

Specific Format Required for a Complete Proposal

A complete proposal should contain the following information in this order and numbered this way:

1. New Program Proposal Form

Form NP

NEW PROGRAM PROPOSAL FORM

Sponsoring Institution(s): Southeast Missouri State University

Program Title: Master of Arts in Industrial/Organizational Psychology

Degree/Certificate: Master of Arts

Options: _____

Delivery Site(s): Southeast Missouri State University -- Main Campus, Kennett, Malden, and Sikeston Campuses pending demand.

CIP Classification (provide a CIP code): 42.28

Implementation Date: Fall 2016

Cooperative Partners: _____

Expected Date of First Graduation: Spring 2018

AUTHORIZATION

Dr. William Eddleman, Provost
Name/Title of Institutional Officer

William R. Eddleman
Signature

6-27-14
Date

Dr. Leslee K. Pollina
Person to Contact for More Information

573-651-2835
Telephone

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<u>Dr. William Eddleman, Provost</u>	_____	_____
Name/Title of Institutional Officer	Signature	Date
<u>Dr. Leslee K. Pollina</u>	<u>573-651-2835</u>	_____
Person to Contact for More Information	Telephone	

2. Need:

A. Student Demand:

- i. Estimated enrollment each year for the first five years for full-time and part-time students

Form SE
STUDENT ENROLLMENT PROJECTIONS

Year	1	2	3	4	5
Full-Time	5	7	10	12	14
Part-Time					
TOTAL	5	7	10	12	14

- ii. Will enrollment be capped in the future? If demand exceeds instructional capacity.

B. Market Demand:

- i. National, state, regional, or local assessment of labor need for citizens with these skills

Industrial-organizational psychology is expected to be the fastest-growing area of psychology, with job opportunities expanding by as much as 26% between 2010 and 2018 (U.S. Dept. of Labor, *Occupational Outlook Handbook*, 2011). The *Wall Street Journal* included I-O psychology in its 2010 article on the “Hot Jobs” of 2018”. This area of psychology provides high-paying jobs for graduates; in 2009, the average starting salary for master’s-level graduates was \$57,000, which is excellent for an entry-level position.

C. Societal Need:

- i. General needs which are not directly related to employment

Industrial-organizational psychologists are in demand due to their skills related to improving worker productivity and retention, which are badly needed in a recovering economy. They also have skills related to resolving issues of workplace diversity and discrimination. They often use research design and analysis skills to develop tools for recruiting and selecting desirable employees and for market evaluation.

D. Methodology used to determine "B" and "C" above.

Data from U. S. Department of Labor *Occupational Outlook Handbook*, 2010-2011 edition.

3. Duplication and Collaboration: If similar programs currently exist in Missouri, what makes the proposed program necessary and/or distinct from the others at public institutions, area vocational technical schools, and private career schools?

Southeast Missouri State University draws many students from southeast Missouri and southern Illinois; many have strong ties to the region and have strong needs for educational opportunities that are both affordable and convenient. A strong graduate program in psychology will enhance the visibility of Southeast Missouri State University both in the region and nationally.

Does delivery of the program involve a collaborative effort with any external institution or organization? If yes, please complete Form CL. No.

4. Program Structure:

**Form PS
PROGRAM STRUCTURE**

- A. Total credits required for graduation: 42
- B. Residency requirements, if any: _____
- C. General education (total credits): 0

General education courses (specific courses OR distribution area and credits):

_____ cr. _____ cr. _____ cr.
 _____ cr. _____ cr. _____ cr.

- D. Major requirements (total credits): 42

Personnel Psych. PY540	<u>3</u>	cr.	Research and Practice PY564	<u>3</u>	cr.	Design & Analysis I PY571	<u>3</u>	cr.
Organizational Psych. PY5561	<u>3</u>	cr.	Advanced Social Psych. PY561	<u>3</u>	cr.	Design & Analysis II PY671	<u>3</u>	cr.
Job Analysis/ Compensation PY670	<u>3</u>	cr.	Stereotyping and Prejudice PY657	<u>3</u>	cr.	Psychometrics PY557	<u>3</u>	cr.
Program Design/ Evaluation PY681	<u>3</u>	cr.	Consumer Psych. PY526	<u>3</u>	cr.	Legal/Ethical Considerations PY675	<u>3</u>	cr.

Thesis/Internship 6 (PY696 Thesis Research (3 hours) and PY697 Thesis Writing (3 hours) OR
 PY699 Internship in I/O Psychology (6 hours))

- E. Free elective credits (sum of C, D, & E should equal A): 0 (Total for program 42 hours)
- F. Requirements for thesis, internship or other capstone experience: Either Thesis Research (3 hrs) and Thesis Writing (3 hrs) OR Internship in I-O Psychology (6 hrs.)(included in Table D)
- G. Any unique features such as interdepartmental cooperation: _____

N/A

- Placement rates in related fields, in other fields, unemployed
80%, 15%, 5%
- Transfer rates, continuous study
10%

Program Accreditation

- Institutional plans for accreditation, if applicable, including accrediting agency and timeline. If there are no plans to seek specialized accreditation, please provide reasons.
Southeast Missouri State University participates in accreditation through the North Central Association.

Alumni and Employer Survey

- Expected satisfaction rates for alumni, including timing and method of surveys
90%, 1 and 5 years, online survey
 - Expected satisfaction rates for employers, including timing and method of surveys
90%, 1 and 5 years, online survey
7. Accreditation: If accreditation is not a goal for this program, provide a brief rationale for your decision. If the institution is seeking program accreditation, provide any additional information that supports your program.
Currently, no accrediting bodies for masters level programs in psychology exists.
 8. Institutional Characteristics: Please describe succinctly why your institution is particularly well equipped or well suited to support the proposed program.
The mission of Southeast Missouri State University involves providing educational opportunities for the region's population; this program offers an affordable path to lucrative employment, and trains students to provide services that can be beneficial to the region. Student demand for graduate education in psychology continues to grow, and we are uniquely positioned to help satisfy that demand.
 9. Any Other Relevant Information: