

Organizational Psychology (M.A., Ph.D.)

MISSION STATEMENT

The Master of Arts (M.A.) and Doctor of Philosophy (Ph.D.) in Organizational Psychology (OP) programs seek to develop scholars, professional practitioners and leaders who will actively engage the community and businesses around them, improving organizations and developing people as part of their jobs. Graduates of the Organizational Psychology programs become scholars who possess the necessary tools, theoretical knowledge, and analytical skills to launch their academic or consulting careers; practitioners who apply their knowledge and skills, managing change, applying scientific methodologies, and improving the organizations around them; and leaders who guide organizations, motivate and build teams, and develop future leaders.

PROGRAM DISTINCTIVES

Both programs are designed with a focus on the science and rigor associated with quality degrees in this field along with an equal emphasis on the practice of organizational psychology. The program curriculum provides students with a strong theoretical foundation for meeting real-world challenges. Field practicum experiences allow them to design and deliver interventions, conduct research and develop leaders. A wide variety of electives encourages students to tailor their coursework to meet their individual vocational and professional goals.

The curricula for the master's and doctoral programs have been structured according to the guidelines for graduate training in industrial/organizational psychology published by the Society for Industrial and Organizational Psychology (SIOP), a division of the American Psychological Association. The curriculum in each of SPU's Organizational Psychology programs satisfies the suggested areas of competence for graduates in organizational psychology, ensuring that our graduates are fulfilling not only the expectations for master's- and doctoral-level education, but also the expectations of experts working in the field.

THE MASTER OF ARTS (M.A.) IN ORGANIZATIONAL PSYCHOLOGY

The master of arts degree in organizational psychology provides a theoretical foundation for addressing a broad range of behavioral issues in the workplace. It develops professionals within human resources, organizational development, and training fields, and provides organizational leaders with a graduate education that relates directly to their practice as leaders.

M.A. PROGRAM CURRICULUM

The M.A. is a 65-credit program (56 credits required plus 9 elective credits) and is designed to be taken over a two-year/seven-quarter or three-year/eleven-quarter sequence. The program is designed for the working professional who can devote late afternoons/evenings to taking program coursework. Master's students may take any of the approved graduate courses to fulfill their elective requirements. A full-time student will typically take 8 credits a quarter (two classes) in his or her first year and 8–11 credits in the second year. Students will complete the equivalent of a master's level thesis in the two-course research sequence of the program. Outside of the required coursework, students may complete electives from a variety of disciplines (marriage and family therapy, clinical psychology, business administration, and education). Below is a sample two-year course sequence for the program.

COURSE SEQUENCE

FIRST YEAR

AUTUMN (8)

ORG 6100 Community and Organizational Systems (4)

ORG 6600 Research Methods and Statistics I (4)
 ORG**** Elective (3-5)

WINTER (8)

ORG 6610 Research Methods and Statistics II (4)
 ORG 6300 Leadership and Team Development (4)
 ORG**** Elective (3-5)

SPRING (8)

ORG 6101 Organizational Development and Consultation (4)
 ORG 6201 Organizational Diversity and Globalization (4)
 ORG**** Elective (3-5)

SUMMER (8)

ORG 6240 Social Psychology (4)
 ORG 6000 History and Systems of Psychology (4)
 ORG**** Elective (3-5)

SECOND YEAR

AUTUMN (11)

ORG 6110 Organizational Development and Consultation II (4)
 ORG 6910 Topical Seminar in Organizational Psychology (4) or ORG 6912 Topical Seminar in
 Organizational Development (4)
 ORG**** Elective (3-5)

WINTER (11)

ORG 6010 Selection and Performance Management (4)
 ORG 6210 Program and Organizational Evaluation (4)
 ORG**** Elective (3-5)

SPRING (11)

ORG 6001 Master's Seminar: Leadership, Vocation, and Faith Integration (4)
 ORG 6230 Learning Systems and on the Job Development (4)
 ORG**** Elective (3-5)

Total Units (65)

GENERAL ADMISSIONS INFORMATION

The program begins in Autumn Quarter and admits students once a year. The application deadline is February 15. Listed below is a brief outline of University and program requirements for admission to the Master of Arts in Organizational Psychology program. For detailed information on admission, please visit The Graduate Center Web site at www.spu.edu/graduate. You may also request an application packet from them by email at gradadmissions@spu.edu, or by phone at 206.281.2091 or 800.601.0603.

1. Applicants must have a minimum of a bachelor's degree from a regionally accredited institution. Candidates must have a minimum grade-point average of 3.0 in all undergraduate work. Preference is for applicants to have completed a major or minor in psychology, and possibly a major or minor in business administration. A minimum of one business or social science statistics course and two courses in psychology must be completed (at a regionally accredited institution) prior to admission to the program.
2. The GRE must be taken, and the test must have been administered within five years of the deadline date for application to the program. A combined score of 950 on the verbal and quantitative sections of the GRE is preferred.
3. Applicants must submit a typed personal statement, presenting who they are as a person as well as an accurate indication of writing and grammatical skills. Generally, statements should be three to four pages in length. The personal statement should address (a) career objectives, (b) rationale for seeking the degree and choosing to attend SPU, (c) personal interest in organizational psychology, (d) professional and personal strengths as they apply to the organizational psychology profession, (e) related volunteer or work experiences, (f) the way in which personal and

professional life experiences have converged to motivate application to the OP program, (g) and other insights as deemed appropriate by the applicant.

4. Applicants must submit three letters of recommendation: (a) one from a person who has experienced the applicant in a professional setting (i.e., a current or former employer); (b) one academic reference from a former professor or instructor, and (c) one personal recommendation (not a member of the applicant's family).

NOTE: Recommendations must be submitted on the forms provided in the application brochure. Recommendation forms should be sent to the applicant in a sealed envelope, signed across the flap, and included with the application package.

5. Those for whom English is not their first language must take the Test of English as a Foreign Language (TOEFL) and present a minimum score of 550 on the paper-based test or 213 on the computer-based test.
6. Applicants who are not citizens or permanent residents of the United States must provide an official confidential statement of financial support covering each year of intended enrollment. This is necessary in order to issue the paperwork for an I-20 immigration form.

ADMISSIONS PROCESS

The Admissions Committee of the Organizational Psychology program will conduct a preliminary screening process. Finalists will be invited to come to campus for personal interviews in late March or early April. Admission to the master's program depends upon recommendation by the OP faculty and approval from the OP chair. The entire process is usually completed within eight weeks after the final deadline date for applications.

TRANSFER OF CREDIT

Students who wish to apply graduate level coursework completed at a regionally accredited university must provide applicable transcripts and/or syllabi. In order to receive transfer credit, each course must be at least 3 graduate quarter credits and be equivalent to core courses or approved electives in the OP programs at Seattle Pacific University. A minimum grade of B will be needed for transferred work. All courses applied toward the graduate degree must be taken within seven (7) years of admission. A maximum of 12 credits may be transferred toward a master's degree.

DOCTOR OF PHILOSOPHY (PH.D.) IN ORGANIZATIONAL PSYCHOLOGY

The doctor of philosophy degree in organizational psychology provides graduates with the training to occupy the same positions as master's graduates. The distinctiveness of the doctoral program is in its additional emphasis on theory, methodology, and research. The Ph.D. in organizational psychology prepares graduates to take on higher level academic, consulting, and leadership positions.

PH.D. PROGRAM CURRICULUM

The doctoral program is a 168-unit program (138 credits of required coursework and 30 credits of electives) and is designed to be taken over four years/16 quarters, with an integrated research and dissertation sequence. A full-time doctoral student will take 8–14 credits each quarter. Outside of the required coursework, students may complete electives from a variety of disciplines (marriage and family therapy, clinical psychology, business administration, and education).

The doctoral program begins in summer with an introductory course in statistics. By the summer of year three, doctoral students are working full time on their dissertation. The fourth year in the program includes full-time dissertation work and professional placement credits. Doctoral students will also complete a master's level project and be awarded a master's degree upon completion of the M.A. requirements. Below is a sample four-year course sequence for the program.

COURSE SEQUENCE

FIRST YEAR

SUMMER (5)

CPY 7020 Introduction to Statistics (5)

AUTUMN (12)

ORG 7100 Community and Organizational Systems (DGP Cognate) (4)
CPY 7031 Statistics and Research Methods I (5)
ORG**** Elective (3-5)

WINTER (12)
CPY 7032 Statistics and Research Methods II (5)
ORG 7300 Leadership and Team Development (DGP Cognate) (4)
ORG**** Elective (3-5)

SPRING (13)
CPY 7033 Statistics and Research Methods III (5)
ORG 7101 Organizational Development and Consultation (DGP Cognate) (4)
ORG 7201 Organizational Diversity and Globalization (4)

SUMMER (11)
ORG 7000 History and Systems of Psychology (4)
ORG 7240 Social Psychology (4)
ORG**** Elective (3–5)

SECOND YEAR

AUTUMN (11)
CPY 7200 Personality Theory and Research (5)
ORG 7110 Organizational Development and Consultation II (4)
ORG 7995 Research and Dissertation (RVT) (2)

WINTER (12)
ORG 7210 Program and Organizational Evaluation (4)
ORG 7001 Faith, Meaning, and Professional Foundations: Ethics and Integrity (2)
ORG 6010 Selection and Performance Management (4)
ORG 7995 Research and Dissertation (RVT) (2)

SPRING (13)
CPY 7010 Psychometrics (5)
ORG 7230 Learning Systems and on the Job Development (4)
ORG 7002 Faith, Meaning, and Professional Foundations: Authenticity and Vocation (2)
ORG 7995 Research and Dissertation (RVT) (2)

SUMMER (11)
ORG 7034 Qualitative Research Methods (4)
ORG 7003 Faith, Meaning, and Professional Foundations: Work and Meaning (2)
ORG 7995 Research and Dissertation (RVT) 2
ORG**** Elective (3-5)

THIRD YEAR

AUTUMN (11)
ORG 7004 Faith, Meaning, and Professional Foundations: Sabbath Culture (2)
ORG 7200 Theoretical Perspectives on Organizations (4)
ORG 7995 Research and Dissertation (RVT) (2)
ORG**** Elective (3-5)

WINTER (11)
ORG 7995 Research and Dissertation (RVT) (2)
ORG**** Elective (9)

SPRING (11)
ORG 7120 Practice of Organizational Psychology (4)
ORG 7995 Research and Dissertation (4)
ORG**** Elective (3-5)

SUMMER (11)
 ORG 7995 Research and Dissertation (4)
 ORG 7940 Placement (4)
 ORG**** Elective (3-5)

FOURTH YEAR
 AUTUMN, WINTER, SPRING (8 each quarter)
 ORG 7940 Placement (12 units total)
 ORG 7995 Research and Dissertation (12 units total)

Total Units (168)

GENERAL ADMISSIONS INFORMATION

The program begins in Summer Quarter and admits students once a year. The application deadline is January 15. Listed below is a brief outline of University and program requirements for admission to the Doctor of Philosophy in Organizational Psychology program. For detailed information on admission, please visit The Graduate Center Web site at www.spu.edu/graduate. You may also request an application packet from them by email at gradadmissions@spu.edu, or by phone at 206.281.2091 or 800.601.0603.

1. Applicants must have a minimum of a bachelor's degree from a regionally accredited institution. Candidates must have a minimum grade-point average of 3.0 in all undergraduate work. Preference is for applicants to have completed a major or minor in psychology, and possibly a major or minor in business administration. A minimum of one business or social science statistics course and three courses in psychology must be completed (at a regionally accredited institution) prior to admission to the program.

Those who have already been granted the M.A. in organizational psychology at Seattle Pacific University and wish to pursue their Ph.D. must apply to the organizational psychology doctoral program.

2. The GRE must be taken, and the test must have been administered within five years of the deadline date for application to the program. A combined score of 1100 on the verbal and quantitative sections of the GRE is preferred.
 NOTE: *Candidates with significant qualifications and exceptional recommendations who fail to meet the GPA or GRE minimum scores may still be considered for admission to the doctoral program.*
3. Applicants must submit a typed personal statement, presenting who they are as a person as well as an accurate indication of writing and grammatical skills. Generally, statements should be three to four pages in length. The personal statement should address (a) career objectives, (b) rationale for seeking the degree and choosing to attend SPU, (c) personal interest in organizational psychology, (d) professional and personal strengths as they apply to the organizational psychology profession, (e) related volunteer or work experiences, (f) the way in which personal and professional life experiences have converged to motivate application to the OP program, (g) and other insights as deemed appropriate by the applicant.
4. Applicants must submit three letters of recommendation: (a) one from a person who has experienced the applicant in a professional setting, i.e., a current or former employer; (b) one academic reference from a former professor or instructor, and (c) one personal recommendation (not a member of the applicant's family).
 NOTE: *Recommendations must be submitted on the forms provided in the application brochure. Recommendation forms should be sent to the applicant in a sealed envelope, signed across the flap, and included with the application package.*
5. Those for whom English is not their first language must take the Test of English as a Foreign Language (TOEFL) and present a minimum score of 600 on the paper-based test or 250 on the computer-based test.
6. Applicants who are not citizens or permanent residents of the United States must provide an official confidential statement of financial support covering each year of intended enrollment. This is necessary in order to issue the paperwork for an I-20 immigration form.

ADMISSIONS PROCESS

The Admissions Committee of the Organizational Psychology program will conduct a preliminary screening process. Finalists will be invited to come to campus for personal interviews in March. Admission to the doctoral program depends upon recommendation by the OP faculty and approval from the OP program director. The entire process is usually completed within eight weeks after the final deadline date for applications.

TRANSFER OF CREDIT

Students who have not completed a master's degree but wish to apply graduate level coursework completed at a regionally accredited university must provide applicable transcripts and/or syllabi. In order to receive transfer credit, each course must be at least 3 graduate quarter credits and be equivalent to core courses or approved electives in the OP programs at Seattle Pacific University. A minimum grade of B will be needed for transferred work. All courses applied toward the graduate degree must be taken within seven (7) years of admission. A maximum of 12 credits may be transferred towards a doctoral degree.

Those who have been granted a master's degree from another regionally accredited university in psychology, organizational psychology, business administration, or a related field will have their transcripts evaluated at the time of admission. Students who wish to apply such coursework must provide applicable transcripts and/or syllabi. Each course must be at least 3 graduate quarter credits and be equivalent to core courses or approved electives in the OP programs at Seattle Pacific University. A minimum grade of B will be needed for transferred work, and a maximum of 30 credits may be transferred (with a maximum of 20 credits being applied toward elective requirements).

COURSE DESCRIPTIONS

NOTE: Following are course descriptions for the Organizational Psychology (ORG) program courses required to complete the either the M.A. or Ph.D. degrees. Please see the Clinical Psychology (CPY) program course listings for the CPY courses also required to complete the Ph.D. degree. In addition, electives may be taken in the following graduate programs: Business Administration, Marriage and Family Therapy, and Clinical Psychology. A list of approved elective courses is printed in the Organizational Psychology Graduate Student Handbook. This list will be updated as other courses are approved as elective options.

ORG 6000 History and Systems of Psychology (4)

Focuses on an understanding of the historical and philosophical roots, cultural influences and basic scientific assumptions which underlie contemporary psychology in general, and organizational psychology in particular. The development of basic paradigms in psychology are considered as they have been informed by individually-oriented theories, systems-oriented theories, and field theory or transactional perspectives. Course equivalents: CPY 7000 and ORG 7000. Class open to doctoral and graduate students.

ORG 6001 Faith, Meaning and Professional Foundations: Leadership, Vocation and Faith Integration (4)

Examines the concepts of leadership, work, vocation and faith from a biblical perspective. Also addresses issues that arise out of the content of other courses being taken concurrently by the student. Class open to doctoral and graduate students.

ORG 6010 Selection and Performance Management (4)

Introduces students to job evaluation, selection systems, and their accompanying mathematical models to test for validity, fairness, and utility. Introduces performance management, including the measurement of performance, methods of feedback, and compensation systems that reflect an integrated performance management system. Also includes topics such as legal considerations, 360 feedback, benefits, and cutting-edge incentive systems. Course equivalent: ORG 7010. Class open to doctoral and graduate students.

ORG 6020 Survey Research (4)

Prepares students to conduct survey research in applied settings. Explores challenges and opportunities for survey research methodologies. Includes topics such as questionnaire generation, sampling, data interpretation and analysis, and the communication of results. Course equivalent: ORG 7020. Class open to doctoral and graduate students.

ORG 6034 Qualitative Research Methods (4)

Examines the strengths and implications of using qualitative methods in the study of organizations, and strategies for enhancing the quality and credibility of qualitative findings. Investigates the complexities of mixed methods and triangulation along with interviewing strategies, content analysis, focus groups, and narratives. Course equivalent: ORG 7034. Class open to doctoral and graduate students.

ORG 6100 Community and Organizational Systems (4)

Introduces the literature addressing human behavior in organizational and community contexts. Examines interactions between people and systems in which they function from individual, group, and organizational levels of analysis. Topics include: individual differences, leadership, work motivation, perception, communication, decision making, power and politics, group development, performance, individual and work team effectiveness, conflict, organizational culture, organizational systems theory, and managing diversity. Course equivalent: ORG 7100. Class open to doctoral and graduate students.

ORG 6101 Organizational Development and Consultation I (4)

Introduces major theories, models, and methods for evaluating the effects of interventions on groups and organizations. Explores the foundations in organizational development and the contributions made by other disciplines, theorists, and practitioners. Special focus on organizational entry, data collection, organizational diagnosis, development of interventions, evaluation, and contract termination. Also explores the role of consultant as internal/external facilitator in the organizational change process. Course equivalent: ORG 7101. Class open to doctoral and graduate students.

ORG 6110 Organizational Development and Consultation II (4)

Prerequisite: ORG 6100.

Continues study in the practice of organizational development dealing with planned changes in organization design, strategy, and other large-scale organizational systems. Introduces diagnostic models and methods for the planning of strategic change interventions in complex organizational systems.

Explores the influence of politics, power, organizational culture, and leadership. Also includes topics such as quality management, organizational learning, and self-managed work groups. Course equivalent: ORG 7110. Class open to doctoral and graduate students.

ORG 6201 Organizational Diversity and Globalization (4)

Examines the opportunities and challenges associated with a diversified workforce and organizational culture as they relate to gender, race, personality, nationality, religion, and other differentiating factors. Investigates the realities of organizational strategy, power, politics, communication, and leadership in the context of a global environment. Course equivalent: ORG 7201. Class open to doctoral and graduate students.

ORG 6210 Program and Organizational Evaluation (4)

Covers the major models and methods for evaluating the effects of intervention packages or programs on groups and organizations. Emphasizes procedures that the consulting psychologist may use to set goals and objectives, document services, evaluate outcomes, perform cost/benefit analysis, and strategically improve organizational process and/or product. Course equivalent: ORG 7210. Class open to doctoral and graduate students.

ORG 6230 Learning Systems and on the Job Development (4)

Introduces tools and methods used to develop effective learning systems within organizational contexts. Also covers foundational theory in learning and training, curriculum and course development, and impact assessment. Explores strategies for utilizing on-the-job experiences as rich development opportunities along with strategic implications of leadership development for the organization. Course equivalent: ORG 7230. Class open to doctoral and graduate students.

ORG 6240 Social Psychology (4)

Examines the social bases of behavior, exploring the major theories, concepts, and research topics in social psychology. Studies the social and interpersonal determinants and consequences of individual behavior, with special reference to social dynamics that shape attitudes, emotions, perception, and behavior. Course equivalent: ORG 7240. Class open to doctoral and graduate students.

ORG 6300 Leadership and Team Development (4)

Introduces theoretical frameworks on leadership and team development. Highlights cutting edge tools and practices for selecting and developing leadership capacity within organizational settings as well as the interpersonal and structural dynamics that characterize effective groups. Explores systemic approaches to leadership in the context of organizational culture and interpersonal factors such as leadership ethics, purpose, motivation, power, and communication. Course equivalent: ORG 7300. Class open to doctoral and graduate students.

ORG 6310 Human Service Organizations (4)

Examines the unique opportunities and challenges of working with and changing human service, non-profit, and community-based organizations such as social service agencies, hospitals, schools, family service agencies, local governments, and faith based organizations. Explores issues related to board governance, leadership of a volunteer workforce, burnout, vocational calling, and sense of purpose along with theoretical models for change in human service organizations. Course equivalent: ORG 7310. Class open to doctoral and graduate students.

ORG 6600 Research Methods and Statistics I (4)

Part one of a two-course sequence that introduces students to applied research methodology and statistics through the development and execution of an applied organization based research project. Introduces students to methods of inquiry, hypothesis testing, and research design. Examines the use of statistics as a critical thinking tool and reliability and validity coefficients in the evaluation of testing instruments. Class open to doctoral and graduate students.

ORG 6610 Research Methods and Statistics II (4)

Part two of a two-course sequence that introduces students to applied research methodology and statistics through the development and execution of an applied organization based research project. Introduces students to descriptive statistics and inferential statistics including t-test, ANOVA, and correlation. Also examines data analysis techniques and the communication of results to a non-scientific audience. Class open to doctoral and graduate students.

ORG 6910 Topical Seminar in Organizational Psychology (1–5)

Provides lecture/discussion in a seminar-style format of a special topic related to the theory and practice of organizational psychology. May be repeated for credit two times. Course equivalent: ORG 7910. Class open to doctoral and graduate students.

ORG 6912 Topical Seminar in Organizational Development (1–5)

Provides lecture/discussion in a seminar-style format of a special topic related to the theory and practice of organizational development. May be repeated for credit two times. Course equivalent: ORG 7912. Class open to doctoral and graduate students.

ORG 7000 History and Systems of Psychology (4)

Focuses on an understanding of the historical and philosophical roots, cultural influences and basic scientific assumptions which underlie contemporary psychology in general, and organizational psychology in particular. The development of basic paradigms in psychology are considered as they have been informed by individually-oriented theories, systems-oriented theories, and field theory or transactional perspectives. Course equivalent: ORG 6000. Class open to doctoral and graduate students.

ORG 7001 Faith, Meaning, and Professional Foundations: Ethics and Integrity (2)

Examines the concepts of ethics and integrity from a biblical basis as they relate to the practice of organizational psychology and change management. Also investigates the bases of moral development and ethical decision-making. Class open to doctoral and graduate students.

ORG 7002 Faith, Meaning, and Professional Foundations: Authenticity and Vocation (2)

Introduces the concept of vocation as a whole life model by reclaiming the meaning of work in the pre-industrial concept of one's entire life as a calling to God. Reviews research on the spirituality inherent in work, the historic perspective on the religious implication of work, the nature of work vis-à-vis other life realms, definitions of vocation, and the integrated whole-life model of vocation. Class open to doctoral and graduate students.

ORG 7003 Faith, Meaning, and Professional Foundations: Work and Meaning (2)

Prerequisites: ORG 7001, 7002.

Explores the implications of a biblical anthropology, develops a theology of personhood, and encourages students in personal exploration of and engagement with these issues. Also addresses specific issues that arise out of the content of other courses concurrently being taken by the student. Class open to doctoral and graduate students.

ORG 7004 Faith, Meaning, and Professional Foundations: Sabbath Culture (2)

Prerequisites: ORG 7001, 7002, 7003.

Introduces students to the characteristics of rest, reflection, and relationships found in the biblical narrative regarding Sabbath. Presents models of Sabbath observance and Sabbath culture and examines their implications for personal wellness and managing organizations. Reviews the organizational development practices of organizations who embrace some or all of the principles underlying Sabbath culture reflecting a spectrum of companies with Christian and non-Christian worldviews. Class open to doctoral and graduate students.

ORG 7010 Selection and Performance Management (4)

Introduces students to job evaluation, selection systems and their accompanying mathematical models to test for validity, fairness, and utility. Introduces performance management including the measurement of performance, methods of feedback, and compensation systems that reflect an integrated performance management system. Also includes legal considerations, 360 feedback, benefits and cutting edge incentive systems. Course equivalent: ORG 6010. Class open to doctoral and graduate students.

ORG 7020 Survey Research (4)

Prepares students to conduct survey research in applied settings. Explores challenges and opportunities for survey research methodologies. Includes topics such as questionnaire generation, sampling, data interpretation and analysis, and communication of results. Course equivalent: ORG 6020. Class open to doctoral and graduate students.

ORG 7034 Qualitative Research Methods (4)

Examines the strengths and implications of using qualitative methods in the study of organizations, and strategies for enhancing the quality and credibility of qualitative findings. Investigates the complexities of mixed methods and triangulation along with interviewing strategies, content analysis, focus groups, and narratives. Course equivalent: ORG 6034. Class open to doctoral and graduate students.

ORG 7100 Community and Organizational Systems (4) Introduces the literature addressing human behavior in organizational and community contexts. Examines interactions between people and systems in which they function from individual, group, and organizational levels of analysis. Topics include: individual differences, leadership, work motivation, perception, communication, decision making, power, and politics, group development, performance, individual and work team effectiveness, conflict, organizational culture, organizational systems theory, and managing diversity. Course equivalent: ORG 6100.

ORG 7101 Organizational Development and Consultation I (4)

Introduces major theories, models and methods for evaluating the effects of interventions on groups and organizations. Explores the foundations in organizational development and the contributions made by other disciplines, theorists, and practitioners. Special focus on organizational entry, data collection, organizational diagnosis, development of interventions, evaluation, and contract termination. Also explores the role of the consultant as internal/external facilitator in the organizational change process. Course equivalent: ORG 6101.

ORG 7110 Organizational Development and Consultation II (4)

Prerequisite: ORG 7100.

Continues study in the practice of organizational development dealing with planned changes in organization design, strategy, and other large-scale organizational systems. Introduces diagnostic models and methods for the planning of strategic change interventions in complex organizational systems. Explores the influence of politics, power, organizational culture, and leadership. Also includes topics such as quality management, organizational learning, and self-managed work groups. Course equivalent: ORG 6110. Class open to doctoral and graduate students.

ORG 7120 The Practice of Organizational Psychology (4)

Examines the practice of organizational psychology and issues related to professional standards, ethical practice, relationship to clients, contracting, and careers in the field. Pays special attention to the student as a developing professional and instrument of organizational change. Class open to doctoral and graduate students.

ORG 7200 Theoretical Perspectives on Organizations (4)

Examines selected organizational theorists, models, and systems. Tracks the shifts from top-down, hierarchically driven, tightly coupled organizational strategies to loosely coupled, adaptive, and employee-driven structures. Presents selected readings in organizational theory and behavior. Also explores future directions for organizational theory. Class open to doctoral and graduate students.

ORG 7201 Organizational Diversity and Globalization (4)

Examines the opportunities and challenges associated with a diversified workforce and organizational culture as they relate to gender, race, personality, nationality, religion, and other differentiating factors. Investigates the realities of organizational strategy, power, politics, communication, and leadership in the context of a global environment. Course equivalent: ORG 6201. Class open to doctoral and graduate students.

ORG 7210 Program and Organizational Evaluation (4)

Covers the major models and methods for evaluating the effects of intervention packages or programs on groups and organizations. Emphasizes procedures that the consulting psychologist may use to set goals and objectives, document services, evaluate outcomes, perform cost/benefit analysis, and strategically improve organizational process and/or product. Course equivalent: ORG 6210. Class open to doctoral and graduate students.

ORG 7230 Learning Systems and on-the-Job Development (4)

Introduces tools and methods used to develop effective learning systems within organizational contexts. Also covers foundational theory in learning and training, curriculum and course development, and impact assessment. Explores strategies for utilizing on-the-job experiences as rich development opportunities along with strategic implications of leadership development for the organization. Course equivalent: ORG 6230. Class open to doctoral and graduate students.

ORG 7240 Social Psychology (4)

Examines the social bases of behavior, exploring the major theories, concepts, and research topics in social psychology. Studies the social and interpersonal determinants and consequences of individual behavior, with special reference to social dynamics that shape attitudes, emotions, perception, and behavior. Course equivalent: ORG 6240. Class open to doctoral and graduate students.

ORG 7300 Leadership and Team Development (4)

Introduces theoretical frameworks on leadership and team development. Highlights cutting edge tools and practices for selecting and developing leadership capacity within organizational settings as well as the interpersonal and structural dynamics that characterize effective groups. Explores systemic approaches to leadership in the context of organizational culture and interpersonal factors such as leadership ethics, purpose, motivation, power and communication. Course equivalent: ORG 6300. Class open to doctoral and graduate students.

ORG 7310 Human Service Organizations (4)

Examines the unique opportunities and challenges of working with and changing human service, non-profit, and community-based organizations such as social service agencies, hospitals, schools, family service agencies, local governments, and faith based organizations. Explores issues related to board governance, leadership of a volunteer workforce, burnout, vocational calling, and sense of purpose along with theoretical models for change in human service organizations. Course equivalent: ORG 6310. Class open to doctoral and graduate students.

ORG 7400 Course Development and Teaching Strategies (4)

Provides practitioners of organizational psychology in both academic and service settings with knowledge and practical skills to become effective educators. Includes philosophy of teaching/learning, learning styles, critical thinking, course development, teaching strategies, evaluation, documentation, and integration of

technology. Also incorporates an opportunity for developing and presenting a learning module. Class open to doctoral and graduate students.

ORG 7900 Independent Study (1–5)

Registration approval: Independent Study Agreement.

Provides an opportunity for a student to study a topic of special interest under faculty supervision. May be repeated for credit up to 12 credits. Class open to doctoral and graduate students.

ORG 7910 Topical Seminar in Organizational Psychology (1–5)

Provides lecture/discussion in a seminar-style format of a special topic related to the theory and practice of organizational psychology. May be repeated for credit two times. Course equivalent: ORG 6910. Class open to doctoral and graduate students.

ORG 7912 Topical Seminar in Organizational Development (1–5)

Provides lecture/discussion in a seminar-style format of a special topic related to the theory and practice of organizational development. May be repeated for credit two times. Course equivalent: ORG 6912. Class open to doctoral and graduate students.

ORG 7930 Master Teaching Mentoring Practicum (1–5)

Prepares students for careers as college level professors by pairing them with a faculty member who serves as their teaching mentor, providing feedback, advice, and resources as they prepare for careers as educators in higher education. May be repeated for credit three times. Class open to doctoral and graduate students.

ORG 7940 Placement (1–5)

Provides the practical organizational experience required for doctoral students in organizational psychology. May be repeated for credit up to 16 credits. Class open to doctoral and graduate students.

ORG 7995 Research and Dissertation (2-4)

Registration approval: Department Chair.

Standards and procedures for the completion of the dissertation are explained in the Dissertation and Research Guidelines. May be repeated for credit up to 32 credits. Class open to doctoral and graduate students.

FACULTY

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