PART I – NEW ACADEMIC PROGRAMS AND PROGRAM CHANGES

COLLEGE OF SOCIAL SCIENCE

1. Request to establish a Master of Science degree in Work and Organizational Psychology in the Department of Psychology. The University Committee on Graduate Studies (UCGS) recommended approval of this request at its January 23, 2023 meeting.

a. Background Information:

This proposal is to establish a completely online master’s degree (Plan B, non-thesis) in Work and Organizational Psychology in the Department of Psychology. The degree program is a natural extension of the training currently provided to organizational psychology doctoral students and capitalizes on the expertise, experience, and reputations of the Psychology faculty. The organizational psychology area of study has consistently been ranked as the number 1 or 2 doctoral programs in the field. The target audiences are recent graduates with a social science bachelor's degree seeking masters-level training in an applied field to expand their career options. Individuals who are not currently working in the field but who want a career in organizational psychology, and early-career human resource professionals who desire formalized training.

The course content for this 30-credit non-thesis program (21 to 24 months) is grounded in the core competencies for organizational psychology programs as identified by the professional Society of Industrial and Organizational Psychology. In addition, focus groups were conducted with experienced professionals in the field of organizational psychology to identify core competencies needed at the master’s level. The development of this new program was precipitated by the recognition that the field is rapidly growing with the need for widely accessible, comprehensive masters-level training in Work and Organizational Psychology. The online courses are facilitated by faculty to ensure intensive discussions and application of materials to student experiences. The program incorporates hands-on capstone experiences on activities designed to develop skills in selection, training, survey development, and data analysis. Students must maintain a cumulative grade point average of 3.0 or higher.

MSU is strongly positioned to offer an online master’s degree in Work and Organizational Psychology. MSU’s reputation of providing high quality education will draw students to the program and strengthen demand for our graduates on the job market. Additionally, organizational psychology is an international discipline, thus MSU’s reputation as a leader in international education will help extend the reach of this program to students from other countries. Also, due to MSU’s land grant philosophy and long-standing commitment to outreach and engagement, it fits well with an applied program in Work and Organizational Psychology.

The Department of Psychology is uniquely suited to house this program. A contingent of our faculty have extensive experience and are internationally recognized for their work specifically in the area of organizational psychology. PhD students have been receiving training and practical experience in Organizational Psychology for over 70 years. The PhD students graduate with broad based skills that can be applied in a variety of professional settings beyond academics. Approximately 50% of our PhD graduates are employed in the private industry as internal or external consultants or in non-profit, and governmental agencies. Further, the faculty are actively involved in the Society of Industrial and Organizational Psychology and publish in relevant journals.

b. Academic Programs Catalog Text:

Students pursuing the Master of Science Degree in Work and Organizational Psychology will develop knowledge and skills in organizational theory, methods, and practice relevant to the role and responsibilities of positions in organizational psychology that meet professional practice standards. Graduates will be prepared to work as master’s-level positions in a variety of professional settings.

In addition to meeting the requirements of the university and of the College of Social Science, students must meet the requirements specified below.
Admission

To be considered for the Master of Science Degree in Work and Organizational Psychology, an applicant must:

1. have a bachelor’s degree from a recognized educational institution;
2. have an academic record equivalent to at least a 3.00 in the last two years of undergraduate work;
3. possess attributes such as intellectual curiosity, analytical thinking, and perseverance to have a high degree of potential for completion of the program and advancement to the roles and duties of individuals in an Organizational Psychology position.
4. submit three letters of recommendation and a personal statement regarding their academic and professional goals and experience.
5. if an international student, submit TOEFL scores.

Requirements for the Master of Science Degree in Work and Organizational Psychology

Students must complete 30 credits under Plan B (without thesis). The program is available only online.

1. All of the following courses (18 credits):
   - PSY 806 Consulting Roles and Professional Development  2
   - PSY 807 Quantitative Analysis I  2
   - PSY 808 Quantitative Analysis II  2
   - PSY 816 Current Topics in Work and Organizational Psychology  2
   - PSY 819 Testing and Measurement Development  2
   - PSY 821 Staffing Organizations  2
   - PSY 822 Performance Management  2
   - PSY 823 Workplace Learning and Development  2
   - PSY 824 Employee Attitudes and Engagement  2

2. All of the following practicum courses (8 credits):
   - PSY 856 Practicum I: Making the Business Case  2
   - PSY 857 Practicum II: Applied Skills in Data Analysis and Interpretation  2
   - PSY 858 Practicum III: Developing a Training and Onboarding Program  2
   - PSY 859 Practicum IV: Attitude Survey Development and Analysis  2

3. Complete two special topics seminars (4 credits):
   - PSY 830 Special Topics  2

This requirement is completed through two enrollments of PSY 830.

Effective Fall 2024.
PART II - NEW COURSES AND CHANGES

COLLEGE OF SOCIAL SCIENCE

PSY 806 Consulting Roles and Professional Development
Fall of every year. 2(2-0) R: Open to graduate students in the Department of Psychology.
NEW The practice of organizational psychology as an internal or external consultant.
    Effective Fall Semester 2024

PSY 807 Quantitative Analysis I
Spring of every year. 2(2-0) R: Open to graduate students in the Department of Psychology.
NEW Foundational issues for statistical analysis and regression analysis
    Effective Spring Semester 2025

PSY 807 Quantitative Analysis II
Spring of every year. 2(2-0) P: PSY 807 R: Open to graduate students in the Department of Psychology.
NEW Advanced issues in the application of multiple regression approaches.
    Effective Spring Semester 2025

PSY 816 Current Topics in Work and Organizational Psychology
Fall of every year. 2(2-0) R: Open to graduate students in the Department of Psychology.
NEW Introduction to Industrial-Organizational psychology
    Effective Fall Semester 2024

PSY 819 Testing and Measurement Development
Spring of every year. 2(2-0) R: Open to graduate students in the Department of Psychology.
NEW Psychological testing theory and measurement development.
    Effective Spring Semester 2025

PSY 821 Staffing Organizations
Spring of every year. 2(2-0) R: Open to graduate students in the Department of Psychology.
NEW Recruitment and selection practices and procedures for the workplace.
    Effective Spring Semester 2025

PSY 822 Performance Management
Fall of every year. 2(2-0) R: Open to graduate students in the Department of Psychology.
NEW Performance management approaches for motivation and employee development.
    Effective Fall Semester 2025

PSY 823 Workplace Learning and Development
Fall of every year. 2(2-0) R: Open to graduate students in the Department of Psychology.
NEW Research and practice to facilitate individual, team, and organizational learning and development.
    Effective Fall Semester 2025

PSY 824 Employee Attitudes and Engagement
Spring of every year. 2(2-0) R: Open to graduate students in the Department of Psychology.
NEW Employee attitudes, engagement, and their outcomes.
    Effective Spring Semester 2025

PSY 830 Special Topics
Spring of every year. 2(2-0) A student may earn a maximum of 4 credits in all enrollments for this course. P: PSY 816 or approval of department R: Open to graduate students in the Department of Psychology.
NEW Special topic areas relevant in work and organizational psychology.
    Effective Spring Semester 2026
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March 30, 2023

PSY 856  Practicum I: Making the Business Case
Fall of every year. 2(2-0) R: Open to graduate students in the Department of Psychology.
NEW   Creating a persuasive business case to address an organizational problem.
       Effective Fall Semester 2024

PSY 857  Practicum II: Applied Skills in Data Analysis and Interpretation
Summer of every year. 2(2-0) P: PSY 821 or approval of department R: Open to graduate students
       in the Department of Psychology.
NEW   Advanced issues in the application of multiple regression approaches to analyzing data.
       Effective Summer Semester 2025

PSY 858  Practicum III: Developing a Training and Onboarding Program
Fall of every year. 2(2-0) P: PSY 823 or approval of department R: Open to graduate students in
       the Department of Psychology.
NEW   Assessment of training needs, development of a training plan, and the determination of
       training effectiveness.
       Effective Fall Semester 2025

PSY 859  Practicum IV: Attitude survey development and analysis
Spring of every year. 2(2-0) P: PSY 824 or approval of department R: Open to graduate students in
       the Department of Psychology.
NEW   Assessment of organizational issue, development attitude survey, implement survey, and
       analyze survey data and generate feedback report.
       Effective Spring Semester 2026