

Routing Sheet for Review and Approval

Proposed New Academic Plan or Name Change to Existing Academic Plan

Required steps in the review and approval process for proposed new academic plans and name changes to existing academic plans vary depending upon a number of factors. The Provost's Office reviews each concept for a new academic plan or name change in light of UMBC campus governance procedures and USM/MHEC approval guidelines. This online form has been routed by the Provost's Office to each office or governance group that needs to review this particular proposal.

Name of proposed new program OR program action: Name change UDC Psych Workplace to I-O Psychology


Date of PCG review: 01/30/2019 Review by USM: yes

Date of approval initiation: 01/31/2019 Maryland Higher Education

Date Letter of Intent sent to USM: Commission for: Admin Review

Date RSTARS transfer requested: Target MHEC Submission Date: May 2019

In Process

Proposal and Other Attachments					
Proposal	Attachment 1	Attachment 2	Attachment 3	Attachment 4	
					Attachment(s) may be viewed starting on page 4 of this document.

INSTRUCTIONS

1. The proposal and this routing form are being sent to each office indicated on this form via DocuSign, in the order in which each appears on the list. Each recipient who needs to review the proposal will receive an email notification when it is his or her turn to sign.
2. If you have a concern regarding the proposed new plan or plan change, please do the following: (1) select "Concern" on the dropdown near your designated signature block, (2) enter a brief description of your concern regarding the proposal in the text box that appears, (3) select "Finish Later" under the "Other Actions" menu option, and (4) e-mail Beth Wells at bwells@umbc.edu with a more detailed description of your concern.

If you have questions about this form or the review process, please contact Beth Wells at bwells@umbc.edu, x5-8907. Thank you very much for your assistance.

Note: After reviewing the entire document, click the "Next" on the left of the page to return to your signature block.

SIGNATURES

Click "Finish" on the top right after signing.

Informal Review: **Assistant Vice Provost for Academic Affairs**

Elizabeth Wells

Elizabeth Wells
bwells@umbc.edu

Reviewed: 1/31/2019 | 8:39:52 PM EST

Department Chair

A Brodsky

Anne Brodsky
brodsky@umbc.edu

1/31/2019 | 9:45:19 PM EST

Approve

In Process

Dean of Arts, Humanities, and Social Sciences

Scott Casper

Scott Casper
casper@umbc.edu

2/1/2019 | 6:31:10 AM EST

Approve

Dean of Undergraduate Academic Affairs

Katharine Cole

Katharine Cole

kcole@umbc.edu

2/1/2019 | 11:07:06 AM EST

Approve

Please contact Beth Wells at bwells@umbc.edu with a brief description of your concern

regarding the proposal. To end this session

please select Finish Later under the "Other

~~Chair, Undergraduate Cases~~ Do Not Decline to Sign.

In Process

Terry Worchesky

worchesk@umbc.edu

Chair, Academic Planning and Budget

Charles Nicholas

nicholas@umbc.edu

President, Faculty Senate

Gunes Koru

gkoru@umbc.edu

Provost

Philip Rous
rous@umbc.edu

President

Freeman Hrabowski
hrabowsk@umbc.edu

Final Review: **Assistant Vice Provost for Academic Affairs**

In Process

Beth Wells
bwells@umbc.edu

Reviewed:

Date Submitted to MHEC:

Date Submitted to USM:

Proof RSTARS Transfer Attached:

--- END OF FORM; ATTACHMENTS BEGIN ON NEXT PAGE ---

January 31, 2019

James D. Fiedler, Jr. Ph.D.
Secretary
Maryland Higher Education Commission
6 North Liberty Street
Baltimore, MD 21201

Dear Secretary Fiedler:

UMBC proposes to change the name of its existing Upper Division Certificate from "Psychology of the Workplace" to "I-O Psychology". There will be no change to the curriculum.

Industrial-Organizational (I-O) psychology is a growing discipline and is widely recognized in core business sectors including federal, technology, and financial. In US News and World Report's 2018 best jobs ranking, I-O Psychologist was ranked #2 in best science jobs and #79 in best 100 jobs. We feel that changing the name to "I-O psychology" clearly defines the certificate, and is more relevant and recognized in today's business environment. As a result, we believe it will increase our graduates' competitive edge in the marketplace, so they can easily promote their certificate on resumes and in employment interviews.

Currently, the Psychology Department offers the program certificate, "Psychology of the Workplace" which is open to all UMBC undergraduate students. Psychology and non-psychology majors are eligible for this program. Changing the name to "I-O Psychology" aligns well with other psychology courses offered at UMBC such as Industrial-Organizational (I-O) psychology (PSYC 346). In addition, UMBC offers an MPS in I-O Psychology at its Shady Grove campus.

Additionally, we believe it will generate interest in psychology at the undergraduate and graduate level. The broad appeal of I-O psychology should attract students interested in psychology, business, and STEM.

During the spring 2018 semester, Dr. Abod discussed the meaning of "Psychology of the Workplace" as a certificate name with undergraduate students in PSYC 346 (I-O psychology). Many of these students were in the certificate program or had an interest in human resources. The students indicated that the current name was ambiguous, not well defined, nor recognized by human resources professionals during employment interviews. The consensus was that a different name could better represent the courses in the certificate and would be helpful when seeking employment.

The psychology department chair, program directors of the MPS I-O psychology department, and the undergraduate committee shared similar sentiments. Based on these results, we are requesting a program name change.

Finally, many students in the certificate program are interested in pursuing a graduate education. Renaming and marketing the I-O Psychology Certificate would provide a vehicle for attracting undergraduate students to our I-O psychology graduate program, located on the Shady Grove campus.

Sincerely,

Freeman A. Hrabowski, III
President

C: Antonio R. Moreira, Ph.D.