

New Program Proposal

Certificate in Workplace and Organizational Science

This certificate can prepare individuals for graduate studies in industrial-organizational psychology, management, or other areas with a focus on behavior in organizations. It also provides training relevant to managing individuals in organizations that can be applied broadly to business, military, non-profit, health care, law enforcement, and other settings.

Note: **No more than 6 credit hours may be applied from the student's major.**

Required Courses		
MGMT/SOC 3600	Management And Organizational Behavior	3
PSYCH	Industrial And Organizational Psychology	3
Goal 1: Breadth of Study		9
Choose three courses from the following:		
AERO 2001	The Air Force Way	
COMM 2231	Communication In The Organization	
COMM 2232	Effective Communication In The Organization:	
MIL SCI 1101	Introduction to Leadership I	
MIL SCI 2201	Innovative Team Leadership	
MVS 2100	Veterans in America	
MGMT 3611	Advanced Management And Organizational	
MGMT 3621	Human Resource Management	
MGMT 3622	Industrial And Labor Relations	
MGMT 3624	Employee Training And Development	
MGMT 3625	Leadership in Organization	

PSYCH 2222	Group Processes In Organizations	
PSYCH 3316	Fundamentals Of Leadership	
PSYCH 3320	Personnel Assessment	
PSYCH 4321	The Dark Side of Organizational Behavior	
PSYCH 4365	Psychological Testing and Assessment	
POL SCI 4060	Theory Of Decisions And Games	
SOC 3260	Social Interaction In Small Groups	
SOC 4336	Sociology of Organizations	
SOC 4354	Sociology Of Business And Work Settings	
Goal 2: Cultural Competency		3
Choose one course from the following:		
COMM 3332	Intercultural Communication	
COMM 3337	Male/Female Communication	
MGMT/INTL BUS	International Management	
PSYCH 3820	Cross-Cultural Psychology	
PSYCH 4250	Stereotyping, Prejudice, and Discrimination	
SOC 1241	Globalization and Social Change	
Total Hours		18

Sign-offs from other departments affected by this proposal

Department	Contact Person	Phone #	Objections
S006200	Joseph Rottman	(314) 516-6286	No
S007250	Robert Keel	(314) 516-6052	No
S002400	Jim Craig	(314) 516-6037	No
S006250	Jim Craig	(314) 516-6037	No

S006240	Jim Craig	(314) 516-6037	No
S006950	Dave Robertson	(573) 341-4801	No
S003200	Alan Heisel	(314) 516-6189	No

Rationale

The Bureau of Labor Statistics recently ranked "Industrial-Organizational Psychologist" as the fastest-growing career. Industrial-Organizational Psychology combines psychology, organizational behavior, and related fields to study human behavior in workplace and organizational settings. To meet increased student and community demand for training in this area, we propose this new interdisciplinary certificate in Workplace and Organizational Science. This certificate provides foundational knowledge through required courses in Industrial/Organizational Psychology and Organizational Behavior. Students attain breadth of study via selection of electives encompassing topics such as leadership, teamwork, and training. Further, given the increasingly global and multicultural nature of the business world, the certificate includes a cultural competency component. We believe that this certificate will provide learners with a foundation of interdisciplinary knowledge that will prepare them for graduate study or an applied career.