PSYCHOLOGY-ORGANIZATIONAL-GRAD (PSOG)

PSOG-505 Intro to Psychology and Behavior in Org In Organizations 3 Credits
(This course with the attending unit count applies only to students in the 2023-2024 Academic Catalog.) Prepares students to use theoretical frameworks and apply research evidence to solve practical organizational issues. Students will be exposed to what is required in business, research and consulting skills plus professional, legal and diversity related issues needed to work as an I/O practitioner upon graduation. The core purpose is to build the foundational skill of using research to solve personnel related problems.
Terms Typically Offered: Fall and Spring.

PSOG-507 Intro to Psychology and Behavior in Org In Organizations 3 Credits
Prepares students to use theoretical frameworks and apply research evidence to solve practical organizational issues. Students will be exposed to what is required in business, research and consulting skills plus professional, legal and diversity related issues needed to work as an I/O practitioner upon graduation. The core purpose is to build the foundational skill of using research to solve personnel related problems.
Terms Typically Offered: Fall and Spring.

PSOG-516 Organizational Research & Analytics 4 Credits
(This course with the attending unit count applies only to students in the 2023-2024 Academic Catalog.) Prepares students to interact and apply data related to a variety of interventions involving talent strategies. Students will learn how to work with datasets, run basic statistical analyses, understand and interpret the results and present the findings to business leaders. The core purpose is to equip students with the necessary statistical knowledge and ability to explain the results to relevant stakeholders.
Co-Requisite: PSOG-516L
Terms Typically Offered: Fall and Spring.

PSOG-516L Organizational Research & Analytics Lab 1 Credit
(This course with the attending unit count applies only to students in the 2023-2024 Academic Catalog.) Prepares students to present data to stakeholders in a way in which they can understand what the data means and how it applies to their situation. Students will learn how to visualize data, present the results effectively and gain support from stakeholders they are sharing the information with. The core purpose is to equip students with the necessary skills to translate and present data to business leaders so that they can make actionable decisions.
Terms Typically Offered: Fall and Spring.

PSOG-517 Organizational Research & Analytics 3 Credits
Prepares students to interact and apply data related to a variety of interventions involving talent strategies. Students will learn how to work with datasets, run basic statistical analyses, understand and interpret the results and present the findings to business leaders. The core purpose is to equip students with the necessary statistical knowledge and ability to explain the results to relevant stakeholders.
Co-Requisite: PSOG-516L
Terms Typically Offered: Fall and Spring.

PSOG-517L Organizational Research & Analytics Lab 2 Credits
Prepares students to present data to stakeholders in a way in which they can understand what the data means and how it applies to their situation. Students will learn how to visualize data, present the results effectively and gain support from stakeholders they are sharing the information with. The core purpose is to equip students with the necessary skills to translate and present data to business leaders so that they can make actionable decisions.
Terms Typically Offered: Fall and Spring.

PSOG-520 Organizational Psychology Mentoring 2 Credits
In the student's first semester in the program, this class allows students to get exposure to the different consulting domains within org psych. Students will be paired in groups of five and will get four weeks of exposure to four different consultants in the areas of: talent acquisition, talent management, learning and development, and organizational development. In each four-week segment, mentors will expose students to the domain, present information about it, display work in the area, and discuss what it's like to land and hold a job in that area. This class will be synchronous remote, and the time will be scheduled to meet everyone's needs. This class prepares students for the individual mentoring course in which they pick two mentors and get individual time with each consulting mentor to discuss what consulting is like and what's it like to do consulting in that field, getting them closer to figuring out what lane of consulting they want to pursue (i.e. talent acquisition, talent management, learning and development, or org development).
Terms Typically Offered: Fall and Spring.

PSOG-521 Organizational Psychology Mentoring 3 Credits
In the student's first semester in the program, this class allows students to get exposure to the different consulting domains within org psych. Students will be paired in groups of five and will get four weeks of exposure to four different consultants in the areas of: talent acquisition, talent management, learning and development, and organizational development. In each four-week segment, mentors will expose students to the domain, present information about it, display work in the area, and discuss what it's like to land and hold a job in that area. This class will be synchronous remote, and the time will be scheduled to meet everyone's needs. This class prepares students for the individual mentoring course in which they pick two mentors and get individual time with each consulting mentor to discuss what consulting is like and what's it like to do consulting in that field, getting them closer to figuring out what lane of consulting they want to pursue (i.e. talent acquisition, talent management, learning and development, or org development)
Terms Typically Offered: Fall and Spring.

PSOG-530 Talent Assessments 4 Credits
(This course with the attending unit count applies only to students in the 2023-2024 Academic Catalog.) Prepares students to use assessments to collect data for talent related projects. Students will learn how to work with assessment vendors, administer assessments, score assessments and communicate the results to stakeholders. The core purpose is to equip students with the necessary skills to work with assessments to improve talent related decisions in selection, management and development.
Co-Requisite: PSOG-530L
Terms Typically Offered: Fall and Spring.

PSOG-530L Talent Assessments Lab 1 Credit
(This course with the attending unit count applies only to students in the 2023-2024 Academic Catalog.) Prepares students to understand how to work with assessments and gain experience administer, scoring and explaining results. Students will learn how to work with clients to explain what scores mean and how to integrate the results into actionable insights. The core purpose is to prepare students to work with assessments in order to collect valid and useful data to make actionable insights with.
Co-Requisite: PSOG-530
Terms Typically Offered: Fall and Spring.

PSOG-531 Talent Assessments 3 Credits
Prepares students to use assessments to collect data for talent related projects. Students will learn how to work with assessment vendors, administer assessments, score assessments and communicate the results to stakeholders. The core purpose is to equip students with the necessary skills to work with assessments to improve talent related decisions in selection, management and development.
Co-Requisite: PSOG-530L
Terms Typically Offered: Fall and Spring.

PSOG-531L Talent Assessments Lab 2 Credits
Prepares students to understand how to work with assessments and gain experience administer, scoring and explaining results. Students will learn how to work with clients to explain what scores mean and how to integrate the results into actionable insights. The core purpose is to prepare students to work with assessments in order to collect valid and useful data to make actionable insights with.
Co-Requisite: PSOG-530
Terms Typically Offered: Fall and Spring.

PSOG-535 Statistics for Organizational Decision- Making 3 Credits
(This course is in teach-out during the 23-24 academic year.) Focuses on the interpretation of descriptive and inferential statistics, reliability and validity of instruments, theoretical and methodological foundations of criterion development, and core considerations in development and interpretation of organizational surveys and in selecting research vendors and products.
Terms Typically Offered: Spring and Summer.

PSOG-600 Future Vocational Support 0 Credits
This is an Optional (0) unit course that is overseen by the program director. The goal of this class is to help land student vocational opportunities in Strategic HR consulting. This could be finding a student a recruiter, helping them prepare to get a promotion, or find a job or internship in strategic HR. The director will help students interview prep, update their linkedIN and get ready for interviews. There will be a cap of 10 students per cohort that can enroll in this course. This course is mainly for students who aren't working or are transitioning fields and need help securing a future internship or job.
Terms Typically Offered: Fall and Spring.

PSOG-620 Talent Acquisition 4 Credits
(This course with the attending unit count applies only to students in the 2023-2024 Academic Catalog.) Applies theory and practice around selecting individuals in organizations. This course focuses on learning both the research evidence and practical competencies required to select talent in organizations. Students will learn competency modeling, selection of competencies to measure competencies and issues related with predictive validity. Students will gain practical skill and theoretical knowledge to apply major principles related to hiring in organizations.
Terms Typically Offered: Fall and Summer.

PSOG-620L Talent Management Practicum 1 Credit
(This course with the attending unit count applies only to students in the 2023-2024 Academic Catalog.) Prepares students with hands-on experience working within organizations supporting various aspects of PMP, such as data analysis or building rater training. Students will learn how to implement a PMP related project within an organization. The core purpose is to give students the experience working on a PMP related project for a partner organization.
Terms Typically Offered: Spring and Summer.

PSOG-621 Talent Management 3 Credits
Applies theory and practice around selecting individuals in organizations. This course focuses on learning both the research evidence and practical competencies required to select talent in organizations. Students will learn competency modeling, selection of competencies to measure competencies and issues related with predictive validity. Students will gain practical skill and theoretical knowledge to apply major principles related to hiring in organizations.
Terms Typically Offered: Fall and Summer.

PSOG-621L Talent Management Practicum 2 Credits
Prepares students with hands-on experience working within organizations supporting various aspects of PMP, such as data analysis or building rater training. Students will learn how to implement a PMP related project within an organization. The core purpose is to give students the experience working on a PMP related project for a partner organization.
Terms Typically Offered: Spring and Summer.

PSOG-630 Talent Development 4 Credits
(This course with the attending unit count applies only to students in the 2023-2024 Academic Catalog.) Prepares students to identify short-term and long-term talent needs in an organization at the individual and organizational level. Students will learn how to identify critical roles, create experience profiles for critical roles, implement organization succession planning, create career development frameworks and tools, create process for individual development planning, and build resources for managers and employees to support career development at the individual level. The core purpose is to equip students with the talent development acumen to succeed on day one in a similar role.
Terms Typically Offered: Fall and Summer.

PSOG-630L Talent Development Practicum 1 Credit
(This course with the attending unit count applies only to students in the 2023-2024 Academic Catalog.) Prepares students to work within an established performance management program and offer improvements. Students will learn how to map org structure, audit and compare internal and external PMP benchmarks, revamp PMP process, re-evaluate succession plan process and develop a training program to relaunch PMP program. The core purpose is to give students experience working with an organization to revamp their PMP process and specifically focus on succession planning.
Terms Typically Offered: Fall and Summer.

PSOG-631 Talent Development 3 Credits
Prepares students to identify short-term and long-term talent needs in an organization at the individual and organizational level. Students will learn how to identify critical roles, create experience profiles for critical roles, implement organization succession planning, create career development frameworks and tools, create process for individual development planning, and build resources for managers and employees to support career development at the individual level. The core purpose is to equip students with the talent development acumen to succeed on day one in a similar role.
Terms Typically Offered: Fall and Summer.

PSOG-631L Talent Development Practicum 2 Credits
Prepares students to work within an established performance management program and offer improvements. Students will learn how to map org structure, audit and compare internal and external PMP benchmarks, revamp PMP process, re-evaluate succession plan process and develop a training program to relaunch PMP program. The core purpose is to give students experience working with an organization to revamp their PMP process and specifically focus on succession planning.
Terms Typically Offered: Fall and Summer.

PSOG-635 Diversity and the Organization 1.5 Credits
(This course is currently in teach-out.) Addresses the processes involved in creating and maintaining a knowledgeable environment that equips all organizational participants to attain their full potential in pursuit of the enterprise's objectives. It is an approach that recognizes that organizations are made up of unique and valuable individuals that carry out particular functions. As members of organizations, each contributes diversity to the success of the organizational diversity. (This course is in teach-out during the 23-24 academic year.)
Terms Typically Offered: Spring and Summer.

PSOG-640 Leadership Development 4 Credits
(This course with the attending unit count applies only to students in the 2023-2024 Academic Catalog.) Prepares students in scientific research and applied practices in Leadership Development, including executive assessment, coaching, and training. Students will learn how to develop 360 assessment programs, interpret 360 assessment reports, provide leadership assessment debrief, support coaching programs, design and implement leadership programs. The core purpose is to equip students with the leadership development acumen to succeed on day one in a similar role.
Terms Typically Offered: Fall and Summer.

PSOG-640L Leadership Development Practicum 1 Credit
(This course with the attending unit count applies only to students in the 2023-2024 Academic Catalog.) Prepares students with hands-on experience working with an organization to help them create a leadership development program. Students will learn how to develop a core leadership competency model, roll out assessments to assess current leadership capability, design trainings to increase leadership capability and work at both the group and individual level to coach and grow leadership potential. The core purpose is to give students experience working with an organization to implement their leadership development process.
Terms Typically Offered: Fall and Spring.

PSOG-641 Leadership Development 3 Credits
Prepares students in scientific research and applied practices in Leadership Development, including executive assessment, coaching, and training. Students will learn how to develop 360 assessment programs, interpret 360 assessment reports, provide leadership assessment debrief, support coaching programs, design and implement leadership programs. The core purpose is to equip students with the leadership development acumen to succeed on day one in a similar role.
Terms Typically Offered: Fall and Summer.

PSOG-641L Leadership Development Practicum 2 Credits
Prepares students with hands-on experience working with an organization to help them create a leadership development program. Students will learn how to develop a core leadership competency model, roll out assessments to assess current leadership capability, design trainings to increase leadership capability and work at both the group and individual level to coach and grow leadership potential. The core purpose is to give students experience working with an organization to implement their leadership development process.
Terms Typically Offered: Fall and Spring.

PSOG-650 Exit Option: Master's Thesis 3 Credits
(This course is in teach-out.) Allows students to demonstrate empirical competencies, as well as build a unique professional niche within Organizational Psychology. Suggested topics/areas of focus include Performance Evaluation, Motivation, Training and Development in Organizations, Intercultural Relations, Stress & Health, or other relevant topics reflective of Society for Industrial/Organizational Psychology (SIOP) competencies. Master's thesis will add generalizable knowledge to the field. (This course is in teach-out during the 23-24 academic year.)
Terms Typically Offered: Fall and Summer.

PSOG-651 Field Consulting Practicum 3 Credits
Allows students to gain practical experience consulting in a strategic HR field. Students get too choice a consulting mentor, who is in either of these fields: talent acquisition, talent management, learning and development or organizational development. Under supervision of a field consultant, students will review relevant case studies that are industry specific and will work with their consulting guide to solve the problem presented in the case study. Students on average will go through 3-5 different case studies. Students will be placed with a range of 3-5 other students but will work on the project alone, and discuss the results with both the group and field consultant. This experience will help prepare students for success on their applied project plus land internship experiences related to these projects.
Terms Typically Offered: Fall and Summer.

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PSOG-652 Applied Industry Project 3 Credits
Prepares students with hands-on experience working within organizations supporting various aspects of PMP, such as data analysis or building rater training. Students will learn how to implement a PMP related project within an organization. The core purpose is to give students the experience working on a PMP related project for a partner organization.
Terms Typically Offered: Fall and Spring.

PSOG-655 Organizational Systems, Development and Change 3 Credits
(This course with the attending unit count applies only to students in the 2023-2024 Academic Catalog.) Prepares students on the technical skills, process and practices taught in previous courses. This course teaches students to apply strategic thinking to analyze the current needs of the business (business strategy, performance, future growth plans, headwinds, current talent, and capabilities) to create an integrated talent strategy, inclusive of leadership, culture, talent, and capabilities. The core purpose is to give students the context of how to integrate the talent functions learned into a well-organized human resource strategy.
Terms Typically Offered: Fall and Summer.

PSOG-656 Organizational Consulting 2 Credits
Prepares students to work effectively within organizations knowing who they are as an individual and leveraging the requisite people skills to implement talent related interventions. Students will learn how to apply the art and science of getting to know an organization, getting to know your client, gaining influence, and navigating politics to introduce sustainable organization change. The core purpose is to equip students with the consultative skills to be effective in implementing talent related interventions.
Terms Typically Offered: Fall and Spring.

PSOG-657 Talent Strategy 2 Credits
Prepares students on the technical skills, process and practices taught in previous courses. This course teaches students to apply strategic thinking to analyze the current needs of the business (business strategy, performance, future growth plans, headwinds, current talent, and capabilities) to create an integrated talent strategy, inclusive of leadership, culture, talent, and capabilities. The core purpose is to give students the context of how to integrate the talent functions learned into a well-organized human resource strategy.
Terms Typically Offered: Fall and Spring.

PSOG-658 Organizational Systems, Development and Change 2 Credits
Prepares students on the technical skills, process and practices taught in previous courses. This course teaches students to apply strategic thinking to analyze the current needs of the business (business strategy, performance, future growth plans, headwinds, current talent, and capabilities) to create an integrated talent strategy, inclusive of leadership, culture, talent, and capabilities. The core purpose is to give students the context of how to integrate the talent functions learned into a well-organized human resource strategy.
Terms Typically Offered: Fall and Summer.

PSOG-680 Independent Study: 1-4 Credits
Course will allow students to develop knowledge and application skills tailored to their specific interests, career goals, and learning needs. Course emphases must align with one or more SIOP competencies (professional skills, research methods, human performance, individual assessment, etc.) Maximum number of units recommended per semester is 2. Maximum number of units allowed per year is 4. Maximum number that can count toward degree is 8. MSOP students in good standing can enroll in Independent Study only with permission of professor of record and program director.
Terms Typically Offered: Spring and Summer.

PSOG-710 Applying Science in Organizations 1.5 Credits
(This course is in teach-out during the 23-24 academic year.) This course serves as a capstone for the Master of Arts in Organizational Psychology track and prepares students for organizaitonal practice by synthesizing knowledge from all previous courses and includes an integration project that serves as a comprehensive examination.

PSOG-715 Advanced Research Methods/Project Devel 1.5 Credits
(This course is in teach-out during the 23-24 academic year.) This course prepares students in the Master of Science in Industrial and Organizational Psychology program to conduct independent research.

PSOG-720 Professional Development Workshops 0-1 Credits
(This course is only offered for credit for students in teach-out during the 23-24 academic year.) Six 8-hour workshops are held (3 per year) that present current trends in the field while providing students hands-on support for their own professional development.
Terms Typically Offered: Fall, Spring, and Summer.

PSOG-730 Creating Healthy Organizations Conf. 2 Credits
Presents students with current industry trends in the field while providing hands-on support for their own professional development. Students will gain exposure to various roles within I/O spaces, current trends within the industry, and skill sets needed to advance their own careers. The core purpose is to give students the exposure and experience of I/O roles within industry.
Terms Typically Offered: Summer.

PSOG-799 Continued Reg: Master's Study 1 Credit
Required for each semester subsequent to registration of PSOG 650 or PSOG 652 until completed. Must be enolled in semester of completion. PSOG 799 credits do not count toward MSOP degree requirements.
Prerequisite: PSOG-650; PSOG-652
Terms Typically Offered: Fall and Spring.

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