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

MSU COLLEGE OF LAW

LAW 535W  Law, Science, and Technology
On Demand. 0 to 6 credits. R: Open to students in the MSU College of Law.
NEW
This course examines the law's interaction with science and technology in specific fields like criminal law, evidence, family law, bioethics, employment and labor, environment, and international law.
Effective Fall Semester 2023

LAW 537W  Conservative Legal Thought Reconsidered
On Demand. 0 to 6 credits. R: Open to students in the MSU College of Law.
NEW
This seminar explores how the conservative intellectual tradition, as a reaction to Progressive- and Marxist-inspired jurisprudence, affects legal analysis, including deference to precedent, the role of virtue, centralization versus decentralization, free speech, and the criminal law.
Effective Fall Semester 2023

LAW 537X  Free Speech, Technology, and Society
On Demand. 0 to 6 credits. R: Open to students in the MSU College of Law.
NEW
This course examines current First Amendment free speech law as well as its historical development. Special focus will be placed on the First Amendment’s application to the internet and new technologies.
Effective Fall Semester 2023

LAW 537Y  Local Government Policy Lab
On Demand. 0 to 6 credits. P: LAW 580C R: Open to students in the MSU College of Law.
NEW
This course offers students an opportunity to engage in local government practice, learn nontraditional legal analysis and writing skills, and interact with lawyers and policymakers about issues affecting residents and local administrators across Michigan.
Effective Spring Semester 2024

LAW 811J  Food Law and Regulation in Latin America and the Caribbean
On Demand. 0 to 6 credits. R: Open to law advanced students in the MSU College of Law.
NEW
Introduces students to national and international food laws and regulations and applicable trade agreements in Latin America and the Caribbean, allowing them to facilitate efficient and compliant commercial transactions.
Effective Summer Semester 2023

LAW 811K  Global Food Packaging Laws
On Demand. 0 to 6 credits. R: Open to law advanced students in the MSU College of Law.
NEW
Global overview of food contact substances (FCS) and food contact materials (FCM). Overview of key definitions and regulatory issues. Review FCS/FCM contaminants and their impact on food safety and human health. Review of FCS/FCS laws in U.S., Canada, European Union, United Kingdom, China and key developed and developing countries. Future developments in FCs/FCMs requiring food laws and regulations.
Effective Fall Semester 2023

COLLEGE OF SOCIAL SCIENCE

GEO 326  Cartographic Design and Production
Fall of every year, Summer of every year. 4(2-4) P: GEO 221 and GEO 221L
Map design, layout, and usability. Typography and color theory. Techniques of map production, print and digital display.
SA: GEO 423
Effective Fall Semester 2017 Effective Fall Semester 2023
GEO 402  Agricultural Climatology
Fall of even years. 3(3-0) Interdepartmental with Biosystems Engineering. P: MTH 110 or MTH 116 P: (LB 117 or concurrently) or (LB 118 or concurrently) or MTH 103 or MTH 103B or (MTH 114 or concurrently) or (MTH 116 or concurrently) or (MTH 124 or concurrently) or (MTH 132 or concurrently) or (MTH 152H or concurrently) or approval of department
Relationships between climate and agriculture in resource assessment, water budget analysis, meteorological hazards, pests, crop-yield modeling, and impacts of global climate change.
Effective Spring Semester 2023 Effective Fall Semester 2023

GEO 405  Weather Analysis and Forecasting
Spring of even years. 4(3-2) P: GEO 203 and (MTH 110 or MTH 116) P: (GEO 203 or approval of department) and ((LB 117 or concurrently) or (LB 118 or concurrently) or MTH 103 or MTH 103B or (MTH 114 or concurrently) or (MTH 116 or concurrently) or (MTH 124 or concurrently) or (MTH 132 or concurrently) or (MTH 152H or concurrently) or approval of department)
Dynamic and thermodynamic principles of atmospheric science applied to the development and evolution of extratropical cyclones. Laboratory sessions include analysis of current observations and satellite imagery.
Effective Spring Semester 2018 Effective Fall Semester 2023

GEO 429  Geoprocessing
Programming with Spatial Data
Spring of every year. 3(3-0) P: GEO 325 or GEO 802 or approval of department P: GEO 221 or GEO 425 or GEO 802 or approval of department RB: CMSE 201 or CSE 231 or FOR 372 or PLS 202
Applications of computer programming to address geographic information problems. Integration of digital spatial data, geographic information systems, spatial analysis, and expert systems. Integration of digital spatial data, geographic information systems, spatial analysis, and expert systems.
Effective Fall Semester 2017 Effective Fall Semester 2023

HDFS 320  Interaction with Children in Groups
Fall of every year. Spring of every year. 3(3-0) P: HDFS 211 P: HDFS 211 or TE 101 R: Open to students in the Department of Human Development and Family Studies. R: Open to students in the College of Education or in the Department of Human Development and Family Studies. C: HDFS 320L concurrently.
Principles of verbal and non-verbal interaction in relation to children's behavior in groups. Focus on young children in early childhood programs.
SA: FCE 320
Effective Fall Semester 2016 Effective Spring Semester 2024

HDFS 320L  Interaction with Children-Laboratory
Fall of every year. Spring of every year. 1(0-4) P: HDFS 211 P: HDFS 211 or TE 101 P: Open to students in the Department of Human Development and Family Studies. R: Open to students in the College of Education or in the Department of Human Development and Family Studies. C: HDFS 320 concurrently.
Practice applying principles of interaction to individuals and small groups in early childhood programs. Request the use of the Pass-No Grade (P-N) system. Request the use of ET-Extension to postpone grading. The work for the course must be completed and the final grade reported within 1 semester after the end of the semester of enrollment.
SA: FCE 320L
Effective Fall Semester 2016 Effective Spring Semester 2024
HDFS 321  Curriculum for Children (W)
Fall of every year. Spring of every year. 3(3-0) P: (HDFS 320) and completion of Tier I writing requirement R: Open to students in the Department of Human Development and Family Studies. R: Open to students in the College of Education or in the Department of Human Development and Family Studies. C: HDFS 321L concurrently.
Child development principles and accreditation standards for designing curricula for early childhood programs. Planning and evaluating learning activities and programs.
SA: FCE 321
Effective Fall Semester 2016 Effective Spring Semester 2024

HDFS 321L  Curriculum for Children - Laboratory
Fall of every year. Spring of every year. 1(0-4) P: HDFS 320L R: Open to students in the Department of Human Development and Family Studies. R: Open to students in the College of Education or in the Department of Human Development and Family Studies. C: HDFS 321 concurrently.
Supervised practice in providing learning activities for individual children and small groups. Planning, implementing, and evaluating activities. Field trips may be required.
Request the use of ET-Extension to postpone grading.
The work for the course must be completed and the final grade reported within 1 semester after the end of the semester of enrollment.
SA: FCE 321L
Effective Fall Semester 2016 Effective Spring Semester 2024

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 808  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

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