Submitted by: Debra Steckler  
Date Prepared: Feb. 17, 2015

Department/Discipline(s) and Course Number(s): PSYC 385

Course Title: Industrial-Organizational Psychology

Type of change (check all applicable):
Number ___ Title ___X___ Credits ___ Description ___X___ Prerequisites ___X___ Deletion ___Cross list ***

*This course number must be approved by the Office of the Registrar before the proposal is submitted.

**To cross list courses between departments/colleges, there should be two cover sheets submitted with the proposal – one by the chair of each department with signatures from the relevant College Curriculum Committee Chair.

Effective Date: FALL Semester, Year 2015

Current Catalog Entry

PSYC 385 – Industrial-Organizational Psychology (3)  
Prerequisite: PSYC 261 or BUAD 259. Behavioral aspects of organizations, presenting concepts, theories, research, and research techniques applicable to people in organizations. Topics include personnel selection and placement, job and work environments, worker motivation, job satisfaction, and the organizational and social context of human work. Cross-listed as BUAD 345.

Proposed Catalog Entry

PSYC 385 – Organizational Psychology (3) 
Prerequisite: MGMT 301. Behavioral aspects of organizations, presenting concepts, theories, research, and research techniques applicable to people in organizations. Topics include personnel selection and placement, job and work environments, worker motivation, job satisfaction, and the organizational and social context of human work. Cross-listed as MGMT 345.

JUSTIFICATION (including impact on majors, minors, concentrations, and general education courses within the University curriculum; attach additional pages if required)

The title change more closely reflects the emphasis of the course because it is taught using the principles of business management as they apply to Psychology. The statistics prerequisite is removed because knowledge of statistics is not required for this course. MGMT 301 (previously BUAD 300) is added as a prerequisite, providing that MGMT 301 does not require BUAD 131 as the prerequisite*, because Psyc 385 builds upon the foundation provided in MGMT 301 and students will be disadvantaged if they do not have that preparation. Most of the students who take the Psychology/Business cross-listed courses are double majors or have a Business minor, so they are likely to have taken MGMT 301. Removing the statistics prerequisite will enable students to take this course earlier in their academic career. See accompanying COB course change proposal for the change in title, description, and prerequisites that was recently approved for this cross-listed course.

TRANSITION PLAN (describe how will students who are in Catalogs where the course is required for a major be accommodated; attach additional pages if required)

Psyc 385 is an elective course so this change will not impact the major in any way.

*If BUAD 131 is kept as a prerequisite for MGMT 301 then this proposal will be withdrawn.

Approvals

Department Chair ___ Debra C. Steckler __________________________ Date: __Feb. 17, 2015_______

College Curriculum Chair __________________________ Date: _____________

Expeditied course changes are posted for a 10-class day comment period. If no comments are raised during that time, the proposal becomes final. All expedited proposals approved in this way will be noted on the UCC web site. If comments are raised, the proposal may be reviewed by the UCC and then approved or it may be returned to the CCC for additional deliberation (as required).

Expeditied Course Change Cover Sheet (July 2014)
**UNIVERSITY OF MARY WASHINGTON – EXPEDITED COURSE CHANGE PROPOSAL**
Submit this form electronically, beginning with the first required level of review (department or college level). Each level of review passes the form and any attachments to the next level when the action is approved.

<table>
<thead>
<tr>
<th>Submitted by:</th>
<th>John Marsh</th>
<th>Date Prepared:</th>
<th>October 28, 2014</th>
</tr>
</thead>
</table>

**Department/Discipline(s) and Course Number(s):** MGMT 345 (from BUAD 345)

**Course Title:** Organizational Behavior

**Type of change (check all applicable):**
Number* __X__ Title____ Credits_____ Description_X__ Prerequisites _____ Deletion_____ Cross list**____

*This course number must be approved by the Office of the Registrar before the proposal is submitted.

**To cross list courses between departments/colleges, there should be two cover sheets submitted with the proposal – one by the chair of each department with signatures from the relevant College Curriculum Committee Chair.

**Effective Date:** FALL Semester, Year: **Fall 2015**

<table>
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<tr>
<th>Current Catalog Entry</th>
<th>Proposed Catalog Entry</th>
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<tr>
<td>Prerequisites: BUAD 259 or PSYC 261 and BUAD 300. This course explores the behavioral aspects of organizations, presenting concepts, theories, research and research techniques that can be applied to enhance understanding of people in organizations. Topics included are personnel selection and placement, job and work environments, worker motivation, job satisfaction, and the organizational and social context of human work. Cross-listed as PSYC 385.</td>
<td>Prerequisites: MGMT 301 OR equivalent. This course explores the behavioral aspects of organizations, presenting concepts, theories, research and research techniques that can be applied to enhance understanding of people in organizations. Topics included are personnel selection and placement, job and work environments, worker motivation, job satisfaction, and the organizational and social context of human work. Cross-listed as PSYC 385.</td>
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**JUSTIFICATION (including impact on majors, minors, concentrations, and general education courses within the University curriculum; attach additional pages if required)**
The College of Business is renaming discipline-specific classes to more clearly communicate which classes belong to which business disciplines. It should make it much easier for students to find and schedule classes of interest to them.

**TRANSITION PLAN (describe how will students who are in Catalogs where the course is required for a major be accommodated; attach additional pages if required)**
We have discussed this with both the registrar and our advisor and there should be no adverse impact to students. Since the same classes will be offered under a more precise name, students under the old catalog can simply substitute the new class for the old (for example, if a student needs BUAD 300, he or she will substitute MGMT 301).

**Approvals**

**Department Chair**  Ken Machande  **Date:** January 28, 2015

**College Curriculum Chair**  Nichole Phillips  **Date:** January 30, 2015

Expedited course changes are posted for a 10-class day comment period. If no comments are raised during that time, the proposal becomes final. All expedited proposals approved in this way will be noted on the UCC web site.

If comments are raised, the proposal may be reviewed by the UCC and then approved or it may be returned to the CCC for additional deliberation (as required).

Expedited Course Change Cover Sheet (July 2014)