# PROPOSED COURSE DESCRIPTION

**Rubric & No.**  PSYC 7951  **Title**  Competencies and Perspectives in Industrial and Organizational Psychology

<table>
<thead>
<tr>
<th>Short Title (≤ 19 characters)</th>
<th>I - O C O M P E T E N C I E S</th>
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<table>
<thead>
<tr>
<th>Semester Hours of Credit</th>
<th>3</th>
</tr>
</thead>
<tbody>
<tr>
<td>If combination course type, # hrs. of credit for</td>
<td>Lecture: ___  Lab/Sem/Rec: ___</td>
</tr>
<tr>
<td>Repeat Credit Max. (if repeatable):</td>
<td>12 credit hours  Graduate Credit? X Yes  No</td>
</tr>
<tr>
<td>Credit will not be given for this course and:</td>
<td></td>
</tr>
<tr>
<td><strong>Course Type (Indicate hours in the appropriate course type.)</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Lecture</strong></td>
<td><strong>Lab</strong></td>
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<tr>
<td>___</td>
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<tr>
<th>Maximum enrollment per section: (use integer, e.g. 25 not 20-30)</th>
<th>10</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grading System:</td>
<td>Letter Grade X  Pass/Fail ___  Final Exam: ** X Yes  No</td>
</tr>
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</table>

**(Attach justification if the proposed course will not hold a final exam during examination week.)**

**Course Description:**

*(Concisely state what you wish it to appear in the General Catalog)*

PSYC 7951 Competencies and Perspectives in Industrial and Organizational Psychology (3) Prereq: consent of instructor. May be taken for a max. of 12 hrs. of credit when topics vary.

An introduction to the 26 areas of competence suggested by the Society for Industrial and Organizational Psychology to be developed during graduate training as well as current topics in I/O research and practice. Additionally, this class will prepare students for their comprehensive examination, and prompt the development of new research projects.

**BUDGET IMPACT (IF ANSWER TO ANY QUESTION IS "YES", ATTACH EXPLANATION.**

*If this course is approved, will additional staff be needed?* Yes X No

*Will additional space, equipment, special library materials or other major expense be involved?* Yes X No

**Academic Affairs Approval:** (Date)

**ATTACHMENTS (ATTACH THE FOLLOWING TO YOUR PROPOSAL)***

**JUSTIFICATION:** Justification must explain why this course is needed and how it fits into the curricula. Will the course duplicate other courses?

**SYLLABUS:** Including 14 week outline of the subject matter; titles of text, lab manual, and/or required readings; grading scale and criteria

(For 4000-level, specify graduate student grading criteria if requirements differ for graduate and undergraduate students.)

**APPROVALS**

<table>
<thead>
<tr>
<th>Department Faculty Approval Date</th>
<th>9/6/2016</th>
<th>College Faculty Approval Date</th>
<th>10/12/16</th>
</tr>
</thead>
</table>

*Department Chair Signature* (date)

*Michelle A. Massé* (date)

*Graduate Dean Signature* (date)

*College Contact*  E-mail

*Chair, FS C&C Committee* (date)

*Academic Affairs Approval* (date)
Justification for PSYC 7951

This course is needed for the core coursework in the Industrial and Organizational (I/O) Psychology PhD program. This course will provide an introduction to the 26 areas of competence suggested by the Society for Industrial and Organizational Psychology to be developed during graduate training as well as current topics in I/O research and practice. Additionally, this class will prepare students for their comprehensive examination, and promote the development of new research projects. Due to changes in the I/O area over time, the number of courses available to students in this program had been reduced to a very small number. Outside of general courses that are taken by other students in the Psychology PhD programs, there are only a handful of courses unique to I/O students (e.g., PSYC 7958/7959 Current Problems in I/O Psychology). This course is needed to provide comprehensive training to students in the I/O Psychology PhD program, and to align with the national society’s recommendations.

The course is designed to be repeated at least once (ideally fall and spring) with the 26 areas of competence split between two semesters. Additional repeat enrollments are possible with permission of the instructor, as the current topics and assessment projects will be unique every semester and the readings covering the 26 areas of competence will be rotated. The primary faculty advisor, and the course instructor, will monitor and approve all repeat registrations to assure appropriateness. The course is designated with the prerequisite of consent of instructor as well.

The course contains two final projects that comprise the final exam; an independent research proposal and a group manuscript submission. Grades will be based on these two projects (50%) in addition to participation and class presentations (50%). The breadth of this course will be complemented by the existing seminars mentioned above, PSYC 7958 and PSYC 7959, which will provide deep training in selected competencies.
I/O Psychology PhD Curriculum, 2016-2017 year

Industrial/Organizational Psychology

Satisfactory completion of the qualifying core courses is required to be qualified for advanced doctoral study. Satisfactory completion constitutes passing the required courses with a grade of "B minus" or higher by the end of your 4th year in the program. It is recommended that as many of these classes as possible be taken during the first two years of graduate school. Each course is generally offered once a year. If you have a taken a course that you feel is similar in content to one of these courses, please see the Graduate Coordinator to obtain a Course Waiver Form. You will need to discuss this with your major professor, the instructor of the course, and the area head. Be aware that this waived course will not show up on your transcript. You may waive up to 12 credits total.

The Graduate School requires that any student receiving a Ph.D. demonstrate proficiency in their area of study. The General Examination is the arena for this demonstration. If a minor degree is to be awarded, the student must show proficiency in this area as well. For this reason, the minor requirements must be met at the time of the General Exam and the minor professor must be present at the General Exam.

The I/O General Exam will consist of a research proposal, or a written/typed exam, and an oral defense.

Qualifying Core Courses

Any new student failing more than one core course on the first take will be dismissed from the program.

You have two attempts to complete these qualifying core courses. Failure to do so within your first four years will result in dismissal from the program. If you wait until year four to take the course, you will only get one opportunity to pass the course.

- PSYC 7030 Cognitive Basis of Behavior (3)
- PSYC 7034 Biological Basis of Behavior (3)
- PSYC 7040 Social Basis of Behavior (3)
- PSYC 4008 History of Modern Psychology (3)
- and two of four courses:
  - PSYC 4111 Intermediate Statistics (3)
  - PSYC 7020 Measurement of Behavior (3)
  - PSYC 7111 Advanced Statistics (3)
  - PSYC 7117 Methodology and Research Design (3)

Industrial/Organizational Core Courses

- PSYC 7958 Current Problems in Industrial Psychology (3)
- PSYC 7959 Current Problems in Industrial Psychology (3)
- PSYC 8959 Independent Research: Industrial Psychology (1-6)

We propose to add PSYC 7951 as a required course in the I/O Core Courses listed above.
Competencies and Perspectives in Industrial and Organizational Psychology (PSYC 7951)
Fall 2017
****day *:00 PM -*:00 PM
205 Audubon Hall
Jason L. Harman, Ph.D.
213 Audubon Hall
jharman@lsu.edu
Office Hours: By appointment

Rationale:
This course provides an introduction to the 26 areas of competence suggested by the Society for Industrial and Organizational Psychology to be developed during graduate training as well as current topics in I/O research and practice. Additionally, this class will prepare students for their comprehensive examination, and prompt the development of new research projects.

Course Aims:
In this course, you will gain a general understanding of the core competencies expected to be developed during your graduate career in addition to current topics and trends in I/O Psychology. Additionally you will learn how to develop, write, and submit an academic manuscript as a member of a collaborative team.

Course Outcomes:
1. The student will gain knowledge in the core competencies in I/O Psychology.
2. The student will gain knowledge in current trends and methods in I/O Psychology.
3. The student will demonstrate the ability to advance core concepts and design unique research questions and paradigms.
4. The student will demonstrate the ability to work collaboratively in the generation, development, and submission of academic manuscripts.

Format and Procedures:
Students enrolled in Competencies and Perspectives in Industrial and Organizational Psychology are expected to attend all classes except when excused for a university-approved reason (e.g., illness) or at a prescheduled event related to graduate training such as a conference. Class meetings include a presentation and in depth discussion of that week's required readings. Class meetings may also include discussion of individual and group projects.

Required Readings:
Readings for the core competencies will include at least one book chapter or seminal article on the topic along with 2-4 recent publications covering aspects of the core concept. Readings on IOP days will consist of either a single focal article along with its commentaries (10-20) or the current 2 focal articles open for commentary.
Course Requirements:

1. **Presentations and participation (50%)**: Each class we will discuss several readings for that week. Each student will be responsible for presenting at least one reading and leading a brief discussion before general discussion of the readings as a whole. Presentation grades will be based on preparation, completeness, accuracy, and inclusion of additional sources. As part of participation, each student must bring two discussion questions which will be the basis of their participation grade. Attendance is mandatory and any unexcused absences will result in a loss of 10% on the final grade.

2. **Final Project (25%)**: Each student will write a detailed research proposal integrating at least one of the topics covered with their own research interests. A full proposal includes a literature review, specific hypotheses, methods section, proposed analysis, and discussion.

3. **IOP Perspectives submission (25%)**: Over the course of the semester, the class will propose, develop, and write a commentary to one of the current focal articles in IOP. This commentary will be submitted for publication in IOP (submission dates will be determined by journal deadlines). Author order will be determined by anonymous peer ratings with ties broken by Dr. Harman. Dr. Harman will be the last author on the submitted manuscript.

Out of class expectations: (Up to 9 hours a week) Read assigned reading material prior to class including preparation of presentations and questions from the reading. This course will require you to spend time on your own doing more detailed research of topics related to your proposal and the class manuscript. I expect the class to arrange meetings outside of class (both virtual and in person) to develop and write the collaborative manuscript.

Course Outline: Fall [spring]

<table>
<thead>
<tr>
<th>Week 1:</th>
<th>Course Introduction</th>
<th>discussion: Ethical, Legal, Diversity, and International issues in I/O (Competency 1)</th>
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<tbody>
<tr>
<td>Week 2:</td>
<td>Competency 7 [8]</td>
<td></td>
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<tr>
<td>Week 3:</td>
<td>Competency 9 [10]</td>
<td></td>
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<tr>
<td>Week 4:</td>
<td>IOP: Perspectives (archive)</td>
<td></td>
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<tr>
<td>Week 5:</td>
<td>Competency 11 [12]</td>
<td></td>
</tr>
<tr>
<td>Week 6:</td>
<td>IOP: Perspectives (current focal articles)</td>
<td></td>
</tr>
<tr>
<td>Week 7:</td>
<td>Competency 13 [14]</td>
<td><strong>Due: IOP Proposals</strong></td>
</tr>
<tr>
<td>Week 8:</td>
<td>Competency 15 [16]</td>
<td></td>
</tr>
<tr>
<td>Week 9:</td>
<td>Competency 25 [26]</td>
<td>{competencies to be skipped if holidays dictate}</td>
</tr>
<tr>
<td>Week 10:</td>
<td>IOP: Perspectives (archive)</td>
<td></td>
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<tr>
<td>Week 11:</td>
<td>Competency 17 [18]</td>
<td></td>
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<tr>
<td>Week 12:</td>
<td>Competency 19 [20]</td>
<td></td>
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<td>Week 13:</td>
<td>Competency 21 [22]</td>
<td></td>
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<tr>
<td>Week 14:</td>
<td>Competency 23 [24]</td>
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</tbody>
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Week 15
Final Exam Week
*Due: Individual Research Proposal*
*Due: Final draft of IOP submission*

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<thead>
<tr>
<th>Grading Scale</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>A+</td>
<td>100% - 96.50%</td>
</tr>
<tr>
<td>A</td>
<td>96.49% - 92.50%</td>
</tr>
<tr>
<td>A-</td>
<td>92.49% - 89.50%</td>
</tr>
<tr>
<td>B+</td>
<td>89.49% - 86.50%</td>
</tr>
<tr>
<td>B</td>
<td>86.49% - 82.50%</td>
</tr>
<tr>
<td>B-</td>
<td>82.49% - 79.50%</td>
</tr>
<tr>
<td>C+</td>
<td>79.49% - 76.50%</td>
</tr>
<tr>
<td>C</td>
<td>76.49% - 72.50%</td>
</tr>
<tr>
<td>C-</td>
<td>72.49% - 69.50%</td>
</tr>
<tr>
<td>D+</td>
<td>69.49% - 66.50%</td>
</tr>
<tr>
<td>D</td>
<td>66.49% - 62.50%</td>
</tr>
<tr>
<td>D-</td>
<td>62.49% - 59.50%</td>
</tr>
<tr>
<td>F</td>
<td>0% - 59.49%</td>
</tr>
</tbody>
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**Academic Integrity**

All students are responsible for observing the highest standards of academic and personal integrity. You are bound by the LSU code of Student Conduct, which can be accessed at http://appl003.lsu.edu/slals/dos.nsf/$Content/Code+of+Conduct?OpenDocument. The penalties for academic dishonesty are severe and ignorance is NOT an acceptable excuse. I will refer all suspected cases of alleged academic dishonesty to the Office of the Dean of Students. Academic dishonesty includes any act that violates the academic integrity of the university. These acts include, but are not limited to,

- Cheating on an examination
- Stealing examination questions
- Plagiarizing (using as one's own the ideas or writings of another; for more information see http://www.lsu.edu/judicialaffairs/Plagiarism.htm.)
- Collaborating during a test or assignment without prior approval of the instructor

A more extensive set of examples is provided in Section 5.1 of the code.

**Accommodations for students with disabilities**

Please let me know during the first week of class (if possible) if you have any special needs for the class or for testing. You must be registered with the Office of Disability Services and receive an accommodation letter from them. This information will be held in strict confidence. If you need more information please contact the Office of Disability Services, 112 Johnston Hall, (225) 578-5919, TTD (225) 578-2600, or by email at disability@lsu.edu.

**Diversity Statement**

LSU strives to create an inclusive, respectful, intellectually challenging climate that embraces individual difference in race, ethnicity, national origin, gender, sexual orientation, gender identity/expression, age,
spirituality, socio-economic status, disability, family status, experiences, opinions, and ideas. For more information, please see: http://ulswwmsweb.prod.lsu.edu/edco/edco/DiversityStatement/item25970.html
5. Research Methods
6. Statistical Methods/Data Analysis

CORE CONTENT
7. Attitude Theory, Measurement, and Change
8. Career Development
9. Criterion Theory and Development
10. Groups and Teams
11. Human Performance
12. Individual Assessment
13. Individual Differences
14. Job Evaluation and Compensation
15. Job/Task/Work Analysis, Competency Modeling, and Classification
16. Judgment and Decision-Making
17. Leadership and Management
18. Occupational Health and Safety
19. Organization Development
20. Organization Theory
21. Performance Appraisal/Management
22. Personnel Recruitment, Selection, and Placement
23. Training: Theory, Delivery, Program Design, and Evaluation
24. Work Motivation

RELATED AREAS OF COMPETENCE
25. Consumer Behavior
26. Human Factors