# University at Albany – State University of New York

**College of Arts and Sciences**  
**Course and Program Action Form**  
**Proposal No.** 11-026

Please check one: [ ] Course Proposal  [x] Program Proposal

Please mark all that apply:

- [ ] New Course  
- [ ] Cross-Listing  
- [ ] Shared-Resources Course  
- [x] Deactivate/Activate Course (boldface & underline as appropriate)

Revision of: Number  Description  
Title  Prerequisites  
Credits

<table>
<thead>
<tr>
<th>Other (specify):</th>
<th>Changes to the requirements for the M.A. in Industrial and Organizational Psychology</th>
</tr>
</thead>
</table>

Department: Psychology  
Effective Semester, Year: Fall 2011

### Course Information

- **Course Number**  
- **Current:**  
- **New:**  
- **Credits:**

- **Course Title:**

- **Course Description to appear in Bulletin:**

- **Prerequisites statement to be appended to description in Bulletin:**

- **If S/U is to be designated as the only grading system in the course, check here:**

- **This course is (will be) cross listed with (i.e., CAS ###):**

- **This course is (will be) a shared-resources course with (i.e., CAS ###):**

### Explanation of Proposal

We propose minor changes to the requirements for the M.A. in Industrial and Organizational Psychology. The total number of hours required will stay the same (36). Currently, we are not able to offer all of the courses listed in the Bulletin as requirements for the MA program often enough to fulfill the needs of our MA students. We propose minor changes to increase the flexibility of the course curriculum. These changes do not influence the quality of the program. Please see the next page for an explanation of the proposed changes.

### Other departments or schools which offer similar or related courses and which have certified that this proposal does not overlap their offering:

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**Chair of Proposing Department**  
**Date:**

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**Approved by Chair(s) of Departments having cross-listed course(s)**  
[Copy of e-mail approval on following page]  
**Date:**

**Dean of College**  
**Date:**

**Gregory Stevens**  
**Date:**

**Chair of Academic Programs Committee**  
**Date:**

**Jenna Harlan**  
**Date:**

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Proposed Changes to the Requirements for the Degree of M.A. in Industrial and Organizational Psychology

1. The PhD sequence for our doctoral students -- APSY 510 and APSY 511 -- is not in the best interest for all of our MA students. We propose that EPSY 530 and EPSY 630 are listed as alternative statistics courses for MA students. We have permission from the Chair of Educational and Counseling Psychology to list these courses as alternatives. See attached.

2. The graduate course offerings in I/O psychology are tailored to the PhD curriculum. As a result, two of the required courses for the MA program -- Training (APSY 754) and Motivation (APSY 751) -- are not offered frequently enough for all MA students to take these classes during their time at UAlbany. We propose that our MA students have the flexibility to take either Training (APSY 754) or Performance Appraisal and Management (APSY 757). Similarly, we propose that the MA students have the flexibility to take either Motivation (APSY 751) or Group Dynamics (APSY 668). Thus, we still require one seminar in the traditional “Industrial Psychology” area and one in the traditional “Organizational Psychology” seminar but give the students options.

3. We propose more flexibility regarding the required two out-of-area courses. In addition to the originally listed courses, we propose to add the statement “or another course subject to approval by the area head (one of the electives must consist of the listed electives)”.

4. For the advanced courses, we propose to add the statement “or if not used to fulfill requirement #3 (the seminar requirement) APSY 751, APSY 668, APSY 754, APSY 757”. This would give the students more flexibility in their choice of the advanced classes.

Below are both the original guidelines and the revised guidelines.
Program Leading to the Master of Arts Degree in Industrial & Organizational Psychology (ORIGINAL GUIDELINES)

The Industrial & Organizational Psychology master’s program serves students who desire either predoctoral training or practitioner-oriented training and operates within the broader structure of the current doctoral program in I & O Psychology. A minimum of 36 credits of approved coursework is required for the degree. Two tracks are offered to students: a thesis and non-thesis track. Students choosing the thesis option will write a master’s thesis that reports the results of a scholarly investigation of a phenomenon of importance to the field of I & O Psychology. This option is targeted at those who anticipate further training at the doctoral level. Students in the non-thesis track will take internship credits or additional coursework instead of completing a thesis. The non-thesis option is targeted at those seeking a career in applied or organizational settings. All students will be required to complete satisfactorily a written comprehensive examination covering the field of I & O Psychology. The exam will cover topics and issues that are of substantive relevance to all I & O Psychologists, irrespective of their individual interests.

Program of Study (36 credits minimum)

1. Statistical Methods and Research Methodology (6 credits, required): APSY 510 and APSY 511
2. Core Content Courses (18 credits, required): APSY 641, APSY 751, APSY 752, APSY 753, APSY 754 and APSY 781
3. Out of Area Electives (6 credits): APSY 603, APSY 604, or APSY 605
4. Six (6) credits of Thesis (APSY 699), Supervised Internship (APSY 756), or Advanced Coursework (APSY 613, APSY 644, APSY 668, APSY 736 or APSY 780)
5. Satisfactory completion of a written comprehensive examination
Program Leading to the Master of Arts Degree in Industrial & Organizational Psychology (REVISED GUIDELINES)

The Industrial & Organizational Psychology master’s program serves students who desire either predoctoral training or practitioner-oriented training and operates within the broader structure of the current doctoral program in I & O Psychology. A minimum of 36 credits of approved coursework is required for the degree. Two tracks are offered to students: a thesis and non-thesis track. Students choosing the thesis option will write a master’s thesis that reports the results of a scholarly investigation of a phenomenon of importance to the field of I & O Psychology. This option is targeted at those who anticipate further training at the doctoral level. Students in the non-thesis track will take internship credits or additional coursework instead of completing a thesis. The non-thesis option is targeted at those seeking a career in applied or organizational settings. All students will be required to complete satisfactorily a written comprehensive examination covering the field of I & O Psychology. The exam will cover topics and issues that are of substantive relevance to all I & O APSYchologists, irrespective of their individual interests.

Program of Study (36 credits minimum)

1. Statistical Methods and Research Methodology (6 credits, required): APSY 510 and APSY 511 OR Educational Psychology Statistics I and II (EPSY 530 and EPSY 630)
3. Seminars (6 credit hours required) – one organizational Psychology seminar (APSY 751 Work Motivation or APSY 668 Group Dynamics) and one personnel Psychology seminar (APSY 754 Training or APSY 757 Performance Appraisal and Management)
4. Out of Area Electives (6 credits): APSY 603, APSY 604, APSY 605 or another course subject to approval by the area head (one of the electives must consist of the listed electives)
5. Six (6) credits of thesis (APSY 699), Supervised Internship (APSY 756), or Advanced Coursework (APSY 613, APSY 644, APSY 736, APSY 780 or if not used to fulfill requirement #3 APSY 751. APSY 668, APSY 754, APSY 757)
6. Satisfactory completion of a written comprehensive examination
Below is the email from Kevin Quinn, Chair of Educational and Counseling Psychology

Sylvia, I did get the previous email. Apologies for not responding sooner. It has been especially hectic here. We have no problem with you listing EPSY 530 and 630 as official alternatives within your I/O M.A. program. I'm glad your students find it helpful. I suspect it's because Dianna has a long history of practicing teachers, in addition to future researchers, enrolling in the course. She works hard to tailor the course to different courses of study. Sincerely, Kevin