

ORGANIZATIONAL PSYCHOLOGY CERTIFICATE

The Organizational Psychology Certificate provides training on social psychology, personality studies and industrial psychology. This certificate is designed for those pursuing careers involving worker productivity, assessment, training and human resources.

Please Note: This certificate can only be completed by students working toward an undergraduate degree within the School of Continuing & Professional Studies.

Curriculum

Code	Title	Hours
Pre-requisite to Certificate		
PSYC 101	General Psychology	
Certificate Requirements		
PSYC 275	Social Psychology	3
PSYC 373	Health Psychology	3
or CPSY 433	Multicultural Counseling	
PSYC 338	Psychology of Personality	3
CPST 320	Program Evaluation	3
CPST 322	Strategic Communication Tools for Applied Psych	3
PSYC 362	Industrial/Organizational Psychology	3
Total Hours		18

Suggested Sequence of Courses

The School of Continuing and Professional Studies provides a high-touch advising model in order to incorporate the professional and educational outcomes of the student as well as any transfer credit accepted. In order to provide students with maximum flexibility in their education and because everyone's academic background will vary, advisors will work directly with students to determine an appropriate sequence of courses starting at admission into their respective program based on their needs and expected time to completion.

Learning Outcomes

Upon successful completion of the Organizational Psychology Certificate, candidates will be able to:

1. Formulate analyses of organizational problems based on psychological theory and propose evidenced based solution.
2. Analyze key dynamics in employee personality, behavior, and motivation.
3. Critique leadership styles, group behavior and team dynamics.
4. Practice effective organizational communication strategies related to interviewing, persuasion, conflict resolution, and negotiation.
5. Design evaluation to assess the impact of workplace programs.
6. Evaluate best practices in relation to employee recruitment, selection, performance evaluation, motivation, retention and training.
7. Describe contemporary issues and approaches related to behavioral health and counseling.