

UMBC UGC Program Changes & Other Request: Certificate "Psychology of the Workplace" (formerly "Personnel and Industrial Psychology")

Date Submitted: May 29, 2009

Proposed Effective Date: Spring 2010

	name	email	phone	dept
dept chair	Linda Baker	baker@umbc.edu	455-2567	PSYC
contact	Zoe Warwick	warwick@umbc.edu	455-2360	PSYC

Specifics (see instructions):

Current requirements (# of credits)	Proposed requirements (# of credits)
<p>Required courses: (51)</p> <p>ECON 101- Principles of Microeconomics ECON 102- Principles of Macroeconomics PSYC 100- Introduction to Psychology PSYC 210- Psychology of Learning PSYC 340- Social Psychology PSYC 380- Personality PSYC 446- Industrial/organizational Psychology ECAD 310- Human Resource Mgmt. ECAD 489- Seminar in Management and Admin PSYC 331- Experimental Psyc: Design & Analy I PSYC 332- Experimental Psyc: Design &Analy II PSYC 320- Psychological Assessment PSYC 324- Interviewing Techniques EDUC 471- Principles of Training and Development ENGL 391- Inter. Exposition OR 393- Tech. Writing IFSM 201- Intro. to Computer-Based Systems OR IFSM 295- Intro. to Applications Prog OR CMSC 100- Intro. to Computers & Prog</p>	<p>Required courses (22)</p> <p>PSYC 331 - Experimental Psychology (4) OR STAT 121 – Intro to Statistics for Social Sciences (4)</p> <p>PSYC 320 – Psychological Assessment (3) PSYC 324 - Interviewing Techniques (3) PSYC 340 - Social Psychology (3) PSYC 346* - Industrial/Organizational Psychology (3) PSYC 398 - Internship (3) MGMT 310 - Human Resources Management</p> <p>*Formerly PSYC 446 Industrial/Organizational Psychology. Request for renumbering of this course to PSYC 346 is being submitted concurrently.</p>
<p>Electives: choose one (3)</p> <p>AFST 271- Intro. to Community Involvement ECAD 360- Business Law ECAD 385- Business Ethics & Society ECAD 425- Marketing ECON 352- Industrial Relations GEOG 330- Location of Economic Activity GEOG 435- Geography of Manufacturing IS 325- Intro. to Mgmt Science IS 303- Human Factors in Comp Sys Design IS 440- Office Automation POLI 354- Public Mgmt and Personnel Systems POLI 432- Civil Rights PSYC 387- Community Psychology SOCY 310- Organizational Theory and Mgmt SOCY 360- Sociology of Work SOCY 365- Sociology-Labor Force & Occupations SOCY 432- Work and Retirement SOWK 395- Alcohol Problems and Alcoholism</p>	<p>Electives - select any two (6)</p> <p>MGMT 210 - Practice of Management (3) MGMT 385 – Business Ethics and Society (3) SOCY 432 – Work and Retirement (3) HAPP 401 – Occupational Health Policy and Practice (3) MGMT 360 – Business Law (3) ECON 352 – Industrial Relations (3) POLI 354 – Public Management and Personnel Systems (3) POLI 432 – Civil Rights (3) GWST 250 – Gender Roles in Economic Life (3) GWST 338 – Women and Law (3) Or other Advisor-approved elective (3)</p>

Rationale (see instructions):

What are the major departures from the current structure and why is the new structure preferable?

The new structure reflects a more focused approach to providing students with a foundation in the psychology of organizations. Reduction in the number of required credits (from 51 to 28) makes completion of the Certificate more attractive and feasible for students across a range of majors.

Offering the course in Industrial/Organizational Psychology at the 300-level will make this course—and the Certificate-- more accessible to non-PSYC majors, by eliminating PSYC 332 as a prerequisite. (PSYC 332, required for all 400-level PSYC courses, is rarely taken by non-majors). Additionally, PSYC 346 Industrial/Organizational Psychology can be taken earlier in a student's academic career (i.e. before completion of the PSYC 331-PSYC 332 sequence) and thus potentially enhance student interest in completing the Certificate.

What provisions will be made to accommodate current students if courses are discontinued?

For students currently pursuing the Certificate in "Personnel and Industrial Psychology", substitutions for the discontinued EDUC 471 are being dealt with on a case-by-case basis. Currently-enrolled students would also have the option to instead complete the new "Psychology of the Workplace". All courses for the proposed revision are offered regularly (at least once/year).

If there is a change in required credits, please provide a specific justification for that change.

The new structure reflects a more focused approach to providing students with a foundation in the psychology of organizations. Reduction in the number of required credits (from 51 to 28) makes completion of the Certificate more attractive and feasible for students across a range of majors.

Proposed catalog description for the Certificate in Psychology of the Workplace:

"Completion of this Certificate will provide a foundation in the psychology of organizations. Students interested in careers in Human Resources and other aspects of workplace management, as well as those considering graduate studies in business or Industrial/Organizational Psychology, will gain relevant skills and insights regarding multiple aspects of a workplace."

Proposed revision of Certificate in Personnel and Industrial Psychology

New title: "Psychology of the Workplace"

5/26/09 (ZW) as revised/approved at 5/11/09 Faculty meeting

Required courses:

PSYC 331 - Experimental Psychology (4) OR STAT 121 – Intro to Statistics for Social Sciences (4)
PSYC 320 - Assessment (3)
PSYC 324 - Interviewing (3)
PSYC 340 - Social Psychology (3)
PSYC 346 - Industrial/Organizational Psychology (3)
PSYC 398 - Internship (3)
MGMT 310 - Human Resources Management (3)

Electives (select any two):

MGMT 210 - Practice of Management (3)
MGMT 385 – Business Ethics and Society (3)
SOCY 432 – Work and Retirement (3)
HAPP 401 – Occupational Health Policy and Practice (3)
MGMT 360 – Business Law (3)
ECON 352 – Industrial Relations (3)
POLI 354 – Public Management and Personnel Systems (3)
POLI 432 – Civil Rights (3)
GWST 250 – Gender Roles in Economic Life (3)
GWST 338 – Women and Law (3)
Or other Advisor-approved elective (3)

Total number of credits: 28

Completion of this Certificate will provide a foundation in the psychology of organizations. Students interested in careers in Human Resources and other aspects of workplace management, as well as those considering graduate studies in business or Industrial/Organizational Psychology, will gain relevant skills and insights regarding multiple aspects of a workplace.

Completion of a B.A. in Psychology would require seven additional courses listed below [total of 23 additional credits, bringing grand total for Psychology B.A. + Certificate to 51 credits. (Completing the B.A. alone is 36 credits.)]

PSYC 100 (4)

PSYC 332 (4)

one course in Learning and Cognition domain (3)

one course in Biological Basis of Behavior domain (3)

one course in Development domain (3)

one course in Culture, Diversity and Context domain (3)

one 400-level course (3)

Department of Information Systems
University of Maryland, Baltimore County
1000 Hilltop Circle
Baltimore, Maryland 21250

PHONE: 410-455-3883
FAX: 410-455-1531
VOICE/TTY: 410-455-3233
www.isrc.umbc.edu

Andrew Sears, PhD
Professor, Chair
Constellation Professor of
Information Technology and Engineering
asears@umbc.edu

April 7, 2009


Linda Baker
Professor and Chair
Department of Psychology
UMBC

Dear Linda:

This letter is to confirm the support of the Department of Information Systems regarding your proposed changes in the Personnel and Industrial Psychology certificate (renamed "Psychology in the Workplace.") I understand you will continue to require students to take MGMT 310, you would add MGMT 210 to the requirements, and you would remove MGMT 489 from the requirements. From the materials provided, I understand you envision an increase in enrollments such that we would need to accommodate 5-10 students per class per semester. This compares to current enrollments which are quite limited.

We believe that we could accommodate 3-5 students per semester in MGMT 310. MGMT 210 poses additional challenges as this is a high enrollment course which is required by other programs that are experiencing growth. We do envision being in a position to reallocate resources to accommodate some additional students in the short-term, but it is important that it is understood that current growth patterns, combined with an increase in demand from this certificate, could lead to pressure enrollment issues in the near future.

Sincerely,



Andrew Sears, Ph.D.
Professor and Chair