GRADUATE PROGRAM IN ORGANIZATIONAL PSYCHOLOGY

Mission: Preparing students for professional excellence, ethical leadership, and service to people and society through enhancing life in the workplace.

Enriching the workplace by scientifically integrating psychology and organizational life.

The Graduate Programs in Organizational Psychology offer the following graduate degrees:

Master of Science in Industrial-Organizational Psychology (MSIO): MSIO equips organizational scientists-practitioners with graduate-level skills for advancing individual and organizational productivity and supporting organizational health. Graduates are prepared for positions in Human Resources, Organizational Development, Training & Development, Organizational Consulting and other management and leadership positions. Graduates will also be prepared to conduct independent organizational research or pursue doctoral-level studies.

Master of Arts in Organizational Psychology (MAOP): MAOP equips organizational practitioners with graduate-level skills for advancing individual and organizational productivity, supporting organizational health, and increasing human capital. Graduates are prepared for positions in Human Resources, Organizational Development, Training & Development, Organizational Consulting and other management and leadership positions.

Graduate Certificate in Talent Development and Organizational Analysis (TDOA): Graduate Certificate in Talent Development and Organizational Analysis helps students develop in-demand skills of training and development in organizations, and using organizational and people analytics to inform decision-making.

Graduate Certificate in Intercultural and Inclusive Leadership (ILL): Graduate Certificate in Intercultural and Inclusive Leadership helps students develop in-demand skills of building fair and equitable systems for inclusion and workplace success based on the empirical and empathic understanding of cultural, demographic, ability, and neurodiversity.

Admissions Criteria

An earned baccalaureate degree from an accredited college or university is required. A major in Psychology is not required, however, there is a requirement of a minimum of four undergraduate psychology courses including General Psychology, Statistics, and Social Psychology, and one other relevant course (Industrial/Organizational Psychology, Research Methods, Psychological Testing, Theories of Personality, and Systems of Psychology are especially recommended). Comparable courses in relevant disciplines (e.g., Human Resources, Business, Sociology, and Communication) will be considered.

Prerequisite courses for the Organizational Psychology programs are selected to enable all students to enter with a similar foundational background and to have the best opportunity to succeed. Since information in the social sciences changes at a rapid pace, it is important for prerequisite courses to be based upon current knowledge. The Introduction to Statistics prerequisite must be completed within the past seven years with a grade of B or higher. It is expected that all other prerequisite courses have been completed with a grade of C or higher.

Students receiving admission to graduate programs in psychology usually have an overall undergraduate grade point average of 3.0 or higher. Exceptions are considered on the case-by-case basis.

In the absence of perquisite coursework, competency might be demonstrated through the Psychology Graduate Record Examination taken within the last three years with a score of 520 or above. The Admissions Office will determine the date by which this exam must be completed.

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: admissions@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. Submit cash or check (made out to Vanguard University).

References. Download the paper version of the graduate studies in Organizational Psychology Reference. Each applicant is required to secure two professional references as part of the application process. Please print two copies of the PDF version, one for each reference. A separate letter should accompany each reference form.

Statement of Purpose (500 words). In a concise and articulate essay, describe your reasons, including vocational goals, for pursuing a graduate degree in Organizational Psychology at Vanguard.

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.

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Transfer Policy. 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.

Community Membership Expectations

Vanguard University selects students based on academic record, the admissions interview, work experience, references, 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 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 Industrial/Organizational Psychology* 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 five academic terms.
3. Completion of Professional Development Project/Master's 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 Professional Development Project/Master's 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 *Master of Arts in Organizational Psychology* 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. 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 three (3) 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.

Students pursuing the *Graduate Certificate in Talent Development and Organizational Analysis* from Vanguard University are required to satisfy the following graduation 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 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.

Students pursuing the *Graduate Certificate in Intercultural and Inclusive Leadership* (ILL) from Vanguard University are required to satisfy the following graduation 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. The filing of all necessary forms in accordance with the timetable provided by program and university offices.
3. 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.
4. Settlement of all financial obligations to Vanguard University.

Students pursing the *Graduate Certificate in Organizational Consulting* from Vanguard University are required to satisfy the following graduation requirements, in addition 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 towards the degree.

2. The filing of all necessary forms in accordance with the timetable provided by program and university offices.
3. 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.
4. 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.

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.

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 Unviersity'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-555 Managing Human Resources examination at 70% or higher.
2. Satisfactory completion of the Professional Development Project outline prior to Wk. 8 of PSOG-555 Managing Human Resources as verified by the faculty project supervisor.
3. Submission of the Advancement to Candidacy form to MSOP office by Wk. 8 of PSOG-555 Managing Human Resources.

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.

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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. 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

Graduate Organizational Psychology programs consist of three 15-16 week terms per year. Each term will include two seven-week classes and one one-day seminar. Each three-unit course has seven four-hour class sessions, seven two-hour online assignment and discussion sessions, as well as individual instruction from the instructor on final assignments as needed. The one-unit, one-day seminars include eight hours of instruction time as well as an approximate six to eight hours of individualized instruction throughout the term for the student's professional development project.

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. Sometimes intensives are scheduled on weekends, and sometimes in week-long blocks. Graduate Certificate in Intercultural and Inclusive Leadership (ILL) is offered online.

Program Learning Outcomes
Program Learning Outcomes
Industrial-Organizational and Organizational Psychology Programs

Graduates of the *Industrial-Organizational and Organizational Psychology* programs will develop advanced competencies in organizational science and practice and will be able to:

- **Core Knowledge of Human Behavior.** Apply fundamental knowledge of psychology to understanding of human behavior in organizations.
- **Data, Critical Thinking, and Decisions.** Apply graduate level research, critical thinking, and data analysis skills to organizational decision making. *(Graduates receiving the Masters of Science degree in Industrial/Organizational Psychology will be able to apply advanced research and analytics skills to conduct independent organizational research.)*
- **Personnel Psychology and Decisions Proficiency.** Demonstrate and apply knowledge in

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personnel domains, which include (1) ethical, legal, and professional contexts; (2) measurement of individual differences; (3) criterion theory and development; (4) job and task analysis; (5) employee selection; (6) performance appraisal; and (7) training and development.

- **Organizational Psychology and Decisions Proficiency.** Demonstrate and apply knowledge in organizational psychology domains, which include (1) work motivation; (2) leadership; (3) team dynamics; (4) attitudes; (5) organizational change and development.
- **Integration of Faith and Learning.** Integrate learning with personal faith walk.
- **Communication.** Demonstrate written and oral communication skills appropriate for organizational professionals.
- **Cultural Competency.** Apply understanding of cultural dynamics to local and global organizational contexts.

Talent, Development and Organizational Analysis Certificate

Graduates of the *Talent, Development and Organizational Analysis Certificate (TDOA)* will develop advanced competencies in organizational science and practice and will be able to:

- **Data, Critical Thinking and Decisions.** Apply graduate level research, critical thinking, and data analysis skills to organizational decision making.
- **Personnel psychology and decisions proficiency.** Demonstrate and apply knowledge in personnel domains, which include (1) ethical, legal, and professional contexts; (2) measurement of individual differences; (3) criterion theory and development; (4) job and task analysis; (5) employee selection; (6) performance appraisal; (7) training and development.

Intercultural and Inclusive Leadership Certificate

Graduates of the *Intercultural and Inclusive Leadership Certificate (ILL)* will develop advanced competencies in organizational science and practice and will be able to:

- **Core Knowledge of Human Behavior.** Apply fundamental knowledge of psychology to understanding of human behavior in organizations.
- **Cultural Competency.** Apply understanding of cultural dynamics to local and global organizational contexts.

Organizational Consulting Certificate

Graduates of the *Organizational Consulting Certificate* will develop develop necessary skills to effectively address organizational and personnel needs in business and non-profile contexts. Student will be able to:

- Apply graduate level research, critical thinking, and data analysis skills to organizational decision making. (**Data, Critical Thinking, and Decisions)**
- Demonstrate and apply knowledge in personnel domains, which include 1) ethical, legal, and professional contexts, 2) measurement of individual differences, 3) criterion theory and development, 4) job and task analysis, 5)

employee selection, 6) performance appraisal, 7) training and development. **(Personnel Psychology and Decisions Proficiency)**
- Demonstrate and apply knowledge in organizational psychology domains, which include 1) work motivation, 2) leadership, 3) team dynamics, 4) attitudes, 5) organizational change and development. (Organizational Psychology and Decisions Proficiency)

Vocational Objective: As part of the graduate industrial-organizational program, the *Organizational Consulting Certificate* program is intended to equip students for individual contributor roles in Industry and/or Consulting.

1. Industry (internal organizational employee). Such roles could include human resource specialists, project assistants.
2. Consulting (external professionals hired for professional advice or service). Such roles could include associate consultants, consultants, lead consultants, analysists.

Programs
Degree Programs:

- Industrial-Organizational Psychology M.S. (https://catalog.vanguard.edu/sobe/graduate/organizational-psychology/industrial-organizational-psychology-ms/)
- Organizational Psychology M.A. (https://catalog.vanguard.edu/sobe/graduate/organizational-psychology/organizational-psychology-ma/)

Certificates:

- Graduate Certificate in Intercultural and Inclusive Leadership (https://catalog.vanguard.edu/sobe/graduate/organizational-psychology/intercultural-inclusive-leadership-certificate/)
- Graduate Certificate in Organizational Consulting (https://catalog.vanguard.edu/sobe/graduate/organizational-psychology/organizational-consulting-certificate/)
- Graduate Certificate in Talent Development and Organizational Analysis (https://catalog.vanguard.edu/sobe/graduate/organizational-psychology/talent-development-certificate/)

Courses

PSOG-505 Intro to Psychology and Behavior in Org In Organizations 3 Credits
Provides graduate level systematic overview of science and theory of psychology as relevant to workplace applications, core principles and subfields of organizational psychology, and the role of personal values and worldview in science and practice of organizational psychology. Terms Typically Offered: Fall and Spring.

PSOG-510 Learning and Talent Development 3 Credits
An optional course which allows students to build a unique professional niche within Organizational Psychology. That goal shall be accomplished through focused reading and reflection and submission of professional portfolio to consist of documents demonstrating a proficiency in selected areas of specializiation (personal professional philosphy, articles, conference presentations, and other documents reflecting professional competencies as relevant to specialization).

PSOG-515 Applied Research and Critical Analysis 3 Credits
Focuses on development of students as competent consumers of information and foundational skills in conducting organizational inquiry to inform decision-making. Specific competencies include graduate-level skills in identifying, reading and summarizing quality research sources.
Terms Typically Offered: Fall and Spring.

PSOG-535 Statistics for Organizational Decision- Making 3 Credits
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-545 Advanced Social Psychology 3 Credits
Examines the effect of social influences upon the development of personality and behavior patterns. Topics include socialization, attitude formation and change, communication, propaganda, roles and stereotypes, leadership and collective behavior.
Terms Typically Offered: Fall and Summer.

PSOG-555 Managing Human Resources 3 Credits
Examines the fundamentals of human resource management, including job assessment and analysis, strategic workforce planning, recruiting and onboarding, supervision and termination practices. Consideration will be given to current issues and employment law.
Terms Typically Offered: Fall and Summer.

PSOG-605 Organizational Ethics and Justice 3 Credits
Provides a thought provoking study of the ethical theories involved in evaluating issues and decision making. To accomplish this, the course focuses on contemporary ethical issues relevant to leadership from a Christian foundation. The goal is to learn how to integrate ethical models with contemporary concerns of leadership.
Terms Typically Offered: Fall and Spring.

PSOG-615 Talent Management and People Analytics 3 Credits
Applies motivation and attitude theories. Examines current topics in performance appraisal, including criterion development, rater training, appraisal effectiveness and feedback processes. A larger picture of performance management, attitudes, engagement and individual and organizational success is discussed in the context of current research and best practices.
Terms Typically Offered: Fall and Spring.

PSOG-616 Talent Management and People Analytics 3 Credits
Examines current topics in selection, placement, performance appraisal and succession planning, including indivdiual and group assessment, criterion development, performance management effectiveness, rater training, and feedback processes. A big picture of human capital, measurement, performance management, attitudes, engagement and indvidual and organizaitonal success is discussed in the context of current research and best practices, as well as performance, motivation and attitude theories.

PSOG-625 Psychology of Leadership and Motivation 3 Credits
Reviews theories and research on motivation, specifying both the intrinsic and extrinsic determinants of worker motivation. The leadership process and its relation to motivation, group performance, workplace attitudes and climate are also analyzed.
Terms Typically Offered: Spring and Summer.

PSOG-635 Diversity and the Organization 1.5 Credits
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.
Terms Typically Offered: Spring and Summer.

PSOG-650 Exit Option: Master's Thesis 3 Credits
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.
Terms Typically Offered: Fall and Summer.

PSOG-652 Exit Option: Applied Project 3 Credits
Allows students to demonstrate professional 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. Applied Projects demonstrates substantial contribution to the practice of Organizational Psychology. Appropriate formats include internal or external consulting projects, development of training curricula, needs analysis or effectiveness evaluation studies, delivery and evaluation of organizational training, and other work products documenting professional competencies.
Terms Typically Offered: Fall and Summer.

PSOG-654 Intercultural Relations 2 Credits
An optional course which allows students to build a unique professional niche within Organizational Psychology. That goal shall be accomplished through focused reading and reflection and submission of professional portfolio to consist of documents demonstrating a proficiency in selected areas of specialization (personal professional philosophy, articles, conference presentations, and other documents reflecting professional competencies as relevant to specialization).
Terms Typically Offered: Fall and Summer.

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PSOG-655 Organizational Systems, Development and Change 3 Credits
Examines the organization systematically to see how the whole is functioning, with the focus on how internal and external dynamics influence organizational productivity and health. Examines theories and research on change and organizational development within the context of the I-O specialist role as both change-agent and consultant. Topics include types of change, individual, group and organizational interventions, conflict management, team development, group decision making, and culture. This course also serves as a capstone/culminating experience of the MSOP program.
Terms Typically Offered: Fall and Summer.

PSOG-656 Organizational Consulting 2 Credits
An optional course which allows students to build a unique professional niche within Organizational Psychology. That goal shall be accomplished through focused reading and reflection and submission of professional portfolio to consist of documents demonstrating a proficiency in selected areas of specialization (personal professional philosophy, articles, conference presentations, and other documents reflecting professional competencies as relevant to specialization).
Terms Typically Offered: Fall and Spring.

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 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 prepares students in the Master of Science in Industrial and Organizational Psychology program to conduct independent research.

PSOG-720 Professional Development Workshops 1 Credit
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-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.
Terms Typically Offered: Fall and Spring.

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