

 FLORIDA ATLANTIC UNIVERSITY	NEW COURSE PROPOSAL Undergraduate Programs		UUPC Approval <u>3/27/23</u> UFS Approval _____ SCNS Submittal _____ Confirmed _____ Banner Posted _____ Catalog _____
	Department Psychology College Science (To obtain a course number, contact erudolph@fau.edu)		
Prefix SOP Number 4612	(L = Lab Course; C = Combined Lecture/Lab; add if appropriate) Lab Code	Type of Course <input type="text" value="Lecture"/>	Course Title Industrial Organizational Psychology
Credits (See Definition of a Credit Hour) 3	Grading (Select One Option) Regular <input checked="" type="radio"/> Sat/UnSat <input type="radio"/>	Course Description (Syllabus must be attached; see Template and Guidelines) This course describes the applications of psychology to the modern business world, including advertising and marketing, negotiation and selling, customer service, hiring and firing, motivation and teamwork, coaching and discipline, supervision and leadership, organizational stress-management, dysfunctional work behavior, workplace violence and harassment, conflict resolution and crisis management, organizational culture and business ethics, and careers in business psychology and corporate consulting.	
Effective Date (TERM & YEAR) Summer 23	Prerequisites, with minimum grade* PSY 1012 General Psychology, C-	Corequisites	Registration Controls (Major, College, Level)
*Default minimum passing grade is D-. Prereqs., Coreqs. & Reg. Controls are enforced for all sections of course			
WAC/Gordon Rule Course <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No WAC/Gordon Rule criteria must be indicated in syllabus and approval attached to proposal. See WAC Guidelines .		Intellectual Foundations Program (General Education) Requirement (Select One Option) None General Education criteria must be indicated in the syllabus and approval attached to the proposal. See Intellectual Foundations Guidelines .	
Minimum qualifications to teach course Ph.D. in Psychology, or related field			
Faculty Contact/Email/Phone Lauren Mavica, lkogelsc@fau.edu; 6-3364		List/Attach comments from departments affected by new course	
Approved by Department Chair <u>Robin Vallacher</u> College Curriculum Chair <u>[Signature]</u> College Dean _____ UUPC Chair <u>Ethlyn Williams</u> Undergraduate Studies Dean <u>Dan Meeroff</u> UFS President _____ Provost _____		Date 02/16/23 <u>5-16-23</u> _____ <u>3/27/23</u> <u>3/27/23</u> _____ _____	

Email this form and syllabus to mjennning@fau.edu seven business days before the UUPC meeting.

SOP 4612-001

Industrial Organizational Psychology

TR 9:30 – 10:50am

3 credits

Summer, 2023

Dr. Miller, Ph.D.

Office hours: MWF 11-1:00pm

Classroom: TBA

Email: lmille62@fau.edu



Course Description

This course describes the applications of psychology to the modern business world, including advertising and marketing, negotiation and selling, customer service, hiring and firing, motivation and teamwork, coaching and discipline, supervision and leadership, organizational stress-management, dysfunctional work behavior, workplace violence and harassment, conflict resolution and crisis management, organizational culture and business ethics, and careers in business psychology and corporate consulting.

Instructional Method

Classes will be held in-person on Tuesdays and Thursdays, from 9:30am-10:50am. You need to regularly attend class and meet scheduled deadlines to be successful.

Prerequisites/Corequisites

PSY 1012 General Psychology

Course Objectives/Student Learning Outcomes

Students will be able to:

Define constructs from Industrial/Organizational (I/O) Psychology.

Discuss the relevance of psychological theories to workplace concerns.

Understand how scientific methodologies are used in organizational research.

Apply I/O theories to address common organizational challenges.

Course Evaluation Method

Grading is based on the performance on two exam each worth 50% of your final grade.

Exam Dates (subject to change)

Midterm Exam: June 10th During Class time

Final Exam: July 13th During Class time

Reasonable Accommodation Statement for Makeups

Reasonable accommodation will be made for students participating in a religious observance or in University-approved activities, including athletic or scholastics teams, musical and theatrical performances and debate activities.

Course Grading Scale (%)

100 - 93.00 = A
92.99 - 90.00 = A-
89.99 - 87.00 = B+
86.99 - 83.00 = B
82.99 - 80.00 = B-
79.99 - 77.00 = C+
76.99 - 73.00 = C
72.99 - 70.00 = C-
69.99 - 67.00 = D+
66.99 - 63.00 = D
62.99 - 60.00 = D-
<59.99 = F

Policy on Makeup Tests

You will be allowed to take a make-up exam, in-person, only for documented, University-sanctioned reasons and only if you have received approval. For foreseeable instances in which you will miss the exam period, you must provide acceptable documentation and get approval to make-up the exam prior to the absence. When an exam is missed due to an unforeseeable emergency, you must contact me and provide acceptable documentation no later than 24 hours from the time of the missed exam to get approval to take a make-up exam. You must take your exam within 7 days of your return after the absence.

No make-up exams will be administered to anyone who does not have a documentable, University-sanctioned reason. Missing the exam for any reason other than those covered under the university policy or being unable to document a University-sanctioned reason will result in you receiving a 0. For example, “My alarm did not go off” is not an acceptable reason for missing an exam. Further, you are expected by the University to participate in the assigned final activity during the final exam period. Scheduled travel arrangements that conflict with exams, including the final exam period, and do not fall under the University-sanctioned absence policy will not be accommodated. Therefore, you are strongly urged to keep exam dates and times in mind when making any travel arrangements.

Policy on the Recording of Lectures

Because of a new Florida Statute in 2021, the following model language is suggested for inclusion in course syllabi, at the discretion of individual faculty:

Students enrolled in this course may record video or audio of class lectures for their own personal educational use. A class lecture is defined as a formal or methodical oral presentation as part of a university course intended to present information or teach students about a particular subject. Recording class activities other than class lectures, including but not limited

to student presentations (whether individually or as part of a group), class discussion (except when incidental to and incorporated within a class lecture), labs, clinical presentations such as patient history, academic exercises involving student participation, test or examination administrations, field trips, and private conversations between students in the class or between a student and the lecturer, is prohibited. Recordings may not be used as a substitute for class participation or class attendance and may not be published or shared without the written consent of the faculty member. Failure to adhere to these requirements may constitute a violation of the University's Student Code of Conduct and/or the Code of Academic Integrity.

Attendance Policy

Students are expected to attend all of their scheduled University classes and to satisfy all academic objectives as outlined by the instructor. The effect of absences upon grades is determined by the instructor, and the University reserves the right to deal at any time with individual cases of non-attendance. Students are responsible for arranging to make up work missed because of legitimate class absence, such as illness, family emergencies, military obligation, court-imposed legal obligations or participation in University-approved activities. Examples of University-approved reasons for absences include participating on an athletic or scholastic team, musical and theatrical performances and debate activities. It is the student's responsibility to give the instructor notice prior to any anticipated absences and within a reasonable amount of time after an unanticipated absence, ordinarily by the next scheduled class meeting. Instructors must allow each student who is absent for a University-approved reason the opportunity to make up work missed without any reduction in the student's final course grade as a direct result of such absence.

Counseling and Psychological Services (CAPS) Center

Life as a university student can be challenging physically, mentally and emotionally. Students who find stress negatively affecting their ability to achieve academic or personal goals may wish to consider utilizing FAU's Counseling and Psychological Services (CAPS) Center. CAPS provides FAU students a range of services – individual counseling, support meetings, and psychiatric services, to name a few – offered to help improve and maintain emotional well-being. For more information, go to <http://www.fau.edu/counseling/>

Disability Policy

In compliance with the Americans with Disabilities Act Amendments Act (ADAAA), students who require reasonable accommodations due to a disability to properly execute coursework must register with Student Accessibility Services (SAS) and follow all SAS procedures. SAS has offices across three of FAU's campuses – Boca Raton, Davie and Jupiter – however disability services are available for students on all campuses. For more information, please visit the SAS website at www.fau.edu/sas/.

Code of Academic Integrity

Students at Florida Atlantic University are expected to maintain the highest ethical standards. Academic dishonesty is considered a serious breach of these ethical standards, because it interferes with the university mission to provide a high quality education in which no student enjoys an unfair advantage over any other. Academic dishonesty is also destructive of the

university community, which is grounded in a system of mutual trust and places high value on personal integrity and individual responsibility. Harsh penalties are associated with academic dishonesty. For more information, see [University Regulation 4.001](#).

Mandatory Course Entry Quiz (MCEQ)

The MCEQ is the mechanism for you to provide confirmation of attendance. This is the final authorization needed to disburse federal aid, and without it we are unable to apply federal aid to the your account balance. Do not forget to complete the quiz.

Credit Hour Definition

This course involves 50 minutes of in class instruction for each credit hour per week, and a minimum of two hours of out of class assignments each week for 15 weeks. To master the material covered in this course it is expected that you will spend a minimum of two hours per week per credit hour on the out of class assignments.

Required Texts

Furnham, A. (2008). *Personality and intelligence at work: Exploring and explaining individual differences at work*. New York: Routledge.

Lowman, R.L. (1993). *Counseling and psychotherapy of work dysfunctions*. Washington, DC: American Psychological Association.

Miller, L. (2008). *From difficult to disturbed: Understanding and managing dysfunctional employees*. New York: Amacom.

Sperry, L. (1996). *Corporate therapy and consulting*. New York: Routledge.

Course Topical Outline

THE FIELD OF INDUSTRIAL ORGANIZATIONAL PSYCHOLOGY

Business psychology, industrial/organizational psychology, and management psychology.
History of business psychology and organizational behavior studies.
Careers in business psychology and corporate consulting.

HUMAN RESOURCES AND EMPLOYMENT PSYCHOLOGY

Applying for a job.
Selection, screening, interview, and hiring.
Coaching, counseling, and discipline.
Fitness-for-duty and psychological evaluations in the workplace.
The psychology of downsizing and termination.

MIDTERM EXAM: 06/10/23

THE PSYCHOLOGY OF MANAGEMENT

Motivation, teamwork, and organizational culture.
The psychology of leadership.
Organizational stress management.
Organizational training and performance coaching.
Dispute mediation and conflict resolution.
Personalities and psychopathologies at work.
Dysfunctional work behavior.
Work Stress and Burnout.
Workplace violence and harassment.
Corporate crisis management.
White collar crime.
Dealing with organizational change.
The psychology of ethical business practice.

FINAL EXAM: 07/13/23