

PSYC*7080, Course Outline: Winter 2017

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: Winter 2017

Class Schedule and Location:

Wed 11:30AM - 02:20PM. MacDonald Institute (MINS), Room 017

Class starts on January 11 and runs bi-weekly ending on March 29, 2017.

Instructor Information

Instructor Name: Dr. Peter Hausdorf

Instructor Email: phausdor@uoguelph.ca

Office location and office hours: MacKinnon Extension Building Room 3013, Every Wednesday from 9:30am to 11:00am

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, the collaborations with others 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
Self-reflection pre-project engagement	1 week before interaction with client starts	N/A	1-4
Self-reflection post-project engagement	1 week after interaction with client	N/A	1-4

Final examination date and time: N/A

Final exam weighting: N/A

Course Resources

Required Texts:

Hedge, J. W., & Borman, W. C. (2008). *The I/O Consultant: Advice and Insights for Building a Successful Career*. Washington, DC: American Psychological Association.

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

Field Trips:

Students will be notified of field trips in relation to consulting work in advance. Students will not incur any costs associated with 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 [University of Guelph Graduate Calendar](#)

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 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 csd@uoguelph.ca or see the website: [Student Accessibility Services Website](#)

Course Evaluation Information

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

Drop date

Still want to stay? I hope so but if not the last date to drop one-semester courses, without academic penalty, is Friday March 10, 2017. For regulations and procedures for Dropping Courses, see the Academic Calendar: [Current Graduate Calendar Schedule of Dates](#)

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 Friday at 5.00 pm, I will try to answer by Monday at 5.00 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.”