
10. Faculty Senate Preparer
11. Faculty Senate
12. Provost II
13. President
14. Curricular Services

Approval Path

1. 11/26/18 10:07 pm
Takashi Yamauchi (takashi-yamauchi): Approved for PBSI Reviewer GR
2. 11/27/18 8:25 am
Heather Lench (hlench): Approved for PBSI Department Head
3. 11/27/18 11:06 am
Angel Mario Carrizales (carri1214): Approved for Curricular Services Review
4. 11/27/18 11:11 am
Tiffany Green (tgreen): Approved for LA Committee Preparer GR
5. 12/10/18 3:07 pm
Leroy Dorsey (l-dorsey): Approved for LA Committee Chair GR
6. 12/10/18 3:08 pm
Leroy Dorsey (l-dorsey): Approved for LA College Dean GR
7. 12/10/18 8:30 pm
Mike Stephenson (mstephenson): Approved for Provost
8. 01/23/19 10:02 am
LaRhessa Johnson (lrjohnson): Approved for GC Preparer
9. 02/07/19 4:25 pm
Russell Ramirez (rramirez): Approved for GC Chair

Course List

Code	Title	Semester Credit Hours
PSYC 652	Statistics and Research Methods in Industrial/Organizational Psychology I	3
PSYC 653	Statistics and Research Methods in Industrial/Organizational Psychology II	3
Select two of the following:		6
PSYC 654	Psychometrics and Survey Design in Industrial/Organizational Psychology	
PSYC 656	Advanced Selection	
PSYC 657	Training and Performance Management	
PSYC 658	Work Attitudes and Motivation	
PSYC 659	Groups, Teams and Leadership	
Total Semester Credit Hours		12

Additional Requirements

Additional information

Required Proposal [Certificate Programs Form.docx](#)
Forms

Reviewer Comments

Key: 940

New Program Request Form for Certificate Programs

Directions: An institution shall use this form to propose a new bachelor's or master's degree program. In completing the form, the institution should refer to the document *Standards for Bachelor's and Master's Programs*, which prescribes specific requirements for new degree programs. Note: This form requires signatures of (1) the Chief Executive Officer, certifying adequacy of funding for the new program; (2) a member of the Board of Regents (or designee), certifying Board approval, and (3) if applicable, a member of the Board of Regents or (designee), certifying that criteria have been met for staff-level approval. NOTE: Preliminary authority is required for all engineering programs. An institution that does not have preliminary authority for a proposed engineering program shall submit a separate request for preliminary authority prior to submitting the degree program request form. That request shall address criteria set in Coordinating Board rules Section 5.24 (a).

Administrative Information

1. **Institution:** Texas A&M University

2. **Program Name** – Show how the program would appear on the Coordinating Board's program inventory (e.g., *Bachelor of Business Administration degree with a major in Accounting*):

Certificate in Industrial/Organizational Psychology

3. **Proposed CIP Code:** 42.2804

4. **Brief Program Description** – Describe the program and the educational objectives:

Industrial/Organizational (I/O) psychology is the scientific study of human behavior at work and the application of that science to workplace issues facing individuals, teams, and organizations. Individuals with training in I/O psychology are employed in consulting, private practice, government, and corporations. The certificate in Industrial/Organizational Psychology is intended to be completed within the MS Degree in Psychology at Texas A&M, and will permit students to emphasize the application of psychological principles to human resource decisions and organizational behavior challenges.

Number of Semester Credit Hours Required: 12

5. **Administrative Unit** – Identify where the program would fit within the organizational structure of the university (e.g., *The Department of Electrical Engineering within the College of Engineering*):

The Department of Psychological and Brain Sciences within the College of Liberal Arts

6. **Proposed Implementation Date** – Report the first semester and year that students would enter the program:

Fall 2019

7. **Contact Person** – Provide contact information for the person who can answer specific questions about the program:

Name: Heather Lench

<p>Title: Professor, Department Head</p> <p>E-mail: hlench@tamu.edu</p> <p>Phone: 979-845-0377</p>
--

Program Information

I. Need

Note: Complete I.A and I.B only if preliminary authority for the program was granted more than four years ago. This includes programs for which the institution was granted broad preliminary authority for the discipline.

A. Job Market Need

Industrial/Organizational (I/O) psychology is the scientific study of human behavior at work and the application of that science to workplace issues facing individuals, teams, and organizations. The Bureau of Labor Statistics projects that I/O Psychology is the fastest growing occupation, with an anticipated growth rate of 53% between 2014 and 2022. Students with terminal master's degrees in I/O psychology are employed in consulting, private practice, government, and corporations, and there is every reason to expect that interest in hiring these graduates will increase as businesses become more diverse and multinational.

B. Student Demand

We recently began offering a concentration in Industrial/Organizational Psychology within our existing Master of Science in Psychology degree. In the inaugural year, Fall 2018, we received over 50 applications for about 14 open positions. The proposed certificate is designed to be embedded within this program and to permit students to document their training in I/O Psychology specifically within the more general MS program.

C. Enrollment Projections – Use this table to show the estimated cumulative headcount and full-time student equivalent (FTSE) enrollment for the first five years of the program. *(Include majors only and consider attrition and graduation.)*

YEAR	1	2	3	4	5
Headcount	30	36	40	40	40
FTSE	30	36	40	40	40

II. Quality

A. Certificate and Degree Requirements – Use this table to show the certificate and degree requirements of the program. *(Modify the table as needed; if necessary, replicate the table for more than one option.)*

Category	Semester Credit Hours
General Education Core Curriculum <i>(bachelor's degree only)</i>	
Required Courses	6
Prescribed Electives	6
Free Electives	
Other <i>(Specify, e.g., internships, clinical work)</i>	(if not included above)
TOTAL	12

- B. Curriculum – Use these tables to identify the required courses and prescribed electives of the program, and curriculum as it will appear in the undergraduate and graduate catalog. Note with an asterisk (*) courses that would be added if the program is approved. *(Add and delete rows as needed. If applicable, replicate the tables for different tracks/options as shown in the undergraduate catalog.)*

Prefix and Number	Required Courses	SCH
PSYC652	Statistics and Research Methods in Industrial/Organizational Psychology I	3
PSYC653	Statistics and Research Methods in Industrial/Organizational Psychology I	3

Prefix and Number	Prescribed Elective Courses	SCH
Select 6 hours from:		
PSYC654	Psychometrics and Survey Design in Industrial/Organizational Psychology	3
PSYC656	Advanced Selection	3
PSYC657	Training and Performance Management	3
PSYC658	Work Attitudes and Motivation	3
PSYC659	Groups, Teams, and Leadership	3

	TOTAL SCH	12
--	-----------	----

C. Faculty – Use these tables to provide information about Core and Support faculty. Add an asterisk (*) before the name of the individual who will have direct administrative responsibilities for the program. *(Add and delete rows as needed.)*

Name of <u>Core</u> Faculty and Faculty Rank	Highest Degree and Awarding Institution	Courses Assigned in Program	% Time Assigned To Program
e.g.: Robertson, David Asst. Professor	PhD. in Molecular Genetics Univ. of Texas at Dallas	MG200, MG285 MG824 (Lab Only)	50%
*Bisi, Atoha Instructional Assistant Professor	PhD in Industrial/Organizational Psychology Texas A&M University	PSYC656, PSYC657, Director of I/O MS Program	100%
Bolger, Patrick Instructional Assistant Professor	PhD in Second Language Acquisition and Teaching University of Arizona	PSYC652, PSYC653	20%
Payne, Stephanie Professor	PhD in Applied Experimental Psychology George Mason University	PSYC656 PSYC659	20%
Sabat, Isaac Assistant Professor	PhD in Industrial/Organizational Psychology George Mason University	PSYC658	20%
Arthur, Winfred Professor	PhD in Industrial/Organizational Psychology The University of Akron	PSYC654	20%

Name of <u>Support</u> Faculty and Faculty Rank	Highest Degree and Awarding Institution	Courses Assigned in Program	% Time Assigned To Program
Bergman, Mindy Professor	PhD in Organizational Psychology University of Illinois at Urbana-Champaign	None; student advising & program support	5%
Miner, Kathi Associate Professor	PhD in Psychology and Women's Studies University of Michigan	None; student advising & program support	5%

- D. Students – This is a certificate completed as part of the existing MS in Psychology degree with a concentration in Industrial/Organizational Psychology. Students will not be separately recruited for the certificate program.
- E. Library – This is a certificate completed as part of the existing MS in Psychology degree with a concentration in Industrial/Organizational Psychology. No additional resources are needed for the certificate.
- F. Facilities and Equipment – This is a certificate completed as part of the existing MS in Psychology degree with a concentration in Industrial/Organizational Psychology. No additional facilities or equipment are needed for the certificate.
- G. Accreditation – There is no accrediting body for I/O Psychology. However, the Society for Industrial/Organizational Psychology (SIOP) has developed standards for training curricula at the master and doctoral level, which we followed for this program and certificate (Dr. Payne, a faculty member contributing to this program, led the committee that designed those standards).
- H. Evaluation – Because this is certificate completed as part of the existing MS in Psychology program, all evaluation will be completed at the degree level and includes assessment of mastery and expertise in the domain (industrial/organizational psychology)
- I. Administration of Program – The certificate is administered in the Department of Psychological and Brain Sciences within the College of Liberal Arts, within the existing MS in Psychology program.

III. Costs and Funding

Five-Year Costs and Funding Sources – There are no associated costs or funding, as this certificate will be completed by students completing the concentration in Industrial/Organizational Psychology within the existing MS in Psychology degree program.

Five-Year Costs		Five-Year Funding	
Personnel ¹	\$0	Reallocated Funds	\$0
Facilities and Equipment	\$0	Anticipated New Formula Funding ³	\$0
Library, Supplies, and Materials	\$0	Special Item Funding	\$0
Other ²	\$0	Other ⁴	\$0
Total Costs	\$0	Total Funding	\$0

1. Report costs for new faculty hires, graduate assistants, and technical support personnel. For new faculty, prorate individual salaries as a percentage of the time assigned to the program. If existing faculty will contribute to program, include costs necessary to maintain existing programs (e.g., cost of adjunct to cover courses previously taught by faculty who would teach in new program).
2. Specify other costs here (e.g., administrative costs, travel).
3. Indicate formula funding for students new to the institution because of the program; formula funding should be included only for years three through five of the program and should reflect enrollment projections for years three through five.

4. Report other sources of funding here. In-hand grants, "likely" future grants, and designated tuition and fees can be included.

Signature Page

1. Adequacy of Funding – The chief executive officer shall sign the following statement:

I certify that the institution has adequate funds to cover the costs of the new program. Furthermore, the new program will not reduce the effectiveness or quality of existing programs at the institution.

Chief Executive Officer

Date

2. Board of Regents or Designee Approval – A member of the Board of Regents or designee shall sign the following statement:

On behalf of the Board of Regents, I approve the program.

Board of Regents (Designee)

Date of Approval

3. Board of Regents Certification of Criteria for Commissioner of Assistant Commissioner Approval – For a program to be approved by the Commissioner or the Assistant Commissioner for Academic Affairs and Research, the Board of Regents or designee must certify that the new program meets the eight criteria under TAC Section 5.50 (b): The criteria stipulate that the program shall:

- (1) be within the institution's current Table of Programs;
- (2) have a curriculum, faculty, resources, support services, and other components of a degree program that are comparable to those of high quality programs in the same or similar disciplines at other institutions;
- (3) have sufficient clinical or in-service sites, if applicable, to support the program;
- (4) be consistent with the standards of the Commission of Colleges of the Southern Association of Colleges and Schools and, if applicable, with the standards or discipline-specific accrediting agencies and licensing agencies;
- (5) attract students on a long-term basis and produce graduates who would have opportunities for employment; or the program is appropriate for the development of a well-rounded array of basic baccalaureate degree programs at the institution;
- (6) not unnecessarily duplicate existing programs at other institutions;
- (7) not be dependent on future Special Item funding
- (8) have new five-year costs that would not exceed \$2 million.

On behalf of the Board of Regents, I certify that the new program meets the criteria specified under TAC Section 5.50 (b).

Board of Regents (Designee)	Date
-----------------------------	------