

PSYC*7080, Course Outline: Fall 2019 & Winter 2020

General Information

Course Title:

Consulting in Industrial-Organizational Psychology

Course Description:

The course introduces students to consulting in I/O Psychology through actual consulting projects with local organization. Topics include: marketing consulting services, understanding consulting, client and project management. Specific projects will vary from semester to semester based on work secured with local organizations (e.g. training, surveys, coaching).

Credit Weight: 0.00

Academic Department (or campus): Psychology

Semester Offering: Fall 2019

Class Schedule and Location:

Wed 11:30AM - 02:20PM. Mack 316

Instructor Information

Instructor Name: M. Gloria Gonzalez-Morales

Instructor Email: mggonzal@uoguelph.ca

Office location and office hours:

MackInnon Extension 3002, office hours by appointment only.

Course Content

Specific Learning Outcomes:

- (1) To introduce course participants to the range of theories and methods available with respect to consulting in I/O Psychology;
- (2) To assist participants in integrating science and practice with the dual goals of research and application;
- (3) To provide practical skill development in the areas of consulting, client and project management; and

(4) To develop specific practical skills based on the consulting projects delivered during the semester.

Lecture Content:

Sessions will be based on Problem-based learning without specific a priori lecture content. Specific lecture content will depend on the projects in which students will be involved during the semester.

The class format will focus on the following: lecture, class discussion, class exercises/videos and consulting project work. Students will be expected to read the assigned material prior to each class. Students will be expected to conduct research, design materials and to meet outside of scheduled class time to support the delivery of consulting projects.

Course Assignments and Tests:

A numeric grade is not provided in this course. Students will receive a SATISFACTORY or UNSATISFACTORY grade for their work in the course. This rating will be based on the quality of their consulting project work and their self-reflections.

Students will be required to complete pre and post project self-reflection forms. More detail on this will be provided in the class.

Note: Although graded numeric grade will not be assigned in the course, it is expected that students will contribute fully to all class discussions and exercises.

Assignment or Test	Due Date	Contribution to Final Mark (%)	Learning Outcomes Assessed
Project Management workbook, part 1	1 week before project starts	N/A	1-4
Project Management workbook, part 1 & 2	Biweekly before class meetings	N/A	1-4

Final examination date and time: N/A

Final exam weighting: N/A

Course Resources

Required Texts:

All required readings will be available through email from the instructor.

Field Trips:

Field trips in relation to consulting work will be notified in advance. Students will not incur any costs associated to these field trips.

Course Policies

Grading Policies

All assignments are due on the date and time specified unless prior arrangements have been made with me. When you find yourself unable to meet an in-course requirement because of illness or compassionate reasons, please advise me in writing, with your name, id#, and an e-mail contact. Where possible, this should be done in advance of the missed work or event, but otherwise, just as soon as possible after the due date, and certainly no longer than one week later. All overdue assignments that are received late and without arrangement with me will contribute to an UNSATISFACTORY rating.

Note: if appropriate documentation of your inability to meet that in-course requirement is necessary, I will request it of you. Such documentation will be required for Academic Consideration for missed end-of-term work. Similarly, students who find themselves unable to meet course requirements by the deadlines or criteria expected because of medical, psychological or compassionate circumstances should review the university's regulations for academic consideration at <http://www.uoguelph.ca/GraduateStudies/calendar/genreg/genreg-up.shtml>.

Graduate Grade interpretation

Please note that these policies are binding unless academic consideration is given to an individual student.

Course 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.

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:

[Grounds for Academic Consideration](#)

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 [Graduate Calendar](#):

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 the [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 Nov. 29, 2019. For regulations and procedures for Dropping Courses, see the Academic Calendar:

[Current Graduate Calendar](#)

Additional Course Information

EXPECTATIONS ABOUT EMAIL COMMUNICATION

I prefer that you come to office hours to ask your questions.

I will answer emails during office hours because this is the time allocated for helping you with questions and clarification.

As a general rule, I will do my best to answer emails within 48 hours of reception of the email.

I do not check or answer emails on Saturdays or Sundays. Therefore if I receive an email on Thursday at 8.00 pm, I will try to answer by Monday at 8.00 pm or earlier.

If the answer to your question can be found in any of the documentation or information available in CourseLink I will send you the following automatic email:

“This information is explained in detail in the documentation available in CourseLink. Please, come to my office hours to further clarify orally.”