

PSYC 7690
PROFESSIONAL ISSUES IN I/O PSYCHOLOGY
3 SEMESTER HOURS
Fall Semester 2014, CRN 80475, Hybrid Format

Dewar College of Education and Human Services
Valdosta State University
Department of Psychology and Counseling

REQUIRED TEXTBOOKS

None required. All readings are on BlazeVIEW (D2L), on the web, or in library.

COURSE DESCRIPTION

Prerequisite: Permission of Instructor. Current issues in the provision of I/O services.

This is a hybrid course. Students will participate in professional and/or academic workshops, seminars, and conferences, including class meetings as scheduled. Competencies must be demonstrated via materials used in activities during such meetings along with a written report or commentary of the 30 hours of professional activities accrued outside of class. A professional log must be used to collect and document your activities in this course. A professional portfolio is to be developed for this course and the degree program.

Although completion of this course may take more than one semester you must have a “B” or better average at the end of this semester to continue to completion of all course requirements.

COURSE ACTIVITIES/ASSIGNMENTS/REQUIREMENTS

I/O Psychology Outcome	Activity	Assessment
1. utilize basic research designs to conduct laboratory and field studies as related to human resources and organizational issues.	Attend and participate in: classes/online, professional and/or academic I/O workshops, readings, seminars, and conferences.	KSAs demonstrated through presentations, BlazaVIEW postings, and comments in class and examination of portfolio.
4. develop, administer, and evaluate human resource programs related to skill acquisition, training, and career development.	Attend and participate in: classes/online, professional and/or academic I/O workshops, readings, seminars, and conferences.	KSAs demonstrated through presentations, BlazaVIEW postings, and comments in class and examination of portfolio.
5. select, utilize, and evaluate appropriate motivational and behavior modification strategies in the context of human resource management.	Attend and participate in: classes/online, professional and/or academic I/O workshops, readings, seminars, and conferences.	KSAs demonstrated through presentations, BlazaVIEW postings, and comments in class and examination of portfolio.

8. develop, administer, and evaluate tests and assessment techniques as related to personnel and organizational issues.	Attend and participate in: classes/online, professional and/or academic I/O workshops, readings, seminars, and conferences.	KSAs demonstrated through presentations, BlazaVIEW postings, and comments in class and examination of portfolio.
9. demonstrate an understanding of the relationship and interaction of social and technical environments.	Attend and participate in: classes/online, professional and/or academic I/O workshops, readings, seminars, and conferences.	KSAs demonstrated through presentations, BlazaVIEW postings, and comments in class and examination of portfolio.

COURSE EVALUATION

<u>Activity</u>	<u>%</u>
F2F classes/online	50
Professional meetings, etc.	50
	100

Attendance, performance, and documentation of in-class and out-of-class activities.

Evidence of participation in professional activities may include registration receipt, certificate of attendance, certificate of completion, or a voucher signed by the program presenter, sponsor, or coordinator. In some cases the instructor of PSYC 7690, may serve as a witness to participation. Students should keep a record of any materials used or acquired during each activity. These materials could include handouts, worksheets, articles, and/or web sources or links. A professional log must be kept in order to collect and document your activities in this course and all must be included in the electronic portfolio.

Students must organize materials using an electronic portfolio format. The portfolio should include a general introduction that describes each of the activities and how each one is related to the field of I/O Psychology. Each description of an activity should reference an appendix where the actual documents (or copies) are scanned. When the student has completed all activities and subsequent documentation in an electronic log, the instructor and student will meet and review the contents. If the contents are incomplete, the students will be given an “Incomplete” grade until all work is completed. Completed portfolios will be given an appropriate letter grade. The grading criteria will include the appropriateness and quality of the activity as well as an evaluation of the presentation (portfolio). The final product will be incorporated into the Comprehensive Portfolio Exam at the end of the student’s program of study in an electronic format. This presentation and electronic portfolio serves as part of the degree programs Comprehensive Examination (Assessment).

ATTENDANCE POLICY

Although this class is a hybrid when there is a Face-to-Face (F2F) class you are expected to be in class and participate at a high, professional level. Each unexcused absence lowers your grade by 3%.

PROFESSIONALISM

While enrolled in this course, students are to work with the instructors to identify and participate in professional and/or academic workshops, readings, seminars, and conferences. These activities may include conferences for professional organizations such as Society of Industrial Organization Psychology, SHRM, American Psychological Association, American Psychological Society, Southeastern Psychological Association, ASQ (American Society for Quality), etc. Participation in these conferences could include workshops, seminars, paper/poster session attendance, round table discussions, and business meetings. If in doubt about the appropriateness of an activity, please contact Dr. Bauer or Dr. Wiley.

Students are advised to join one or more professional organizations, as membership will present the student with more opportunities for participation. You should know about the profession (vocation) you are choosing as possible. Local activities may include participation in monthly meetings of organizations such as Society of Human Resource Management (Valdosta and VSU), American Society for Training and Development, and American Society for Quality. Students may participate in the activities of the local chapters as invited guests or as members. Monthly meetings often include guest speakers, workshops, and training activities. The time eating and schmoozing is not to be counted.

VSU often sponsors training programs and workshops related to personnel functions. The Office of Training and Development is a good example. Past workshops have included personnel interviewing, personnel selection, team building, and sexual harassment. Participation in these sessions is often open to students. In the event an announcement does not include students, it may be possible to get special permission to attend.

COLLEGE OF EDUCATION & HUMAN SERVICES POLICY STATEMENT OF PLAGIARISM

Academic integrity is the responsibility of all VSU faculty and students. Faculty members should promote academic integrity by including clear instruction on the components of academic integrity and clearly defining the penalties for cheating and plagiarism in their course syllabi. Students are responsible for knowing and abiding by the Academic Integrity Policy as set forth in the Student Code of Conduct and the faculty members' syllabi. All students are expected to do their own work and to uphold a high standard of academic ethics. <http://www.valdosta.edu/colleges/education/deans-office/policy-statement-of-plagiarism.php>

For more information, visit Academic Honesty at VSU.
<http://www.valdosta.edu/academics/academic-affairs/vp-office/academic-honesty-at-vsua.php>

ACCESSIBILITY STATEMENT

Valdosta State University is an equal opportunity educational institution. It is not the intent of the institution to discriminate against any applicant for admission or any student or employee of the institution based on the age, sex, race, religion, color, national origin, disability, or sexual orientation of the individual. It is the intent of the institution to comply with the Civil Rights Act of 1964 and subsequent Executive Orders as well as Title IX, Equal Pay Act of 1963, Vietnam Era Veterans Readjustment Assistance Act of 1974, Age Discrimination in Employment Act of 1967, and the Rehabilitation Act of 1973.

Students with disabilities who are experiencing barriers in this course may contact the Access Office for assistance in determining and implementing reasonable accommodations. The Access Office is located in Farber Hall. The phone numbers are 229-245-2498 (V), 229-375-5871 (VP) and 229-219-1348 (TTY). For more information, please visit <http://www.valdosta.edu/access> or email: access@valdosta.edu.

STUDENT OPINION OF INSTRUCTION

At the end of the term, all students will be expected to complete an online Student Opinion of Instruction survey (SOI) that will be available on BANNER. Students will receive an email notification through their VSU email address when the SOI is available (generally at least one week before the end of the term). SOI responses are anonymous, and instructors will be able to view only a summary of all responses two weeks after they have submitted final grades. While instructors will not be able to view individual responses or to access any of the responses until after final grade submission, they will be able to see which students have or have not completed their SOIs, and student compliance may be considered in the determination of the final course grade. These compliance and non-compliance reports will not be available once instructors are able to access the results. Complete information about the SOIs, including how to access the survey and a timetable for this term is available at <http://www.valdosta.edu/academic/OnlineSOIPilotProject.shtml>.

INSTRUCTOR

Name: Robert Bauer, Ph.D., Professor Emeritus
Former Department Head, 23 years, retired 1 August 2012

Office Number: PB 2211

Telephone Number: 229.333.5930

Email Address: bbauer@valdosta.edu

Office Hours: When we meet F2F, before and after class, online, or by appointment.

Website: <http://www.valdosta.edu/coe/psychology/>

M.S. I/O Psychology Degree

List of Educational Outcomes

Graduates of the I/O Program will:

- 1. utilize basic research designs to conduct laboratory and field studies as related to human resources and organizational issues.**
2. collect, summarize, analyze, and interpret data utilizing univariate and multivariate statistical procedures.
3. conduct job analyses for use in personnel selection, appraisal, training, and job design.
- 4. demonstrate use of ethical behavior and know legal requirements when developing and using personnel/organizational tools.**
- 5. develop, administer, and evaluate human resource programs related to skill acquisition, training, and career development.**
6. select, utilize, and evaluate appropriate motivational and behavior modification strategies in the context of human resource management.
7. apply basic psychological principles related to perception, learning, and decision making in the context of the design of workplace environment, instrumentation, equipment, and instructional materials.
- 8. develop, administer, and evaluate tests and assessment techniques as related to personnel and organizational issues.**
- 9. demonstrate an understanding of the relationship and interaction of social and technical environments.**

<u>Course</u>	<u>Expected Outcomes</u>
PSYC 5800	Industrial/Organizational Psychology 1,2,3,4,5,6,7,8, and 9, Introductory Level
PSYC 7600	Personnel Selection 3 and 4, Developmental Level
PSYC 7610	Performance Appraisal 3,4,7, and 8, Developmental Level
PSYC 7690	Professional Issues in I/O Psychology 1,4,5,8, and 9, Developmental Level
PSYC 7670	Social Psychology 7 and 9, Developmental Level
PSYC 7961	I/O Psychology Practicum I 1,2,3,4,5,6,7,8, and 9, Advanced Level
PSYC 7962	I/O Psychology Practicum II 1,2,3,4,5,6,7,8, and 9, Advanced Level
PSYC 8000	Research Design and Analysis 1 and 2, Developmental Level
PSYC 8350	Psychology of Motivation 6 and 7, Developmental Level
PSYC 8360	Human Resource Development 3,4,5, and 7, Developmental Level
PSYC 8370	Human Factors Psychology 3,5, and 7, Developmental Level
PSYC 8610	Behavior Modification 5 and 6, Developmental Level