



New Program Report

Date Submitted:

01/18/2019

Institution

Park University

Site Information

Implementation Date:

8/12/2019 12:00:00 AM

Added Site(s):

Selected Site(s):

Park University, 8700 Riverpark Drive, Parkville, MO, 64152

CIP Information

CIP Code:

422804

CIP Description:

A program that focuses on the scientific study of individual and group behavior in institutional settings, applications to related problems of organization and industry, and that may prepare individuals to apply such principles in industrial and organizational settings. Includes instruction in group behavior theory, organizational theory, reward/punishment structures, human-machine and human-computer interactions, motivation dynamics, human stress studies, environmental and organizational influences on behavior, alienation and satisfaction, and job testing and assessment.

CIP Program Title:

Industrial and Organizational Psychology

Institution Program Title:

Industrial-Organizational Psychology

Degree Level/Type

Degree Level:

Master Degree

Degree Type:

Master of Arts (AM)

Options Added:

Collaborative Program:

N

Mode of Delivery

Current Mode of Delivery

Hybrid

Student Preparation

Special Admissions Procedure or Student Qualifications required:

N/A



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Specific Population Characteristics to be served:

n/a

Faculty Characteristics

Special Requirements for Assignment of Teaching for this Degree/Certificate:

N/A

Estimate Percentage of Credit Hours that will be assigned to full time faculty:

Park University has hired one full time faculty member to support the MAIO program, Dr. Cynthia Cerrentano. To start, we anticipate that the program will be equally split between the full time faculty member and part time faculty. As the program grows in enrollment, Park University will look to hire additional full time faculty to keep the full-time to part-time ratio to 50%.

Expectations for professional activities, special student contact, teaching/learning innovation:

The MAIO program will have an applied focus with a heavy emphasis on statistical reasoning. Students will be strongly encouraged to produce research in their courses and to present their work at the Society for Industrial and Organizational Psychology (SIOP) annual conference and other regional conferences. Professional activities are central to the 10 didactic courses and particularly to the internship component of the program. For example, in the Introduction to Social Justice I-O course, s

Student Enrollment Projections Year One-Five

Year 1	Full Time: 10	Part Time: 15	
Year 2	Full Time: 10	Part Time: 0	
Year 3	Full Time: 10	Part Time: 15	Number of Graduates: 60
Year 4	Full Time: 10	Part Time: 15	
Year 5	Full Time: 10	Part Time: 15	Number of Graduates: 80

Percentage Statement:

n/a

Program Accreditation

Institutional Plans for Accreditation:

Park does not plan to seek specialized accreditation. The Society for Industrial and Organizational Psychology (SIOP, Division 14 of the American Psychological Association) does not currently offer any specialized accreditation for graduate programs.

Program Structure

Total Credits:

33

Residency Requirements:

n/a

General Education Total Credits:

0

Major Requirements Total Credits:

33

Course(s) Added



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COURSE NUMBER	CREDITS	COURSE TITLE
PS 523	3	Introduction to Social Justice I/O Psychology
PS 570	3	Critical Analysis II
PS 616	3	Training & Performance
PS 609	3	Personnel Psychology
PS 626	3	Individual Assessment
PS 567	3	Critical Analysis I
PS 699	3	Internship I
PS 670	3	Organizational Attitudes & Behavior
PS 527	3	Applied Research Methods
PS 602	3	Organizational Leadership
PS 622	3	Organizational Dynamics & Ethics

Free Elective Credits:

0

Internship or other Capstone Experience:

This course is for students who will work individually with an I-O Psychologist in the business, consulting, or government sector to apply scholarly knowledge to real world problems. Three (3) internship hours are required though up to six (6) can count toward graduation.

Assurances

I certify that the program will not unnecessarily duplicate an existing program within the geographically applicable area.

I certify that the program will build upon existing programs and faculty expertise.

I certify that the institution has conducted research on the feasibility of the proposal and it is likely the program will be successful. Institutions' decision to implement a program shall be based upon demand and/or need for the program in terms of meeting present and future needs of the locale, state, and nation based upon societal needs, and/or student needs.

Contact Information

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Section D. Curriculum and Instructional Design

1. Please list all the courses that comprise the program. Include course descriptions and number of credit hours for each.

Prefix & Number	Course Title	Credit Hours	Course Description	Prerequisites	Optional Course Substitution	Course Developer
PS 523	Introduction to Social Justice I/O Psychology	3	This course will introduce students to Industrial Organizational (I-O) Psychology and social justice literature and the interrelationship between the two. Students will begin to explore how I-O psychology can be used to create justice-centered organizations. Students will gain hand-on experience in identifying			Dr. Cerrentano

			organizational needs and begin to formulate solutions to address those needs.			
PS 527	Applied Research Methods	3	This course will prepare students to use various research methods employed by Industrial Organizational (I-O) psychologists such as interviews, surveys, experiments, and quasi-experiments. Students will utilize statistical analyses and software, critical thinking, and inclusive thinking to evaluate and communicate findings.			Dr. Cerrentano
PS 567	Critical Analysis I	3	This course will be an introduction to statistical techniques including correlation, t-tests, ANOVA, MANOVA, and MANCOVA. Probability and Bayesian techniques will be examined. Students will use statistical software to analyze data using these techniques and utilize critical and inclusive thinking to communicate findings. Prerequisite: PS 527 Applied Research Methods or consent of department chair/program coordinator.	Applied Research Methods or consent of department chair/program coordinator.		TBD
PS 570	Critical Analysis II	3	This course will introduce students to statistical techniques including bivariate, multiple, and logistic regressions. A brief overview of factor analyses, structural equation modeling, and meta-analyses will be provided. Students will use statistical software to analyze data using these techniques and utilize critical and inclusive thinking to communicate findings.	Critical Analysis I or consent of department chair/program coordinator.		TBD

			Prerequisite: PS 567 Critical Analysis I or consent of department chair/program coordinator.			
PS 602	Organizational Leadership	3	This course will concentrate on organizational leadership, specifically focusing on leadership theories, ineffective/counterprod uctive leadership, developing leaders, and incorporating social-justice based leadership. Students will create a leadership development plan to cultivate their own leadership skills.		MBA 620 Leadership in Organization s CA 505 Organization al Leadership	Dr. Cerrentano
PS 609	Personnel Psychology	3	This course will explore elements of a job including: selection tools, cognitive and non- cognitive factors to perform tasks, and the legal context of employment decisions. Students will gain hand-on experience in job analysis, a central task of I-O psychologists.			TBD
PS 616	Training & Performance	3	In this course students will review organizational theory, including culture, climate, change management, and organizational development in addition to an extensive review on organizational teams. Each level of analysis will explore organizational ethics and pro-social I-O work.		ED 566 Organization al Learning MBA 635 Training, Development and Evaluation	Dr. Cerrentano
PS 622	Organizational Dynamics & Ethics	3	In this course students will learn how to design training programs, how to conduct training, and how to evaluate training programs based on learning and organizational theories. Students will critique real-world		MBA 527 Ethics and Social Responsibilit y MBA 636 Change Management and Conflict Resolution	Dr. Cerrentano

			training and talent management programs and discuss legal aspects of training.			
PS 626	Individual Assessment	3	In this course students will review individual assessment models, conduct myriad assessments, provide detailed feedback and make career recommendations based on assessment results.			TBD
PS 670	Organizational Attitudes & Behavior	3	This course considers employee attitudes, emotions, and behavior at work and the complex relationship among those factors. An emphasis will be placed on why individuals work, what motivates employees, what helps employees cope with work stress, and burnout.			TBD
PS 699	Internship I	3 -- 6 (no more than 3 credits from one organization)	This course is for students who will work individually with an I-O Psychologist in the business, consulting, or government sector to apply scholarly knowledge to real world problems. Three (3) internship hours are required though up to six (6) can count toward graduation. No more than three credits will be allowed from one organization. Internship sites and supervisors must be approved by the department chair/program coordinator prior to enrollment.			Dr. Cerrentano
Total Hours:		33-36				

2. What are the requirements students must fulfill to complete the program successfully (including specific courses, course options, and any other requirements)?

Students must successfully complete eleven 3 credit hour courses, including at least one internship, and pass their comprehensive examination.