

PSYC*7080 - Consulting in Industrial/Organizational Psychology

Fall 2024 Course Outline

Section: 01

Credits: 0.00

Land Acknowledgement: Guelph

The University of Guelph resides on the ancestral lands of the Attawandaron people and the treaty lands and territory of the Mississaugas of the Credit. We recognize the significance of the Dish with One Spoon Covenant to this land and offer respect to our Anishinaabe, Haudenosaunee and Métis neighbours. Today, this gathering place is home to many First Nations, Inuit, and Métis peoples and acknowledging them reminds us of our important connection to this land where we work and learn.

Calendar Description

The course introduces students to consulting in I/O Psychology through actual consulting projects with local organization. Topics include: marketing consulting services, understanding consulting, client and project management. Specific projects will vary from semester to semester based on work secured with local organizations (e.g. training, surveys, coaching).

Restriction(s): Restricted to Psychology students.

Department(s): Department of Psychology

Course Description

The course introduces students to consulting in I/O Psychology through actual consulting projects with local organization. Topics include: marketing consulting services, understanding consulting, client and project management. Specific projects will vary from semester to semester based on work secured with local organizations (e.g. training, surveys, coaching).

Course Fit Within Program/Curriculum

The course will contain a mix of planned assignments as well as projects in response to client requests. The class will be based on problem-based learning focused on developing student consulting skills. Specific lecture content will depend on the projects in which students will be involved during the semester. The class format will focus on the following: lecture/invited speaker, class discussion, group work, class presentations, and consulting project work. Students will be expected to read the assigned material prior to each class. Students will be expected to conduct research, design materials and to meet outside of scheduled class time to support the delivery of consulting projects.

Lecture Schedule

Wed 11:30am-2:20pm in MCLN*101 (9/5 to 12/13)

Please note the first class starts on September 18, 2024, and runs bi-weekly ending on November 27, 2024. The first class will be IN PERSON to provide an overview of the course outline, review F24 client consulting projects, and determine project teams. After the first class, the course format will be a 30 minute session with a practitioner and then 30 minute sessions for each project team and 30 minutes with project team leaders as a group. **Please note that many classes will take place via MS Teams to accommodate guest speakers. Students will be advised as to when classes will be in person or remote.**

Instructor Information

Laura Gatto, PhD

Sessional Professor, Consulting in Industrial/Organizational Psychology Interim Consulting Director of Organization & Management Solutions (OMS)

Email: gattol@uoguelph.ca

Office: MacKinnon Extension 4022

Office Hours:

The 'Microsoft Teams' virtual door is always open Monday to Friday 8am to 4 pm. I am also available to meet in-person before and after class or other days of the week. Please send me a Teams chat or email to schedule a meeting.

Cell Phone: 2269710489

Textbooks

Group	Title	Author	ISBN
Required	The I/O Consultant: Advice and Insights for Building a Successful Career	Hedge, J. W., & Borman, W. C.	(2008) 978-1-4338-0339-9

Learning Resources

Required Resources

Important Announcements, Recommended Readings, DropBox for Course Assignments will be available on CourseLink : Course link (Website) (<https://courselink.uoguelph.ca/>)

Campus Resources

If you are concerned about any aspect of your academic program: Make an appointment with a Program Counsellor (<https://www.uoguelph.ca/uaic/programcounsellors/>) in your degree program. If you are struggling to succeed academically: There are numerous academic resources offered by the Learning Commons (<https://www.lib.uoguelph.ca/using-library/spaces/learning-commons/>) including, Supported Learning Groups for a variety of courses, workshops related to time management, taking multiple choice exams, and general study skills.

Library Course Reserve (Ares)

For this course, you will have access course reserve materials to support your learning through the University of Guelph McLaughlin Library. To access these items, select **Ares** on the navbar in CourseLink. Note that you will need your Central Login ID and password in order to access items on reserve. For further instructions on accessing reserve resources, visit [How to Get Course Reserve Materials \(https://lib.uoguelph.ca/find/course-reserves-ares/how-get-course-reserve-material/\)](https://lib.uoguelph.ca/find/course-reserves-ares/how-get-course-reserve-material/).

If at any point during the course you have difficulty accessing reserve materials, please contact the e-Learning Operations and Reserve Services staff at:

Tel: 519-824-4120 ext. 53621 | Email: libres2@uoguelph.ca | Location: McLaughlin Library, First Floor, University of Guelph

Course Learning Outcomes

1. Depth and Breadth of Understanding: Students should be able to: demonstrate mastery of a body of knowledge; gather, review, evaluate, and interpret information; to review and assess the range of theories and methods available with respect to consulting in I-O Psychology; and critically evaluate the limits of their own knowledge and how these limits influence their approach to consulting.
2. Reading Comprehension: The understanding of theory, research, and practice literature in I-O psychology. Students should demonstrate a well-developed ability to extract theoretical and empirical information from complex I-O psychological texts and articles, and to apply these to consulting work.
3. Inquiry and Analysis: A systematic process of integrating theory, research, and practice in I-O psychology through the collection and analysis of evidence that result in informed conclusions or judgments. Students should be able to: ask and attempt to answer many questions from multiple perspectives, develop novel solutions, and apply these solutions to solve practical problems.
4. Methodological Literacy: The ability to understand, evaluate, and design appropriate methodologies for rigorous psychological science. Students should be able to: design appropriate methodologies for novel psychological research and practice situations, and tailor methodologies to particular organizations, samples, and circumstances.
5. Written Communication: The ability to express one's ideas and summarize information through a variety of writing styles (e.g., consulting contracts, reports, presentations, APA style). Students should: write in a concise manner clearly conveying their message to a target audience, use a breadth of vocabulary appropriate different stakeholders, effectively edit their own work; and avoid grammar, spelling, and functional errors.
6. Oral Communication: Includes interpersonal skills, oral speaking and active listening as they apply to the class discussions, group work, and client interactions. Students should be able to demonstrate the ability to present information in ways that the receiving party can easily understand, exhibit confidence as a public speaker, facilitate discussion of complex concepts effectively, actively listen, reflect upon, and respond effectively to questions while acknowledging limitations to one's psychological knowledge.

Field Trips

Off Campus Client Meetings:

Students will be notified of field trips in relation to consulting work in advance. Students will not incur any costs associated with these field trips. University transportation will be provided.

Assessment Breakdown

A numeric grade is not provided in this course. Students will receive a SATISFACTORY or UNSATISFACTORY grade for their work in the course. This rating will be based on the quality of their goal-setting, consulting project work, their collaborations with others, and their self-reflections.

Students will be required to complete professional bio as well as pre and post project self-reflection forms. More detail on these will be provided in the class.

Note: Although graded numeric grade will not be assigned in the course, it is expected that students will contribute fully to all class discussions and exercises.

Description	Weighting	Due Date
Professional Bio for OMS	N/A	Week 3 (September 25)
Goal Setting Assignment	N/A	Week 4 (October 2)
Self-Reflection Pre-Consulting Project Assignment	N/A	TBD
Self-Reflection Post-Consulting Project Assignment	N/A	TBD
Goal Review and Reflection	N/A	Week 12 (November 27)

Last Day to Drop Course

The final day to drop Fall 2024 courses without academic penalty is the last day of classes: November 29

After this date, a mark will be recorded, whether course work is completed or not (a zero is assigned for missed tests/assignments). This mark will show on the student's transcript and will be calculated into their average.

Course Grading Policies

Submission of Assignments

All written assignments are to be submitted through Dropbox on Courselink by 11:59pm on the due date.

Late Assignment

If you require an extension for a written assignment, please email me (gattol@uoguelph.ca) before the deadline and you will be granted an automatic 72-hour grace period - no questions asked. For example, if the assignment is due October 2, 2024 at 11:59pm and you ask for an extension in writing via email PRIOR to that deadline, the revised due date for the assignment will be October 5, 2024 at 11:59pm. If there are extenuating circumstances that impact your ability to meet the new deadline, please email me to discuss.

Written assignments that are not submitted by the deadline (without a request for extension) will receive an unsatisfactory.

CSAHS Graduate Academic Misconduct Policy

The *Academic Misconduct Policy* is detailed in the Graduate Calendar. The University of Guelph is committed to upholding the highest standards of academic integrity and **it is the responsibility of all members of the University community – faculty, staff, and students – to be aware of what constitutes academic misconduct** and to do as much as possible to prevent academic offences from occurring. University of Guelph students have the responsibility of abiding by the University's policy on academic misconduct regardless of their location of study; faculty, staff and students have the responsibility of supporting an environment that discourages misconduct. Students need to remain aware that instructors have access to and the right to use electronic and other means of detection.

Whether or not a student intended to commit academic misconduct is not relevant for a finding of guilt. Students who are in any doubt as to whether an action on their part could be construed as an academic offence should consult with a faculty member or faculty advisor.

Standard Statements for Graduate Courses

Academic Integrity

The University of Guelph is committed to upholding the highest standards of academic integrity and it is the responsibility of all members of the University community – faculty, staff, and students – to be aware of what constitutes academic misconduct and to do as much as possible to prevent academic offences from occurring. University of Guelph students have the responsibility of abiding by the University's policy on academic misconduct regardless of their location of study; faculty, staff and students have the responsibility of supporting an environment that discourages misconduct. Students need to remain aware that instructors have access to and the right to use electronic and other means of detection.

Please note: Whether or not a student intended to commit academic misconduct is not relevant for a finding of guilt. Hurried or careless submission of assignments does not excuse students from responsibility for verifying the academic integrity of their work before submitting it. Students who are in any doubt as to whether an action on their part could be construed as an academic offence should consult with a faculty member or faculty advisor.

The Academic Misconduct Policy (<https://calendar.uoguelph.ca/graduate-calendar/general-regulations/academic-misconduct/>) is outlined in the Graduate Calendar.

Accessibility

The University promotes the full participation of students who experience disabilities in their academic programs. To that end, the provision of academic accommodation is a shared responsibility between the University and the student.

When accommodations are needed, the student is required to first register with Student Accessibility Services (SAS). Documentation to substantiate the existence of a disability is required; however, interim accommodations may be possible while that process is underway.

Use of the SAS Exam Centre requires students to make a booking at least 10 business days in advance, and no later than the first business day in November, March or July as appropriate for the semester. Similarly, new or changed accommodations for online quizzes, tests and exams must be approved at least a week ahead of time. For students at the Guelph campus, information can be found on the SAS website. (<https://www.uoguelph.ca/sas/>)

Accommodation of Religious Obligations

If you are unable to meet an in-course requirement due to religious obligations, please email the course instructor within two weeks of the start of the semester to make alternate arrangements.

See the Academic calendar for information on regulations and procedures for Academic Accommodation of Religious Obligations (<https://calendar.uoguelph.ca/graduate-calendar/general-regulations/academic-accommodation-religious-obligations/>)

Copies of Out-of-class Assignments

Keep paper and/or other reliable back-up copies of all out-of-class assignments: you may be asked to resubmit work at any time.

Drop Date

Courses that are one semester long must be dropped by the end of the last day of classes; two-semester courses must be dropped by the last day of classes in the second semester. The regulations and procedures for Dropping Courses (<https://calendar.uoguelph.ca/graduate-calendar/general-regulations/registration/>) dropping courses are available in the Graduate Calendar (<https://calendar.uoguelph.ca/graduate-calendar/general-regulations/registration/>).

Email Communication

As per university regulations, all students are required to check their <uoguelph.ca> e-mail account regularly: e-mail is the official route of communication between the University and its students.

Health and Wellbeing

The University of Guelph provides a wide range of health and wellbeing services at the Vaccarino Centre for Student Wellness (<https://wellness.uoguelph.ca/>). If you are concerned about your mental health and not sure where to start, connect with a Student Wellness Navigator (<https://wellness.uoguelph.ca/navigators/>) who can help develop a plan to manage and support your mental health or check out our mental wellbeing resources. (<https://wellness.uoguelph.ca/shine-this-year/>) The Student Wellness team are here to help and welcome the opportunity to connect with you.

Illness

Medical notes will not normally be required for singular instances of academic consideration, although students may be required to provide supporting documentation for multiple missed assessments or when involving a large part of a course (e.g., final exam or major assignment).

Recording of Materials

Presentations that are made in relation to course work—including lectures—cannot be recorded or copied without the permission of the presenter, whether the instructor, a student, or guest lecturer. Material recorded with permission is restricted to use for that course unless further permission is granted.

Resources

The Academic Calendars (<http://www.uoguelph.ca/registrar/calendars/?index>) are the source of information about the University of Guelph's procedures, policies and regulations which apply to undergraduate, graduate and diploma programs.

When You Cannot Meet a Course Requirement

When you find yourself unable to meet an in-course requirement because of illness or compassionate reasons, please advise the course instructor (or designated person, such as a teaching assistant) in writing, with your name, id#, and e-mail contact. See the Graduate Calendar for information on regulations and procedures for Academic Consideration (<https://calendar.uoguelph.ca/graduate-calendar/general-regulations/grounds-academic-consideration/>).