

PSYC*3490, Course Outline: Fall 2018

General Information

Course Title: Social and Organizational Psychology

Course Description:

A number of applied issues will be examined from a social and organizational psychological perspective. The topics will include health and well-being; attributions and person perception; intergroup relations and prejudice; and social influence. Students will learn how to apply psychological theories and research to understand and ameliorate applied issues.

Credit Weight: 0.50

Academic Department (or campus): Department of Psychology

Semester Offering: Fall 2018

Class Schedule and Location: Tuesdays and Thursdays 1:00-2:20pm, MCKN 117

Course website: Please visit regularly the course website at <http://courselink.uoguelph.ca> to obtain important information and materials for this course, including instructions for assignments, readings, and lecture slides.

Instructor Information

Instructor Name: Professor Son Hing
Instructor Email: sonhing@uoguelph.ca
Office location: MacKinnon Extension room 3010
Office hours: Thursdays 2:30-3:30pm

GTA Information

GTA: Diogo Borba:
GTA Email: dborba@uoguelph.ca
GTA office location: TBA
GTA office hours: TBA

GTA Name: Katherine Gibbard
GTA Email: kgibbard@uoguelph.ca
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GTA Name: Sebastian Sciarra
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GTA office location: TBA
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Course Content

Specific Learning Outcomes:

A student who successfully completes this course is expected to:

1. Demonstrate mastery of a body of knowledge in social and organizational psychology.
2. Generate connections between social and organization psychology research to examine organizational issues.
3. Recognize the importance of rigorous methodologies and research evidence support for claims in social and organizational psychology.
4. Identify and solve applied issues in an effective manner using social and organizational psychology theory and research.
5. Demonstrate personal responsibility and accountability to the group.
6. Demonstrate and communicate awareness of each member's contributions to the team.
7. Demonstrate understanding and sensitivity to the complex interpersonal processes that result in team performance and group work.
8. Demonstrate a mature sense of openness, empathy, and show evidence of knowledge of diverse perspectives, including cultural ones.
9. Communicate ideas effectively in writing.
10. Communicate ideas effectively orally.

Lecture Content:

Power and Status	Gender issues and sexual harassment
Group processes and group performance	Antisocial behaviour in organizations
Conflict	Social identity, stress, and work-life conflict
Diversity in organizations	Organizational justice

The readings from the textbook will be supplemented with other material. These will be posted on the course website. Only skeleton slides will be posted on Courselink. Their purpose is simply to provide you with a sense of structure for the class.

In this course, students will engage in active learning. Rather than passively acquiring course content, you will engage in critical thinking, integrative thinking, and problem solving. In addition, working in a group on the assignments will give you first-hand experience with several of the topics that we will cover in the course.

Class schedule:

Class	Date	Topic	FYI	Associated Reading
1	Sept 6	Course overview		
2	Sep 11	Lecture 1: Power		Ch 2
3	Sept 13	Inverted classroom day #1	Info sheet due	TBA
4	Sept 18	Lecture 2: Group processes		TBA
5	Sept 20	Lecture 3: Conflict		Ch 8
6	Sept 25	Group contracts	Contract due 5pm	
7	Sept 27	Present GWA #1		TBA
8	Oct 2	Group Work Time		
no	Oct 3		Assn #1	due 5pm
9	Oct 4	Inverted classroom day #2		TBA
10	Oct 11	Lecture 4: Diversity in organizations		Ch 11
11	Oct 16	Catch up class, GWA review, midterm prep		
12	Oct 18	Midterm		
13	Oct 23	Present GWA #2		TBA

Class	Date	Topic	FYI	Associated Reading
14	Oct 25	Group Work Time		
15	Oct 30	Lecture 5: Antisocial behaviour		Ch12
no	Oct 31		Assn #2	due 5pm
16	Nov 1	GWA review, continue lecture		
17	Nov 6	Inverted classroom day #3		TBA
18	Nov 8	Lecture 6: Stress		TBA
19	Nov 13	Lecture 7: Social identity and stress		Ch 14
20	Nov 15	Inverted classroom day #4		TBA
21	Nov 20	Lecture 8: justice		TBA
22	Nov 22	Present GWA #3		TBA
23	Nov 27	Group Work Time		
no	Nov 28		Assn #3	due 5pm
24	Nov 29	GWA review, Lecture catch up, exam prep, Tips for next cohort	Peer evals	due 5 pm
	Dec 13	Final exam 8:30-10:30 am, room TBA		

Course Assignments and Tests:

Assignment or Test	Due Date	Worth (%)	Learning Outcomes Assessed
Personal Information Sheet	Sept 13 end of class	2%*	5, 9
Midterm Exam	Oct 18	23%	1, 2, 3, 4, 7, 8, 9
Final Exam	Dec 13 8:30-10:30am	27%	1, 2, 3, 4, 7, 8, 9
Group Contract	Sept 25 5pm dropbox	5%	1, 4, 5, 6, 7, 8, 9, 10
Group Work Assn #1	Oct 3 5pm CL dropbox	10%	all
Group Work Assn #2	Oct 31 5pm CL dropbox	10%	all
Group Work Assn #3	Nov 28 5pm CL dropbox	10%	all
Contribution to Inverted Classroom Discussions	Sept 13, Oct 4, Nov 6, Nov 15	10%	1, 2, 3, 4, 5, 8, 10

Assignment or Test	Due Date	Worth (%)	Learning Outcomes Assessed
GWA Evaluation of Peers	Nov 29 5pm	0%	all
Tips for the next cohort	Nov 29 end of class	3%*	1,4, 5, 7, 8, 9

*pass/fail based on on-time submission

Additional Notes:

Personal Information Sheet: Due Sept 13 by end of class (2%). I use this information to form groups that have the potential to be successful. So please be accurate and forthcoming. Because I need this information in a timely fashion, late sheets receive 0%.

Midterm Exam: The exam will consist of approximately 3-5 short answer questions and approximately 6-10 fill-in-the blank questions. Questions may be drawn from all the course material covered (e.g., readings, lectures, Group Work Assignments) up to and including the material covered during the previous class. The exam will include questions based on material from the textbook and readings but not covered in class, and on material covered in class but not covered in the textbook and readings. **Please MAKE SURE YOU HAVE your student ID card, and pen with you at the exam.**

Final Exam: The exam will consist of approximately 4-5 short answer questions and approximately 10 fill-in-the blank questions. Questions may be drawn from all the course material covered (e.g., readings, lectures, discussions, Group Work Assignments) since the midterm up to and including the material covered during the last class. The exam will include questions based on material from the textbook and readings but not covered in class, and on material covered in class but not covered in the textbook and readings. **Please MAKE SURE YOU HAVE your student ID card, and pen with you at the exam.**

Group Work Contract: Your group will complete a contract clearly outlining how you will work together effectively. This is worth 5% of your grade (due Sept 25 5pm dropbox).

Group Work Assignments (GWAs): In this course there are three GWAs. A copy of the assignment will be posted on Courselink and I will present the assignment in class, which is based on an empirical paper. Each GWA will consist of 3-4 questions on the research. You will meet with your group inside and outside class time to complete the assignment (**max 150 words/question**). Each group will submit one copy of their GWA to Courselink by the deadline noted in the above table. Each assignment is worth 10% of your team's grade. **Please MAKE**

SURE YOU include a cover page with: the GWA #, your group #, the name and student IDs of each person in the group.

GWA Evaluation of Peers: You will evaluate your and your team members' contribution to the three GWA and to effective team processes. Due Nov 29 5pm to TA.

CRITICAL INFORMATION: The grade that a student receives for the three GWA is determined by weighing the teams's GWA grade by the evaluation they received from their peers (i.e., how your group members evaluate your contribution to the GWAs). Thus, both group performance and individual performance will be taken into account.

In other words:

$$\text{Personal Grade} = \text{Team's grade} \times \text{Peer evaluation}$$

More information will be posted on the course website.

Inverted Classroom Discussions:

Throughout term, we will have four inverted classroom days devoted to discussion of a reading. Approximately 1 week before class, I will post a reading and 3-4 discussion questions. Before class, you must complete the reading, and draft an answer for each discussion question. When you come to class, sit near the people you want to group with (could be you GWA team or anyone else). Groups should consist of 3-4 people. We will divide class time so that each group can discuss their answer to Q1, and then we discuss as a class, and so on for each question.

Contribution to Inverted Classroom Discussions:

At the end of class, everyone will evaluate their fellow group members' based on their: level of preparation for class, thoughtful contribution to discussion, and respectful communication with others. The average of the evaluations you receive for the four inverted classroom days is worth 10% of your grade.

Tips for Next Cohort:

During the last class, you will write some tips for the next cohort in this class. This activity will give you a chance to reflect on what you have learnt about social and organizational processes from having experienced them with your GWA. Plus, the next group of students can benefit from the wisdom of your successes and struggles! Worth 3% of your grade for submitting during last class. Zero for late submissions.

Final examination date and time:
Dec 13 8:30-10:30 am, room TBA

Final exam weighting: 27%

Course Resources

Required Texts:

Social Psychology and Organizations. (2011). Edited by David De Cremer, Rolf van Dick and J. Keith Murnighan. Routledge. Chapters 2, 8, 11, 12, 14.

Recommended Texts:

None

Lab Manual:

Not applicable.

Other Resources:

Please visit regularly the course website at <http://courselink.uoguelph.ca> to obtain important information and materials for this course, including instructions for assignments, readings, skeleton lecture slides.

Field Trips:

Not applicable.

Additional Costs:

Not applicable.

Course Policies

Grading Policies

All graded assignments will be docked 7% per day (starting after 5:00 pm) if they are late. Pass/fail assignments will receive 0% if they are late. Grades will be docked by 5% for exceeding word limits (5% for up to a half page, 10% for more than a half page).

Please also note that work submitted for grades may be **screened electronically for academic misconduct**, including breaches of academic integrity and plagiarism.

Please note that there will be no supplemental evaluation/examination for this course.

Course Policy on Group Work:

See above.

Policy on missed classes and exams

All of the information related to the logistical and administrative components of this course will be communicated during class time. If you miss a class, it is your responsibility to make contact with a fellow student and catch up on what you missed, regardless of whether the absence was justified or not.

If you miss an evaluation (e.g., exam, due date for an assignment) you may wish to seek academic consideration for your absence (e.g., if you believe your absence qualifies for medical or compassionate reasons). Please contact the course instructor as soon as possible if you miss an exam or a due date or if you have an ongoing personal or health issue that will affect your ability to meet any due date or deadline.

Any documentation provided (e.g., doctor's notes) may be verified by different means, including calling the doctor's office for confirmation. See the undergraduate calendar for detailed information on regulations and procedures for Academic Consideration.

Policy regarding use of electronic devices and recording of lectures:

Electronic recording of classes is expressly forbidden without consent of the instructor. When recordings are permitted they are solely for the use of the authorized student and may not be reproduced, or transmitted to others, without the express written consent of the instructor.

Policy regarding materials provided by instructor and his designates

The material shared by the course instructor or by her designate (e.g., TA) as part of this course, including copies of the lecture slides, are solely for the personal use of the authorized student and may NOT be reproduced, or transmitted to others, whether it is in their original format or a modified version, without the express written consent of the course instructor.

Policy on emails

Only questions that can be answered simply, for example by yes or no or with a short sentence, will be answered by email. For longer answers you will most likely receive an email asking you to come and see me.

Emails will usually be answered within 24 to 48 hours during weekdays. It is possible that some emails that are not from a university address (e.g., @hotmail.com) may be treated as spam. So do not hesitate to come and see one of us if your email was not answered. The university expects you to check your U of Guelph email account regularly and us to use it to communicate with you.

Policy regarding exam copies

Copies of the exam are loaned to registered students for the duration of the examination only. They remain the property of the course instructor at all times. All copies must be returned to the instructor or her designate at the end of the examination time. They cannot be removed from the examination room under any circumstances. All material contained in the exams is copyrighted, and may not be reproduced, or transmitted to others, without the express written consent of the instructor.

University Policies

Academic Consideration

When you find yourself unable to meet an in-course requirement because of illness or compassionate reasons, please advise the course instructor in writing, with your name, id#, and e-mail contact. See the academic calendar for information on regulations and procedures for

Academic Consideration:

[Academic Consideration, Appeals and Petitions](#)

Academic Misconduct

The University of Guelph is committed to upholding the highest standards of academic integrity and it is the responsibility of all members of the University community, faculty, staff, and students to be aware of what constitutes academic misconduct and to do as much as possible to prevent academic offences from occurring.

University of Guelph students have the responsibility of abiding by the University's policy on academic misconduct regardless of their location of study; faculty, staff and students have the responsibility of supporting an environment that discourages misconduct. Students need to remain aware that instructors have access to and the right to use electronic and other means of detection. Please note: Whether or not a student intended to commit academic misconduct is not relevant for a finding of guilt. Hurried or careless submission of assignments does not excuse students from responsibility for verifying the academic integrity of their work before submitting it. Students who are in any doubt as to whether an action on their part could be construed as an academic offence should consult with a faculty member or faculty advisor.

The Academic Misconduct Policy is detailed in the Undergraduate Calendar:

[Academic Misconduct Policy](#)

Accessibility

The University of Guelph is committed to creating a barrier-free environment. Providing services for students is a shared responsibility among students, faculty and administrators. This relationship is based on respect of individual rights, the dignity of the individual and the University community's shared commitment to an open and supportive learning environment. Students requiring service or accommodation, whether due to an identified, ongoing disability or a short-term disability should contact Student Accessibility Services as soon as possible.

For more information, contact SAS at 519-824-4120 ext. 56208 or email accessibility@uoguelph.ca or see the website: [Student Accessibility Services Website](#)

Course Evaluation Information

Please refer to the [Course and Instructor Evaluation Website](#) .

Drop date

The last date to drop one-semester courses, without academic penalty, is the fortieth class day (Nov 2). For regulations and procedures for Dropping Courses, see the Academic Calendar:

[Current Undergraduate Calendar](#)