Document N: Course and Program Development:
IMPACT AND APPROVAL SIGNATURES
See Course and Program Development Policy and Procedures (www.ubalt.edu/provost) for instructions.

SCHOOL:  ○ LAW  ○ MSB  ○ CAS  ○ CPA

CONTACT NAME: Sharon Glazer  PHONE: 410.837.5905

DEPARTMENT/DIVISION: Applied Behavioral Sciences

PROPOSED SEMESTER OF IMPLEMENTATION:  ○ fall  ○ spring  YEAR: 2015

TYPE OF ACTION:  ○ add (new)  ○ deactivate  ○ modify  ○ other

LEVEL OF ACTION:  ○ noncredit  ○ undergraduate  ○ graduate  ○ other

ACTION BEING REQUESTED (select one category, either Course Actions or Program Actions):

○ COURSE ACTIONS

Original Subject Code/Course Number:

Original Course Title:

Select one or multiple actions from one of the lists below [review the list of necessary documents and signatures]:

<table>
<thead>
<tr>
<th>COURSE ACTIONS</th>
<th>PROGRAM ACTIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Experimental Course</td>
<td>10. Program Requirements</td>
</tr>
<tr>
<td>2. Course Title</td>
<td>11a. Undergraduate Specialization (Fewer than 24 credits)</td>
</tr>
<tr>
<td>3. Course Credits</td>
<td>11b. Master's Specialization (Fewer than 12 credits)</td>
</tr>
<tr>
<td>4. Course Number</td>
<td>11c. Doctoral Specialization (Fewer than 18 credits)</td>
</tr>
<tr>
<td>5. Course Level</td>
<td>12. Minor (add or delete)</td>
</tr>
<tr>
<td>6. Pre- and Co-Requisite</td>
<td>13. Closed Site Program</td>
</tr>
<tr>
<td>7. Course Description</td>
<td>14. Program Suspension</td>
</tr>
<tr>
<td>✓ 8. New Course</td>
<td>15. Program Reactivation</td>
</tr>
<tr>
<td>9. Deactivate Course</td>
<td>16a. Certificate Program (UG/G) exclusively within existing degree program</td>
</tr>
<tr>
<td>22. Other</td>
<td>16b. Certificate Program (UG/G) outside of or across degree programs (12 or more credits)</td>
</tr>
<tr>
<td></td>
<td>17. Off-Campus Delivery of Existing Programs</td>
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<tr>
<td></td>
<td>18a. Undergraduate Concentration (24 or more credits)</td>
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<tr>
<td></td>
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<tr>
<td></td>
<td>18c. Doctoral Concentration (18 or more credits)</td>
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<td></td>
<td>19. Program Title Change</td>
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<td>20. Program Termination</td>
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<td></td>
<td>21. New Degree Program</td>
</tr>
<tr>
<td></td>
<td>22. Other</td>
</tr>
</tbody>
</table>

ADDITIONAL DOCUMENTATION (check all appropriate boxes of documents included; review the list of necessary documents):

✓ summary proposal (O)  ○ course definition document (P)  ○ full five-page MHEC proposal (Q)

☐ financial tables (MHEC) (R)  ○ other documents as may be required by MHEC/USM (S)  ○ other (T)
**IMPACT REVIEW** (review the list of necessary signatures):

<table>
<thead>
<tr>
<th>Impacted Entity</th>
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<th>Date</th>
</tr>
</thead>
<tbody>
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<td>b. OTS</td>
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<td>c. University Relations</td>
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<td>![ ] impact statement</td>
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</tbody>
</table>

**APPROVAL SEQUENCE** (review the list of necessary signatures):

<table>
<thead>
<tr>
<th>Approval Level</th>
<th>Signature</th>
<th>Date</th>
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<tbody>
<tr>
<td>A. Department/Division (Chair)</td>
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<td>10/14/14</td>
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<tr>
<td>B. General Education (for No. 7, 8)</td>
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</tr>
<tr>
<td>C. Final Faculty Review Body Within Each School (Chair)</td>
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<td>11/12/14</td>
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<tr>
<td>D. Dean</td>
<td></td>
<td>11/19/14</td>
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<tr>
<td>E. University Faculty Senate (Chair)</td>
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<td>F. University Council (Chair)¹</td>
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<tr>
<td>G. Provost and Senior Vice President for Academic Affairs</td>
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<tr>
<td>H. President</td>
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</tr>
<tr>
<td>I. Board of Regents (notification only)</td>
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<tr>
<td>J. Board of Regents (approval)</td>
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<tr>
<td>K. MHEC (notification only)</td>
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<td>L. MHEC (approval)</td>
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<tr>
<td>M. Middle States Association notification</td>
<td>Required only if the University's mission is changed by the action</td>
<td></td>
</tr>
</tbody>
</table>

¹ University Council review (for recommendation to the president or back to the provost) shall be limited to curricular or academic policy issues that may potentially affect the University's mission and strategic planning, or have a significant impact on the generation or allocation of its financial resources.
**Document O: Course and Program Development: SUMMARY PROPOSAL**

See Course and Program Development Policy and Procedures [www.ubalt.edu/provost](http://www.ubalt.edu/provost) for instructions.

**SCHOOL:**  
- LAW  
- MSB  
- CAS  
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**CONTACT NAME:** Sharon Glazer  
**PHONE:** 410.837.5905

**DEPARTMENT/DIVISION:** Applied Behavioral Sciences

**PROPOSED SEMESTER OF IMPLEMENTATION:**  
- fall  
- spring

**DATE PREPARED:** 5/15/2014  
**YEAR:** 2015

**ACTION BEING REQUESTED** (select one category, either Course Actions or Program Actions):

- **COURSE ACTIONS**

- **PROGRAM ACTIONS**

**Original Subject Code/Course Number:**

**Original Program Title:**

**Original Course Title:**

Select one or multiple actions from one of the lists below (review the list of necessary documents and signatures):

### COURSE ACTIONS

1. Experimental Course  
2. Course Title  
3. Course Credits  
4. Course Number  
5. Course Level  
6. Pre- and Co-Requisite  
7. Course Description  
8. New Course  
9. Deactivate Course  
10. Other

### PROGRAM ACTIONS

10. Program Requirements  
11a. Undergraduate Specialization (Fewer than 24 credits)  
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19. Program Title Change  
20. Program Termination  
21. New Degree Program  
22. Other

**For changes to existing courses:**  
N/A

**OLD TITLE**  
Cross Cultural Organizational Psychology

**NEW TITLE**

**SUBJECT CODE/COURSE NO.** APPL 659  
**CREDITS** 3
This action would establish a new elective course, APPL 659, Cross Cultural Organizational Psychology, in the Industrial-Organizational Track of the M.S. Program in Applied Psychology. The course was taught for the first time in Spring semester, 2014, and will become a regular elective offering in the Track.

SET FORTH THE RATIONALE FOR THIS PROPOSAL:

Today's world of business is inherently international, whether organizations are themselves multinational, partnering with organizations in other parts of the world, outsourcing to others parts of the world, buying or selling goods or services around the globe, or employing people of different national backgrounds. Given this new reality, coupled with increased global and virtual collaborations, today's graduate student in Industrial and Organizational (IO) psychology will have to be prepared for supporting IO activities (e.g., devising appropriate selection tools, training people in culturally appropriate ways and topics, evaluating and understanding cultural implications on workers' behaviors) in this new global environment and circumstances. There is a strong movement now in U.S. and European societies for IO psychologists (e.g., Society for Industrial/Organizational Psychology, European Association for Work and Organizational Psychology, Division 1 of the Int'l Association for Applied Psychology) to create more professional and scientific international networks, including enhancing IO programs' course offerings. The movement has resulted in the creation of the Alliance of Organizational Psychologists (AOP). One of the major initiatives of the AOP is internationalizing IO programs. By offering this course each year as a major elective, the UB IO program will be a national leader in the aforementioned internationalization efforts.
1. DATE PREPARED
8/24/2014

2. PREPARED BY
Sharon Glazer

3. DEPARTMENT/DIVISION
Applied Behavioral Sciences

4. COURSE NUMBER(S) with SUBJECT CODE(S)
APPL 659

5. COURSE TITLE
CROSS-CULTURAL ORGANIZATIONAL PSYCHOLOGY

6. CREDIT HOURS
3

7. CATALOG DESCRIPTION
Examines topics in organizational psychology from a cross-cultural lens, focusing on portability of Western-based theories and practices to other cultures. Topics include cultural values, methodological equivalences, intercultural training, group processes, organizational justice, work-family issues, leadership, negotiations, acculturation and expatriation/repatriation. prerequisite: APPL 641 or permission from instructor

8. PREREQUISITES
APPL 641, Organizational Psychology or permission from instructor

9. COURSE PURPOSE (how the course is to be used in the curriculum; e.g., required for the major, elective, etc.)

Summer 2010
This course will be an elective in the Industrial-Organizational Track of the M.S. Program in Applied Psychology.

10. GENERAL EDUCATION AREA (if applicable; e.g., social sciences, humanities, mathematics, etc.)

n/a

11. COURSE TYPE/COMPONENT (clinical, continuance, discussion, field studies, independent study, laboratory, lecture, practicum, research, seminar, supervision, thesis research, tutorial or workshop; this must match PeopleSoft 9.0 coding, so check with your dean's office if you are unsure of the correct entry)

Seminar/Discussion

12. FACULTY QUALIFIED TO TEACH COURSE

Sharon Glazer, Ph.D., Thomas Mitchell, Ph.D., Christine Nielsen, DBA

13. CONTENT OUTLINE

A suggested outline is below:

1. Culture, Theory and Organizational Psychology

2. Culture Values, Human Values, & Self-Construal

3. Research Methods

4. Intercultural Training

5. Group Processes and Communication

6. Work Motivation/Job Satisfaction/ Organizational Commitment/OCB, Reward Allocation & Justice

7. Work-Family Issues; Occupational Stress

8. Negotiation & Teams

9. Leadership, Power, & Decision-Making

10. Acculturation; Expatriation/Repatriation; Adjustment

14. LEARNING GOALS

Upon successful completion of this course, students will be able to:

LO 1. Discuss the definition, the focus, and the goals of cross-cultural Organizational psychology.
LO 2. Apply concepts of human and culture values to understanding organizational behavior.
LO 3. Identify etic and emic theories of Organizational psychology.
LO 4. Discuss the transferability of Organizational Psychology concepts across cultures.
LO 5. Identify, appraise, and challenge theoretical and methodological research in cross-cultural Organizational psychology.
LO 6. Relate the material presented to issues in organizational life.

15. ASSESSMENT STRATEGIES

Assessment of student learning via:

Exams will assess LOs 1, 2, 3, 4, and 6;

Research paper will assess LOs 2, 3, 4, and 5;

Weekly written reactions to readings will assess LOs 4, 5, and 6;

Student-led teaching will assess LOs 1 to 6;

Participation will demonstrate students learning of LOs 1 to 6.

16. SUGGESTED TEXT(S) and MATERIALS (e.g. textbooks, equipment, software, etc., that students must purchase)

Suggested and required readings will draw from a variety of sources, including the following professional journals:


Please see Appendix A with suggested readings.

17. SPECIAL GRADING OPTIONS (if applicable)

n/a
18. SUGGESTED CLASS SIZE

15

19. LAB FEES (if applicable)

No lab fees
Appendix A. References to Readings


