GRADUATE PROGRAM IN ORGANIZATIONAL PSYCHOLOGY

Benjamin Wood, PhD, Director/Chair

Mission: The Graduate Program in Organizational Psychology equips students to excel in a range of talent-related roles within mid to large-sized organizations, spanning from the associate-level to advanced positions.

Lead in transforming businesses and organizational cultures.

The Graduate Program in Organizational Psychology offers the following graduate degree:

Master of Science in Organizational Psychology and People Operations (MSOP.MS): prepares students to create healthy and productive environments where both employees and companies succeed. Combining applied organizational psychology and people operations courses, students will build industry experience, practical competencies, and a professional network that will equip you to foster innovation and inform decision-making throughout industry. Graduates are prepared for positions in Human Resources, Organizational Development, Training & Development, Organizational Consulting and other management and leadership positions.

Audit Certificate of Completion in a specific program course: Gain professional development in 8-weeks by auditing an Organizational Psychology and People Operations course. Varying from 2-4 credit hours, our courses provide you with foundational experience and hands-on application of current strategic HR and business consulting competencies. Enroll in up to three course audits.

Admissions Criteria

An earned baccalaureate degree from an accredited college or university is required. Any major is acceptable, though undergraduate degrees in psychology, business, or communications are preferred.

Additional criterion is assessed in an admission interview, scheduled once application documents have been submitted. Students who are admitted to the program generally exhibit the following characteristics:

- Desire and motivation to work within the I/O Psychology Talent space
- Knowledge of Excel function and PowerPoint slide deck basics
- Ability to translate research evidence into applied settings
- Communication and presentation skills fitting professional contexts
- Achievement orientation
- Openness to experience
- Alignment with VU values

Admissions Requirements

Individuals interested in pursuing graduate studies in Organization Psychology at Vanguard University should submit the following:

Application for Admission: http://www.vanguard.edu/admissions/graduate/how-to-apply (http://www.vanguard.edu/admissions/graduate/how-to-apply/) or request additional information:

Graduate and Nursing Admissions Office:

- Phone: (714) 966-5499 main or (877) 669-8872 toll free
- Email: gradadmissions@vanguard.edu
- For deadlines and to apply: http://www.vanguard.edu/admissions/graduate/how-to-apply (http://www.vanguard.edu/admissions/graduate/how-to-apply/)

Application Fee. A non-refundable application fee of $45.00 is required and can be paid here (https://secure.touchnet.net/C23195_ustores/web/store_main.jsp?STOREID=11&SINGLESTORE=true).

Professional Resume. Please provide a detailed resume including all employment, training, education, and other relevant experience.

Official Transcripts. Please request official transcripts from all of the colleges you have attended (including colleges you attend for pre-requisite course work). Submit application and supporting documentation. The completed application form, along with all supporting documents, should be submitted to the Graduate Admissions Office. Once all supporting information has been received and the application is complete, the Graduate Program in Organizational Psychology will review each application. Finalists will be invited for an onsite or telephone/videoconference interview. All applicants are evaluated without regard to race, gender, age, political affiliation, national origin or disabling conditions.

Transfer Policy. If deemed acceptable, a student may transfer up to six units of graduate level course work that is comparable to required coursework within the program. In the event that comparable coursework has been completed at another regionally accredited institution, the student will not be required to complete the waived course(s) within the MSOP program.

Readmission Policy

If a student has been absent from the program for more than one semester and does not have a current Leave of Absence form on file, he or she will be administratively withdrawn and must submit an "Application for Re-admission." There is a fee for re-admission. Readmitted students will be subject to current academic catalog program requirements. Students must also submit transcripts (if any) from other institutions while absent from Vanguard University.

Community Membership Expectations

Vanguard University selects students based on academic record, the admissions interview, work experience, and willingness to comply with the standards and values of the university. It is expected that each individual who joins the academic community of Vanguard University will deepen his or her ethical commitment and understanding, strengthen his or her intellectual and creative abilities, and participate constructively in

VANGUARD UNIVERSITY

the life of the university community. Furthermore, Vanguard University community members are expected to commit to mutual respect for one another and will: (1) Treat all members of the community with the utmost regard, supporting and upholding the rights of others to a safe, collaborative, and collegial learning environment; (2) Foster collegial learning by participating in class as a supportive and cooperative community member; (3) Refrain from derogatory, disrespectful, or inflammatory comments regarding any member of the academic community; (4) Resolve any personal conflicts by first approaching the other party privately in accordance with professional protocol and the principles that are outlined in Matthew 18:15-17. Students who choose to disregard these expectations may be removed from the program regardless of academic performance.

Graduation Requirements

Students pursuing the *Masters of Science in Organizational Psychology & People Operations* degree from Vanguard University are required to satisfy the following program requirements, in additional to university requirements, for graduation:

1. Successful completion of all required coursework with a minimum cumulative grade point average of "B" (3.0), and with no more than one (1) course grade of "C+" counting toward the degree.
2. A minimum residence of four academic terms.
3. Completion of Applied Experience Project/Applied Project per the exit option selected.
4. The filing of all necessary forms in accordance with the timetable provided by program and university offices.
5. Successful completion within the maximum allowed time limit of three (3) years of all degree requirements that were in effect at the time of student's entrance into the program.
6. Settlement of all financial obligations to Vanguard University. If all coursework has been completed and graduation is pending completion of Applied Experience Project/Applied Project, the student will be required to register for PSOG-799 Continued Reg: Master's Study until all graduation requirements have been met.

Students pursuing the *Graduate Certificate of Completion* from Vanguard University are required to satisfy the following requirements, in additional to university requirements, for awarding of the certificate:

1. Successful completion of all required coursework with a minimum cumulative grade point average of "B" (3.0), and with no more than one (1) course grade of "C+" counting toward the degree.
2. A minimum residence of two academic terms.
3. The filing of all necessary forms in accordance with the timetable provided by program and university offices.
4. Successful completion within the maximum allowed time limit of two (2) years of all degree requirements that were in effect at the time of student's entrance into the program.

5. Settlement of all financial obligations to Vanguard University.

Regular Standing

Students who intend to obtain a Master's degree and who have met all admission requirements are granted regular standing in the program. Only those students who have regular standing may become candidates for the Master's degree.

Provisional Standing

This classification is used for degree-seeking students who have their B.A. degree, but enter the program with academic deficiencies: They may lack some of the prerequisite undergraduate courses, their entering GPA is deficient, or their B.A. degree is from a non-regionally accredited institution. Such admission is at the discretion of the Director of the Graduate Program in Organizational Psychology. Move to Regular Standing will be considered after all undergraduate course prerequisites are completed with a letter grade of "B" or better and/or after demonstrating the ability to do graduate level work by completing nine (9) units with a "B" or better letter grade in each course.

Academic Probation

Students admitted to the graduate program with Regular Standing who later receive a cumulative or current grade point average below 3.0 will be changed to Probationary Standing. Students with such standing must obtain both a cumulative and current grade point average of 3.0 or greater the following semester. If after one semester of Probationary Standing the student is not able to obtain a grade point average of a B (3.0) he/she may be dismissed from the graduate program.

Incomplete Work

An "Incomplete" grade is the way the institution agrees to respond to a student who has been prevented from completing some or all of the requirements in one or more courses due to circumstances which were beyond the student's ability to prevent or foresee, and who has requested additional time to complete the course requirements. It is the responsibility of the student to obtain a "Petition for Incomplete Grade in a Graduate Course" form from the program office and to contact the course professor(s) as early as possible. Petitions are approved by the professor. The professor is under no obligation to assign an Incomplete grade. Examples of acceptable grounds for granting an incomplete grade include: personal or family illness of more than brief duration, serious personal or family crisis, or an unplanned increase in job responsibilities. Unacceptable grounds include heavy or difficult class load, heavy work schedule, or computer problems.

All incomplete work for full-semester courses (16 weeks) is due 6 weeks from the last day of that semester. Incomplete work for accelerated courses (5-8 weeks) is due 30 days from the last day of that module. Failure to complete and submit the required work on time will result in a grade of "F".

University Leave of Absence Policy

See University's *Leave of Absence and Withdraw Policy* under University Academic Policies.

VANGUARD UNIVERSITY

Academic Program Leave of Absence Policy

Students who find it necessary to interrupt the regular sequence of enrollment are required to file notice of an official leave of absence to ensure proper communication between the student and the Graduate Organizational Psychology Office. The forms for this purpose are available in the Organizational Psychology Office. Students taking a leave of absence are not regarded as having permanently withdrawn from the University and need not apply for readmission through the Graduate Admissions Office. Time spent on leave of absence is counted in the five-year time limit for graduate course work. Students who interrupt their program and do not file a leave of absence will be required to reapply and will be subject to all new academic regulations in effect in the Catalog at the time enrollment is resumed. If the request for a leave of absence is denied, the student will be required to reapply. Readmitted students will be subject to current academic catalog program requirements.

Any student granted a leave during the add/drop period (as outlined in the University Catalog) for the semester will be dropped from any classes that the student is enrolled in. If the leave is granted after 75% of the semester (or class) the student may, with faculty approval, receive an Incomplete for one or more courses. If an Incomplete is not deemed appropriate, a grade of "W" will be issued. No refund of charges will be made for courses in which an Incomplete is given. No credit is earned for any course in which a "W" is issued. Refunds, if any, will be granted based upon the University's refund policy as found in the University course catalog.

Military Leave of Absence Policy

Information regarding Military Leave of Absence can be found on the *Veterans Enrollment Certification and Benefits* page. Questions, contact the University's School Certifying Official (veteranscertifyingofficial@vanguard.edu).

Advance to Candidacy

Degree bound students must officially be advanced to candidacy status prior to degree confirmation. Neither admission to the Master's program nor completion of required course work automatically advances a student to candidacy. Advancement to Candidacy occurs at the end of the first year of course work, upon successful completion of:

1. PSOG-516: Org Research & Analytics examination at 70% or higher.
2. Satisfactory completion of the culminating course project prior to Wk. 8 of PSOG-516, as verified by the faculty project supervisor.
3. Submission of the Advancement to Candidacy form to Grad Org Psych office by Wk. 8 of PSOG-516: Org Research & Analytics.

To be eligible to apply for Advancement to Candidacy students must:

1. Be a student in Regular Standing. If student previously had Provisional or Probationary Standing, all conditions or deficiencies which had led to such standing must have been rectified.
2. Complete application for Advancement to Candidacy during the semester the student is scheduled to advance.
3. Achieve a cumulative grade point average of 3.0 or higher on all graduate course work required for the degree, with no more than one "C+" grade.
4. Be recommended for advancement by their faculty project supervisor.

The results from the Advance to Candidacy process will be used to determine whether the student displays:

1. Academic and professional competency in the program.
2. Preparation which constitutes a satisfactory foundation on which to complete the program.
3. A proposed course for professional development, which has sufficient merit to warrant approval.
4. Necessary research and analytical skills to justify continuation of study toward the Master of Science degree.

Application for Graduation

An application for graduation must be obtained from and filed with the program office during the first week of the student's final semester in which the degree will be granted. Students who have filed an application for graduation and do not complete their requirements by the projected date of completion are required to file again in a later semester.

Awarding of Degree

Degrees are formally awarded at the end of the Fall, Spring and Summer sessions. The degree is posted on the transcript as of the last day of the semester or Summer session in which the graduation requirements were met. Commencement exercises are held annually at the end of the Spring semester.

Credit Hour Policy

See *Credit Hour Policy* section in Academic Policies and Procedures.

Adding or Dropping Courses

When circumstances necessitate changes in a course schedule, students are required to complete and file an Add/Drop form in the program office. Classes that are dropped prior to the second class meeting will not be entered on the transcript. Classes that are dropped following the second meeting and prior to the fifth meeting will be appear on the transcript with a grade of "W". Classes dropped following the fifth meeting will receive a grade of "WF" unless the professor, aware of extenuating circumstances beyond the control of the student, is willing to grant a "WP." The course professor(s) and program director must approve all courses added or dropped after the first day of the class. Seminar courses must be dropped prior to the beginning of the one-day seminar.

Grade Change Policy

See *Grade Change Policy* in Academic Policies and Procedures.

Grade Appeals

See *Grade Appeals* section in Academic Policies and Procedures.

Class Attendance

Because of the nature of this program, class-time is often an experiential laboratory environment, where small group exercises and activities are designed to simulate common workplace scenarios. Students cannot participate if they are not present. Therefore, attendance is required for each in class and online sessions. Points for class participation are awarded for full engagement and participation. Making up class participation points is not possible if a student misses the session.

VANGUARD UNIVERSITY

However, if students know in advance that they will be unable to attend a particular session, the professor may allow substitute assignments on a case-by case basis, provided they are arranged prior to the missed class. Students missing more that 20% of the class (including online class participation) will not be allowed to continue and will need to retake the course.

Program Schedule Format

The Graduate Organizational Psychology program consists of three 16-week terms per year. Each term will include two eight-week course blocks of 1-2 classes within each block. Each course has seven two-hour synchronous remote class sessions, additional online assignment and discussion sessions, as well as individual instruction from the instructor on final assignments as needed. The credited, three-day in-person intensives at the start and end of the program include five to eight hours of instruction time per day, as well as the continued synchronous remote class sessions throughout the term. Finally, a two-unit in-person conference in the summer semester will consist of eight hours of instruction, as well as two-four hours of online course work for student professional development.

Cohort Scheduling

In cohort education, students move through their curriculum as a group, which enhances camaraderie in the classroom. Special cohorts may use unique intensified schedule formats. Intensives are courses offered in compacted blocks of time and supplemented by online work. Intensives are scheduled as extended weekends (three to four days).

Programs
Degree Program:

- M.S., Industrial and Organizational Psychology (https:// catalog.vanguard.edu/pasbm/organizational-psychology/ organizational-psychology-ma/)

Certificates:

- Industrial and Organizational Psychology Certificate (https:// catalog.vanguard.edu/pasbm/organizational-psychology/i-o-psychology-cert/)
- Talent & Leadership Development Certificate (https:// catalog.vanguard.edu/pasbm/organizational-psychology/talent-leadership-development-cert/)

Organizational Psychology Graduate Program Preparation Track:

This sequence of courses is recommended for undergraduate students from any major who are preparing to enter the Master of Science in Industrial-Organizational (I/O) Psychology at Vanguard University. This graduate program preparation track gives students the knowledge, skills, and experience to be as prepared as possible in statistics, the function of human resources (HR), and the context of I/O which are all key factors in being competent in the practice of strategic HR.

Code	Title	Units
MNGT-342	Human Resource Management	3
or MNGT-346	Organizational Behavior	
PSYC-265C	Introduction to Behavioral Statistics	3
or MATH-265C	Intro to Statistical Methods	
PSYC-374	Intro to Industrial/Organizational Psyc Organizational Psychology	3
BUSN-450	Business Intern Program	1-3
Total Units		**10-12**

Courses

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.

VANGUARD UNIVERSITY

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.

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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