December 8, 2016

To: Dean Van Galen, Chancellor
    116 North Hall
    University of Wisconsin-River Falls

From: Mialisa Moline, Chair
    Faculty Senate
    University of Wisconsin-River Falls

Re: UWRF Faculty Senate Motion 2016-17/59

The following motion was approved unanimously, with 21 in favor, 0 opposed, 0 abstentions, by the Faculty Senate on December 7, 2016:

A motion from the AP&P Committee (Ian Williams, Chair) to approve program change proposal for the major in Psychology – Industrial and Organizational Psychology Option (attached)

Approved

Disapproved

Dean Van Galen, Chancellor

Date

Page 1 of 1
# UWRF - Program Change Transmittal Form

Instructions: In a separate document: a) include a rationale for the requested changes or new program, b) clarify which courses have not been approved, c) include a listing of course array for the current as well as the proposed program, d) include minutes from the department meeting where the requested changes were approved. On the addendum to this form: a) include signatures from all department chairs and deans whose programs will be affected by the proposal, b) secure all signatures prior to review by all other shared governance levels.

## Undergraduate Program Change

<table>
<thead>
<tr>
<th>Preparer(s)</th>
<th>College</th>
<th>Department</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Travis Tubre</td>
<td>CAS</td>
<td>Psychology</td>
<td>12/5/2016</td>
</tr>
</tbody>
</table>

**Program Title**

Psychology Major - Industrial and Organizational Psychology Opt.

**Implementation Term**

Spring 2017

**Nature of Proposal**

An existing program

**Have all courses been approved?** Yes

**Requested changes (select all that apply):**

- [ ] Name change
- [x] Credits change
- [ ] Curriculum change
- [ ] Change in major
- [ ] Change in minor
- [x] Change in option/emphasis
- [ ] Other

---

**Reviewed and approved by**

**Department**

Psychology

12/5/2016

**College Curriculum Committee**

CAS

12/5/2016

**Dean of**

CAS

12/5/2016

**University Curriculum Committee**

12/5/2016

**Acad. Policy & Program Committee**

12/5/2016

**Faculty Senate**

12/12/16

**Provost/Vice Chancellor**

12/18/16

**Chancellor**

12/18/16

*Signature of Chair/Dean*

Digitally signed by Travis Tubre
Date: 2016.12.05 12:40:47 -06'00'

Melanie Ayres

Digitally signed by Melanie Ayres
Date: 2016.12.05 12:09:04 -06'00'

Alexandra Tyran

Digitally signed by Alexandra Tyran
Date: 2016.12.05 14:15:08 -06'00'

Ian Williams

Digitally signed by Ian Williams
Date: 2016.12.05 14:22:56 -06'00'

Revised: Fall 2015

Notice of action
### Signatures of Additional Departments and Colleges Affected

<table>
<thead>
<tr>
<th>Reviewed by</th>
<th>Date</th>
<th>Signature of Chair/Dean</th>
</tr>
</thead>
<tbody>
<tr>
<td>Department</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dean of</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Reviewed by</th>
<th>Date</th>
<th>Signature of Chair/Dean</th>
</tr>
</thead>
<tbody>
<tr>
<td>Department</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dean of</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Reviewed by</th>
<th>Date</th>
<th>Signature of Chair/Dean</th>
</tr>
</thead>
<tbody>
<tr>
<td>Department</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dean of</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Reviewed by</th>
<th>Date</th>
<th>Signature of Chair/Dean</th>
</tr>
</thead>
<tbody>
<tr>
<td>Department</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dean of</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Reviewed by</th>
<th>Date</th>
<th>Signature of Chair/Dean</th>
</tr>
</thead>
<tbody>
<tr>
<td>Department</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dean of</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Narrative Justifying Program Change to Add Curricular Options for Psychology Major

In conjunction with the revised curricular structure for the Psychology major, we would like to propose the addition of four curricular options (see documentation for course arrays) within the major. For many years, we have administered a Senior Exit Survey to students in our required PSYC 450: Senior Seminar course. Students have consistently indicated that they want more assistance and advising concerning graduate school and career options.

Psychology is a very broad area, but we have identified five areas where our students’ interests are often concentrated. These include Health Psychology, Industrial and Organizational Psychology, Mental Health Psychology, Social Justice, and Neuroscience. Given the breadth of coursework from other disciplines, we recently developed a new program in Neuroscience. For the other four areas, students need the same basic building blocks in Psychology, but different arrays of our other coursework. Historically, we have tried to get a sense early on concerning the direction students want to take in the field. At that point, we have tried to advise them about course selections that would be best for their preparation. This isn’t optimal for a number of reasons. First, we don’t have an early formal mechanism for assessing student interest in graduate and career fields. Second, we have done most of this advising informally, with no documentation regarding course arrays that are best for given fields. Third, our large number of majors (about 250 across our Psychology and Neuroscience programs), but small number of full-time faculty members (7 current with a search underway), have made it impractical to consistently assign students to the advisor who best matches their graduate and professional interests. For instance, we may have a Health Psychologist advising a student who wants to do graduate work in Industrial and Organizational Psychology.

In response to these issues, we are proposing four new curricular options to complement the new Psychology major structure. Specifically, students in our department would be able to choose a Psychology major with no specific option, or a Psychology major with an option in Health Psychology, Industrial and Organizational Psychology, Mental Health Psychology, or Social Justice. Consistent with our Psychology curriculum in general, all options will require completion of 45 credits in Psychology, with 15 credits common across all options. The remaining 30 credits will be allocated among Option Requirements and Elective Psychology courses, with different arrays for different options.

We believe this will improve our students’ experiences in numerous ways. First, it will give them earlier opportunities to think through various choices available for graduate and professional outcomes. Second, it will improve the consistency of their advising experiences by allowing for a more standardized experience regardless of which advisor they are assigned. Finally, it should ensure educational preparation for their desired outcomes that is more integrative and comprehensive in nature.
Current Psychology Major – 36 credits (42 including supporting courses)

**Required Courses: 6 credits**

PSYC 110: Careers in Psychology  
PSYC 216: Research Methods  
PSYC 450: Senior Seminar in Psychology

**Advanced Methodology (choose 1): 3 credits**

*Choose one course from the following:*

PSYC 315: Psychological Measurement and Evaluation OR  
PSYC 316: Advanced Research Methods

**Psychological Foundations - Experimental: 9 credits**

*Choose 3 courses from the following:*

PSYC 305: Learning and Motivation  
PSYC 310: Memory and Thinking  
PSYC 340: Animal Behavior  
PSYC 350: Sensation and Perception  
PSYC 355: Physiological Psychology

**Psychological Foundations - Social: 9 credits**

*Choose 3 courses from the following:*

PSYC 320: Psychology of Personality  
PSYC 325: Abnormal Psychology  
PSYC 335: Developmental Psychology: Childhood and Adolescence  
PSYC 336: Developmental Psychology: Adulthood and Aging  
PSYC 360: Social Psychology

**Elective Psychology Courses: 9 credits**

In addition to completing the course area requirements, the student must take additional psychology courses to achieve the required 36 credits for the major. The electives can be selected from the areas above or any other Psychology courses.

**Required Supporting Courses**

PSYC 101: General Psychology 3 cr.  
PSYC 201: Behavioral Statistics 3 cr.  

If PSYC 101 and/or PSYC 201 are not used in General Education, they may be used as elective courses in the psychology major. **Note that this is no longer valid under the General Education Changes**
Psychology Major – Industrial and Organizational Psychology Option – 45 credits

Required Courses: 15 credits

PSYC 101: General Psychology
PSYC 110: Careers in Psychology
PSYC 201: Behavioral Statistics
PSYC 216: Research Methods
PSYC 315: Psychological Measurement and Evaluation
PSYC 450: Senior Seminar in Psychology

Option Requirements: 15 credits

Choose 5 courses from the following:
PSYC 250: Industrial and Organizational Psychology
PSYC 320: Psychology of Personality
PSYC 360: Social Psychology
PSYC 361: Psychological Foundations of Employee Selection (requires PSYC 250/MNGT 320) OR
PSYC 362: Psychological Foundations of Employee Training (requires PSYC 250/MNGT 320)
PSYC 305: Learning and Motivation OR PSYC 310: Memory and Thinking

Elective Psychology Courses: 15 credits from the following

PSYC 225: Psychology of Gender
PSYC 260: Behavior Modification
PSYC 269: Health Psychology
PSYC 305: Learning and Motivation (may not double count in Option Requirements and in Supporting Psychology Courses)
PSYC 310: Memory and Thinking (may not double count in Option Requirements and in Supporting Psychology Courses)
PSYC 316: Advanced Research Methods
PSYC 336: Developmental Psychology: Adulthood and Aging
PSYC 350: Sensation and Perception
PSYC 361: Psychological Foundations of Employee Selection (requires PSYC 250/MNGT 320) (may not double count in Option Requirements and in Supporting Psychology Courses)
PSYC 362: Psychological Foundations of Employee Training (requires PSYC 250/MNGT 320) (may not double count in Option Requirements and in Supporting Psychology Courses)
PSYC 379: Internship
PSYC 385: The Psychology of Prejudice and Racism
PSYC 490: Independent Study
PSYCHOLOGY DEPARTMENT MEETING AGENDA
Wednesday, March 9, 2016

Present: Chair: Travis Tub. Faculty: Todd Wilkinson, Lisa Isenberg, Melanie Ayres, Rik Seefeldt, James Cortright, Dan Linwick, Cyndi Kernahan. Notes: Jody Sather.

Discussion Items

I. Staffing/budget updates and fall schedules
   a. Review handouts of Fall 2016 courses and submit any corrections or changes

II. Major emphases and other curricular issues
   a. Prerequisites are currently being reviewed by administration
   b. Emphases:
      i. Travis Tubré provided copies of the proposed emphases—General Psychology, I/O Psychology, Health Psychology, Social Justice and Mental Health (all working titles)
      ii. Motion to pass them all made by Melanie Ayres and seconded by Richard Seefeldt.
      iii. Discussion/Concerns:
           1. Need to find a way to present the different areas/emphases to students
           2. Add PSYC 310 and PSYC 250 to supporting psychology electives in the Social Justice emphasis
           3. Department would like to refer to them as emphases and need to have consistency in the naming of the individual emphases.
           4. Travis calls the vote - motion approved unanimously by all present. In favor: 8; Opposed: 0.

Reminders/Updates/Announcements

Banquet: 4/11
Twins: 4/18

Future Agenda Items

Updates on conference planning (Travis and Rik will work on this)
Continuing discussion of recruitment/retention planning
Continuing discussion of assessment activity, coordinator
Alumni outreach/fundraising
Internships

Next Meeting: 3/30 (summer registration planning; recruiting ideas for 16/17 AS; advising updates)
PSYCHOLOGY DEPARTMENT MEETING AGENDA  
Wednesday, September 14, 2016

Present: Chair: Travis Tubré. Faculty: Melanie Ayres, James Cortright, Cyndi Kernahan, Daniel Linwick, Richard Seefeldt, Todd Wilkinson. Notes: Jody Sather

Check-in: Lisa’s party – gift made to the foundation office for a scholarship for academic achievement in the amount of $250. Gift receipt will be in Lisa’s name.

Discussion Items

I. Cognitive search updates/timelines
   a. Interview questions were approved at the last meeting.
   b. Print ads are visible this month in the Observer and the Monitor. The online ad for the Monitor is not showing – follow up.

II. HLC Graduate Faculty qualification (UG will come later)
   a. Psychology department does not have to define graduate faculty qualifications unless there is interest for someone to be graduate faculty to serve on committees.
   b. There is interest in the department to keep graduate faculty status. Travis will meet with them to talk about defining qualifications.

III. Projector in lab
   a. CSH 156 projector was not replaced after it quit working last spring. IT services asked if we’d like to replace it $800 - $1500 or a refurb projector for $150 - $500.
   b. Portable projector is a possibility. There is department interest in purchasing a portable projector. Travis will follow-up with IT services.

IV. Updates on prerequisites for foundations courses and changes to emphases
   a. Before submitting the emphases documents there is interest in adding PSYC 379 Internship and PSYC 490 Independent Study to supporting electives for the all emphases.
   b. Motion: Richard Seefeldt makes a motion to add PSYC 379 and PSYC 490 to the emphases as possible supportive electives in the major emphases. Motion is seconded by Cyndi Kernahan.  
   Discussion: none. Call the question: Aye - 7; Opposed – 0. Motion carries.
   c. Prerequisites: The course proposal forms will be updated for the HLC visit and there may be some fast track options to remove the prerequisites at that time.

V. Updates on active learning classroom
   a. CSH 152 is scheduled to be converted into an active learning classroom for use primarily by the Physics Department.
   b. Department raises concerns about schedule flexibility and use of larger classrooms in the building.

VI. Curricular issues pertaining to cohort sections, careers colloquium, etc. courses – moved to next meeting.

Reminders
PDAT for PSYC 101

Future Agenda Items
Next steps with HLC stuff
Curricular revisions pertaining to cohort sections, careers/colloquium, etc.
Continuing discussion of recruitment/retention planning (maybe get Psi Chi/Peer Mentors involved)
Continuing discussion of assessment activity, coordinator
Alumni outreach/fundraising
Internships
Next Meeting: 9/28