April 24, 2018

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 2017-18/115

The following motion was approved with 19 in favor, 0 opposed, and 0 abstentions by the Faculty Senate on April 18, 2018:

Motion from Academic Program and Policy Committee (Tammy Kincaid, Chair) to approve proposed program change to the Psychology Major – IO Option (attached documentation).

✓ Approved

Disapproved

Dean Van Galen, Chancellor

Date
### Undergraduate Program Change

<table>
<thead>
<tr>
<th>Preparer(s)</th>
<th>College</th>
<th>Department</th>
<th>Date</th>
</tr>
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<tbody>
<tr>
<td>Travis Tubré</td>
<td>CAS</td>
<td>Psychology</td>
<td>Jan 24, 2018</td>
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<table>
<thead>
<tr>
<th>Program Title</th>
<th>Implementation Term</th>
<th>Nature of Proposal</th>
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<tr>
<td>Psychology Major-Industrial Organizational Psychology Option</td>
<td>Fall 2018</td>
<td>An existing program</td>
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- Have all courses been approved? **No**

- Requested changes (select all that apply):
  - [ ] Name change
  - [ ] Credits change
  - [x] Curriculum change
  - [ ] Change in major
  - [ ] Change in minor
  - [ ] Change in option/emphasis
  - [ ] Other

### Reviewed and approved by

<table>
<thead>
<tr>
<th>Department</th>
<th>Approval date</th>
<th>Signature of Chair/Dean</th>
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<tbody>
<tr>
<td>Psychology</td>
<td>1/24/2018</td>
<td>[Signature]</td>
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<tr>
<td>College Curriculum Committee</td>
<td>2/8/18</td>
<td>[Signature]</td>
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<tr>
<td>Dean of</td>
<td>2/8/18</td>
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<tr>
<td>University Curriculum Committee</td>
<td>2-14-2018</td>
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<td>Acad. Policy &amp; Program Committee</td>
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<td>Faculty Senate</td>
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<td>Provost/Vice Chancellor</td>
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<td>Chancellor</td>
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Revised: Fall 2015
Narrative Justifying Program Change for Psychology Major – Industrial and Organizational Psychology Option

The changes we are requesting are relatively simple. The overall number of credits required for the major will remain 45 credits. Instead, we are asking that the number of required credits be raised from 15 to 18 and the number of elective credits be lowered from 15 to 12.

This is necessary because both the Senior Seminar course (450) and the Careers in Psychology course (110) will be changing from 2 and 1 credit respectively to 3 credits each (if approved).

The need for the increase in credits is described in those course proposals and copied below for convenience.

From the 450-Senior Seminar course proposal justifying the need to move from 2 to 3 credits:

This change will allow for two important changes:

1) Increasing course credit will allow for more in-class practice, discussion, and direct instruction with respect to the main course goal of applying psychological science to important societal issues and problems.

2) Increasing course credit will also allow more in-class time for the instructor to facilitate student work in teams, helping them progressively improve their teamwork skills (i.e., scaffolding). This is a more efficient and effective way for instructors to assist groups and ensure more successful project completion and student learning.

From the 110-Careers in Psychology course proposal justifying the need to move from 1 to 3 credits:

In recent years it has become apparent that 1 credit is insufficient for covering the breadth of information that is needed for this topic. It has also become apparent that 1 credit is insufficient when it comes to helping students to develop their own individualized career plans.

1) Content: In strengthening the content, we will now include more research on the kinds of skills that employers are seeking. We will also include research on how mindsets and individual differences in personality can influence career transition and satisfaction. Finally, more work on negotiation will be added to help students develop confidence in their ability to learn this important skill.

2) Individual Career Plans: In strengthening their individual career plans, the 3-credit format will allow more time for students to learn from each other and to receive direct instruction with respect to breaking their career goals into smaller, more manageable steps.
Current 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
Proposed Psychology Major – Industrial and Organizational Psychology Option – 45 Credits

Required Courses: 18 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: 12 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 MINUTES
Wednesday, December 6, 2017

Present: Chair: Travis Tubré; Faculty: Todd Wilkinson, Melanie Ayres, Abigail Jackson, Rik Seefeldt, James Cortright; Staff: Jody Sather (notes).

Updates/Reminders

I. Falcon Grant adjustments
II. Scholarship changes forwarded to Scholarships office
III. Registration updates
IV. Search updates from James
V. Quick update on Merit (two category system for the forms is likely)

Discussion Items

I. Questions about position request
   a. Budget request for mid January
II. Revisions to 110/450 courses from Cyndi. Goal is to move both courses to 3-credit with content added to each to justify changes.
III. Plans for 110/450 conversion to 3 credits
   a. PSYC 450: Senior Seminar – Edits - 1) In course rationale (#2) to include information about instructor facilitation of group work (scaffolding); 2) adjust the course objectives (#3) to highlight increasing students’ ability to develop teamwork and interpersonal skills. Melanie Ayres moves to approve the course proposal with changes. Motion is seconded by Rik Seefeldt. Call to vote: Yes - 6; No – 0; Abstain – 0. Motion carries.
   b. PSYC 110: Careers in Psychology. Further discussion next spring.

Future Agenda Items

I. Summer course schedules

Next Meeting: Likely first week, spring term
PSYCHOLOGY DEPARTMENT MEETING MINUTES  
Wednesday, January 24, 2018

Present: Chair: Travis Tubré; Faculty: Todd Wilkinson, Melanie Ayres, Abigail Jackson, Rik Seefeldt, James Cortright, Cyndi Kernahan; Staff: Jody Sather (notes).

Discussion Items

I. Revision to 110 course (revised proposal attached, 450 approved last time)
   a. Review of PSYC 110 Careers in Psychology Course Proposal. Updated item #7. Evaluation procedures to include exams along with language to allow instructors to choose their modes of evaluation.
   b. Todd Wilkinson moved to approve the updated course proposal for PSYC 110 Careers in Psychology to increase the number of credits from 2 credits to 3 credits with the updates as discusses. The motion was seconded by Melanie Ayres. Call to vote by Travis Tubré. Yes: 6; No: 0; Abstain: 0. Motion carries.

II. Curricular Changes
   a. Review of changes to the number of credits in the required courses for the psychology major and options to accommodate the new credits associated with PSYC 110 Careers in Psychology (3 credits instead of 1 credit) and PSYC 450 Senior Seminar (3 credits instead of 2 credits). Due to the credit change, the required courses for the psychology major and all options will change from 15 credits to 18 credits thus reducing the number of elective credits to maintain 45 credits required for degree across the major and all options.
   b. Cyndi Kernahan moved to approve the curricular changes and it was seconded by Rik Seefeldt. Call to vote by Travis Tubré. Yes: 6; No: 0; Abstain: 0. Motion carries.

III. Merit process (see attached cover sheet – need artifact for folder) – vote on process – Dean will do chair’s rating – These will be due Feb 19/9 (faculty/chair)
   a. Melanie Ayres moved to approve having the department chair review and make a recommendation based on faculty submissions to be considered for eligibility for merit pay increases. The motion was seconded by Cyndi Kernahan. Call to vote by Travis Tubré. Yes: 6; No: 0; Abstain: 0. Motion carries.

Updates/Reminders

I. Retention meetings for James/Abigal (12:00, 12:30, Friday, 2/2)
II. First-day attendance reports – send to CAS Dean’s Office
III. MPA updates – April 11-14, 2018
IV. Scholarship timelines - Jody will send out email notifying student of scholarship opportunities
V. Enrollment updates
VI. Search updates from James
VII. Twins game (Monday, April 30)
VIII. Bowling party date
IX. Banquet date (for calendars) – Jody?

Future Agenda Items

I. Summer/Fall schedules

Next Meeting: Will hold Jan 31 for search committee if needed?
Women’s and Gender Studies Meeting
Agenda for March 6, 2017
3:00 pm, Centennial Science Rm 165

Present: Melanie Ayres, Travis Tubre, Davida Alperin

Announcements / Info:
  • 4W Summit on Women, Gender and Well-being (in Madison) April 27-29
  • Fall WGST courses:
    o WGST 200 Intro to WGST
    o POLS/WGST 314 Women & Politics
    o CRIM/WGST 351 Women, Crime & Justice

Items to discuss:
  • Changes to WGST minor
    o Reduce the overall credits to 21, eliminate the 379/499 requirement

Motion to approve WGST minor changes (Alperin, Tubre). Passed unanimously.

  • Campus WGST events
    o Women’s history month (March) – see additional handout for details
    o Girls in Science, April 1
    o Lydecker series – Duchess Harris April 19th 6 pm North Hall auditorium
  • Update WGST flyer
  • National Conference for College Women Student Leaders

Future Items:
  • Continued discussion of possible WGST certificate