

PSYC*7080, Course Outline: 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 for this semester will include marketing, start-up business logistics, structured interviewing, and small group facilitation.

Credit Weight: 0.00

Academic Department (or campus): Psychology

Semester Offering: Winter 2020

Class Schedule and Location: Wednesday 11:30am-2:30pm in MCKN 238

Instructor Information

Instructor Name: Jessica Sorenson

Instructor Email: jsorenso@uoguelph.ca

Office location and office hours: MCKN 4022, office hours by appointment only

GTA Information

Name: TBD

Email: TBD

Office location: TBD

Office hours: by appointment only.

Name: TBD

Email: TBD

Office location: TBD

Office hours: by appointment only.

Course Content

Specific Learning Outcomes:

By the end of the semester, successful students will be able to:

- 1) Teamwork: work respectfully in interdependent teams to complete a project to the client's satisfaction.
- 2) Leadership: recognize and attempt various leadership behaviours such as delegating, making decisions and motivating team members to complete a project to the client's satisfaction.
- 3) Integrative Communication: understand and communicate, in lay language, a range of I/O Psychology theories and methods.
- 4) Problem Solving: Apply I/O Psychology theory and methods in a manner that integrates the science and practice of I/O Psychology based on the dual goals of research and application.
- 5) Creativity: communicate and apply various skills in the areas of consulting, client and project management, and relevant project skills.

Class Content:

Classes will take place on January 15th, 29th, February 12th, March 4th, 8th, and April 1st, 2020.

Classes will be mostly based on problem-based learning without specific a priori content. Specific class content will depend on the projects in which students will be involved during the semester. Some classes will involve workshops, class discussions, exercises/videos and/or consulting project work.

Students will be expected to read any 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 completion of projects for clients by mutually agreed upon deadlines and to high-quality standards, as detailed in each project's project management workbook.

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 involvement in project work and completion of input into project specific project management workbooks. More detail on project management workbooks and project work will be provided in the first 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, workshops, and exercises.

Assignment	Due Date	Contribution to Final Mark (%)	Learning Outcomes Assessed
Project Management workbook set up	January 29 th 2019	N/A	1-5
Project Management workbook updates	Biweekly before class meetings (4x)	N/A	1-5

Course Resources

Required Text:

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

Recommended Texts:

Hedge, J. W., & Borman, W. C. (2008). *The I/O consultant: Advice and insights for building a successful career*. Washington, D.C.; American Psychological Association. DOI: 10.1037/11755-000

Course Policies

Grading Policies

All project management workbook updates and project deliverables are due on the dates and times specified unless prior arrangements have been made with me and the client if necessary.

[Graduate Grade interpretation](#)

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

Course Policy on Group Work:

Students are expected to complete assigned projects in groups with assigned project leads. It is the responsibility of the project leads to provide others on the project with guidance and as they work towards completing the project. It is the responsibility of everyone in the project group to ensure the project is completed to the client's satisfaction and OMS' standards of quality. Any issues with completing the project in a satisfactory and equitable manner should be brought to the course instructor as soon as possible so that an equitable solution might be facilitated to ensure the project is completed to the client's satisfaction and OMS' standards of quality while ensuring project members are fairly contributing.

Email

As per university regulations, all students are required to check their <uoguelph.ca> e-mail account regularly: e-mail is the official route of communication between the University and its students. Students, the instructor, and the teaching assistants can all expect each other to respond to email within 24-48 hours (excluding weekends and statutory holidays).

When You Cannot Meet a Course Requirement

If you find yourself unable to meet any course requirement(s) because of illness or compassionate reasons, please advise me via email. 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. All overdue assignments that are received late and without arrangement with me will contribute to an UNSATISFACTORY rating.

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. 54335 or email accessibility@uoguelph.ca or the [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 April 03, 2020 . For regulations and procedures for Dropping Courses, see the [Schedule of Dates in the Academic Calendar](#). Instructors must still [provide meaningful and constructive feedback to students prior to the 40th class](#) day. [Current Graduate Calendar](#)

Additional Course Information

As your first sessional instructor for OMS, that I know of, I hope you like the plan I have for the course and enjoy the semester. If you have any issues, concerns, or questions at any time please do not hesitate to reach out!