

SOP 5609 - 2102 Current Issues in I/O Psychology

Fall, 2006; Thursdays 4-4:50

Rosemary Hays-Thomas, PhD, SPHR

Office hours

M 1:30-3:30; T 2:30-4:30; Th 2:30-3:30; and by appointment.

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Textbook

Lowman, R.L. (Ed.). (2006). *The Ethical Practice of Psychology in Organizations* (2 ed.). Bowling Green, Ohio: SIOP; Washington, DC: APA.

Note: This text will be used briefly this semester. However, it is also the text for INP 5087 *Ethics in I/O Psychology* which is offered during the spring term for I/O master's students.

Student Learning Outcomes

After successfully completing this course, students will be able to:

1. Identify and discuss several current topics in applied I/O and HR.
2. Recognize and describe major issues and organizations in the business and human resources community in Pensacola and the Escambia/Santa Rosa County area.
3. Give examples of the connection of academic coursework to the practice of I/O Psychology and human resources.
4. Write effectively and competently in APA style as well as in "academic-conversational" style.

Class Activities

The major focus of this class will be to discuss topics and perspectives that are relevant to the practice of I/O psychology but are not covered in depth in our other course offerings. I will present classes on selected applied topics. There will also be several presentations by professionals whose work involves human resources, or interfaces in some way with the application of I/O psychology. Guests will speak about their work or about a particular H/R issue. Discussion and questions from the class will be encouraged. At the next class period, each student will submit a brief Reaction Paper based upon the speaker's presentation. Periodically we will hold a seminar session during which we will discuss speakers' comments and students' reactions to them.

To complete the course successfully, you will:

1. Write brief papers in reaction to invited class presentations by speakers whose work is relevant to the practice of Industrial/Organizational Psychology. **A brief reaction paper** (1-2 pages) should be prepared for each talk, less one. (That is, you may omit any one paper.) In these papers you should give your personal/professional critique of the speaker's presentation. No additional research is required; your critique may be based on information learned in other classes or elsewhere. Reaction papers should be typed, double-spaced, and any references you may use should be in APA style. They should be submitted at the class period following each presentation. Except for any references, the papers can be written in conversational style.

Reaction papers will be evaluated on the basis of evidence that you have understood the talk and have considered its implications or related it to other information and situations. You should

NOT summarize the talk; instead, go beyond it. Papers with unsatisfactory grammar or spelling will be returned ungraded to be corrected. In other words, grades are determined by how well supported your reaction is (including evidence you have thought about implications and connections with other ideas, issues, or events), and how well the paper is written.

2. Participate in seminar sessions by contributing to discussion of the talks we have heard. My notes for facilitating discussion will be partly based on what I've read in your reaction papers and I may ask you to read or summarize something you've said. Therefore, you should review your previous reaction papers before each seminar session, and bring them with you to class.

3. Prepare a research paper on some topic of your choice relevant to applied I/O psychology or Human Resources. The topic should be chosen and approved by **September 28**. Sources should be current (i.e., the last two to three years, with the exception of legal sources). In most cases, the topic should be one relevant to the practice of I/O and/or HR (rather than one emphasizing theory and/or laboratory research). The paper should be submitted no later than **Tuesday, November 22**.



Grading System

Each reaction paper will be assigned a letter grade. These will be averaged to constitute 50% of the course grade. Another 30% will come from the paper described in #3 above. Students' contributions to periodic class discussions in seminar sessions will constitute the final 20% of the letter grade. There will be no examinations.

Any student who requires special accommodations for this course for reasons of disability should register with the Office of Disabled Student Services (21-138, 474-2387).

All students are expected to understand and follow the University's "Expectations for Academic Conduct/Plagiarism Policy" which is found in the *Student Life Handbook*. Helpful explanations and examples to clarify the nature of plagiarism can be found on-line at http://library.uwf.edu/Tutorials/module_plagiarism/default.htm

Activities and Assignments

- Aug. 31 Introduction.
- Sept. 7 Brittany Bjorklund – internship presentation (Baptist Leadership Institute)
- Sept. 14 Ann Marie Kietzmann – HR Manager, Pall Life Sciences
- Sept. 21 Rosemary Hays-Thomas – Licensure issues – read Lowman, Cases 45, 46, 47
- Sept. 28 Rus Howard, Entrepreneur, Principal in White Sands Investments
Discuss your choice of paper topic with me by this date.
- Oct. 5 Shari Johnson, Business Librarian – meet in Library
- Oct. 12 Seminar class – Bring past reaction papers and prepare to discuss.
- Oct. 19 Charlotte Crane, Business Editor *Emerita*, Pensacola News-Journal
- Oct. 26 Nancy Wolfe, Children’s Services Center – Day care issues
I/O psych **Hallowe’**en costume contest. 
- Nov. 2 Seminar Class.
- Nov. 9 Denise McLeod, VP and COO, Landrum Staffing Services – Employee leasing, temp services, minimum wage, local work force issues
- Nov. 16 Kristen Broussard. Internship presentation, Baptist Human Resources.
Papers are due by Nov 22.
- Nov. 23 *Thanksgiving on Thursday!* 
- Nov. 30 Rosemary Hays-Thomas, Pay Equity
Read <http://www.pay-equity.org/info.html> - quite a bit of information.
- Dec. 7 Seminar Class.
- Dec. 14 Seminar Class.

