PSYCHOLOGY (PSYC)

PSYC 501
Biological Bases of Behavior
A critical review of the anatomical and neurophysiological bases of behavior as related to theory and practice in psychology.
Lecture: 3 Lab: 0 Credits: 3

PSYC 502
Social Bases of Behavior
Critical overview of theory and research in social cognition, interpersonal relations, group dynamics and organizational psychology. Implications of principles for issues and problems in real-world social systems are developed.
Lecture: 3 Lab: 0 Credits: 3

PSYC 503
Cognitive and Affective Bases
Critical overview of cognition, affect, and their intersection based on a variety of theories and approaches.
Lecture: 3 Lab: 0 Credits: 3

PSYC 504
Individual and Cultural Differences
Review of the basic models used to explore and explain how and why people differ from each other. The course will explore the influence of culture and individual characteristics such as gender, ability and personality, as well as how these influences change over a person’s lifetime.
Lecture: 3 Lab: 0 Credits: 3

PSYC 505
History and Systems of Psychology
Critical and conceptual evaluation of influential philosophical and psychological theories of human behavior: From the Greek bronze age to the modern era.
Lecture: 3 Lab: 0 Credits: 3

PSYC 506
Therapy I
Basic clinical skills including intake, suicide assessment, case formulation, differential diagnosis, and basics of conducting cognitive behavioral therapy.
Prerequisite(s): PSYC 526
Lecture: 3 Lab: 0 Credits: 3

PSYC 507
Therapy II
Second semester seminar and supervised training in basic clinical skills, including interviewing, development of a therapeutic relationship, managing the process of therapy and assessing therapy progress. Requires active standing in the clinical program and approved clinical placement.
Prerequisite(s): PSYC 539* with min. grade of C and PSYC 506 with min. grade of B, An asterisk (*) designates a course which may be taken concurrently.
Lecture: 3 Lab: 0 Credits: 3

PSYC 508
Ethics and Professional Issues I
This is an introductory course designed around ethical issues confronting clinical psychologists. It is offered to incoming first year clinical students to allow them to think about ethical issues in treatment, assessment, and professional behavior. Using the APA ethics code as a guide, students present and respond to ethical dilemmas that they may face as they embark upon their career as clinical psychologists. Other professional issues are also discussed including the transition to graduate school, course selection decisions, and any other general graduate school questions that may arise.
Lecture: 2 Lab: 0 Credits: 2

PSYC 509
Ethics and Professional Issues II
This is a continuation of PSYC 508 but offered to second semester, third year students. It is designed to prepare students for the later parts of the graduate student experience. Topics include dissertation research, the internship experience, early job and career decisions, supervision, and consultation. Barriers to successful completion of the program are discussed and problem solved. Ethical issues such as those confronting new Ph.D.'s are also introduced.
Lecture: 1 Lab: 0 Credits: 1

PSYC 510
Clinical Assessment I
Seminar and supervised training in intellectual and cognitive assessment for adults and children. Research, psychometric characteristics, conceptual foundations, clinical applicability, administration, scoring and interpretation of major assessment instruments, and writing reports. Requires active standing in the clinical program. Instructor permission required.
Lecture: 3 Lab: 0 Credits: 3

PSYC 511
Psychometric Theory
Basic understanding of principles and theories of psychological measurement emphasizing (1) theories and methods for estimation of reliability and validity, (2) techniques for the measurement of psychological variables and (3), methods for construction of psychological and educational measuring instruments.
Prerequisite(s): PSYC 546 with min. grade of C and PSYC 545 with min. grade of C
Lecture: 3 Lab: 0 Credits: 3

PSYC 512
Clinical Assessment II
Seminar and supervised training in personality assessment of adults and children. Research, psychometric characteristics, conceptual foundations, clinical applicability, administration, scoring and interpretation of major assessment instruments, and writing reports.
Prerequisite(s): PSYC 526 with min. grade of B
Lecture: 3 Lab: 0 Credits: 3
PSYC 513
Assessment in Rehabilitation and Mental Health Counseling
An overview of test selection, administration, and interpretation through synthesis, integration, and evaluation of assessment data used in rehabilitation and mental health counseling. Includes historical perspectives in assessment, statistical concepts, an orientation to standardized and non-standardized tests, and the process and practice of assessing adults with disabling conditions for rehabilitation plan development and vocational decision-making.
Lecture: 3 Lab: 0 Credits: 3

PSYC 514
Vocational Evaluation II: Report Development and Communication
The process of developing vocational evaluation and staffing reports. Gathering, analyzing, integrating, synthesizing, and interpreting evaluation information. Development of feasible recommendations utilizing related sources of labor market/occupational information.
Prerequisite(s): PSYC 513 with min. grade of C
Lecture: 3 Lab: 0 Credits: 3

PSYC 515
Vocational Evaluation Laboratory
Practical skills in vocational evaluations including application of work samples and situational assessment at a vocational evaluation site in the community.
Lecture: 3 Lab: 0 Credits: 3

PSYC 516
User Psychology
User Psychology introduces psychological and behavioral aspects of UX design with an emphasis on human-centered design practices. Students will gain exposure to a wide range of findings and principles from the psychological and behavioral sciences and then apply them to user experience projects.
Lecture: 3 Lab: 0 Credits: 3

PSYC 517
Performance Appraisal Seminar
The objectives of the seminar are to 1) provide a broad understanding of the multiple facets of performance appraisal, 2) understand research and advances in the field, and 3) understand the challenges and pitfalls of successfully implementing a PA system in an organization.
Prerequisite(s): PSYC 556 with min. grade of C and PSYC 529 with min. grade of C
Lecture: 3 Lab: 0 Credits: 3

PSYC 518
Basic Clinical Skills
This course covers introductory therapy skills including intake, suicide assessment, case formulation, and differential diagnosis.
Prerequisite(s): PSYC 526 with min. grade of C
Lecture: 1 Lab: 0 Credits: 1

PSYC 519
Therapy I-A
Basics of conducting cognitive behavioral therapy following PSYC 518 (Basic Clinical Skills).
Prerequisite(s): PSYC 518 with min. grade of C
Lecture: 2 Lab: 0 Credits: 2

PSYC 520
Health Psychology
Introduction to theoretical, clinical and research issues in adult behavioral medicine. Covers general perspectives of a biobehavioral approach, factors affecting adult health and illness, diagnostic and treatment approaches, and issues in research and application.
Lecture: 3 Lab: 0 Credits: 3

PSYC 523
Theories of Psychotherapy
Survey of various approaches to therapeutic intervention. The conceptual bases, history, methods, empirical foundations and applicability of important schools of therapeutic intervention will be considered.
Lecture: 3 Lab: 0 Credits: 3

PSYC 524
Assessment and Treatment of Infants and Young Children
Reviews current conceptualizations, assessment and treatment of childhood disorders from a behavioral-system perspective. Examines the impact of the family, school and other relevant systems on the development and treatment of child behavior problems.
Lecture: 3 Lab: 0 Credits: 3

PSYC 525
Developmental Psychopathology
This course covers theory and research on developmental processes and their functions to promote health and as risk factors for psychopathology.
Lecture: 3 Lab: 0 Credits: 3

PSYC 526
Psychopathology
Critical examination of clinical and experimental research in psychopathology and diagnostic classification systems.
Lecture: 3 Lab: 0 Credits: 3

PSYC 529
Personnel Selection and Evaluation
Principles and techniques of employee selection and placement. Analysis of test data which will maximize the effectiveness of such techniques.
Lecture: 3 Lab: 0 Credits: 3

PSYC 530
Meta-Analysis
The overall objectives of this seminar are to (a) provide exposure to the theoretical and applied literatures on meta-analysis, and (b) develop skills in critiquing and conducting meta-analyses. The major areas of theory and research that will be examined in this course include (a) the conceptual and measurement literatures focusing on individual difference constructs, (b) an introduction to classical reliability theory and statistical theory underlying meta-analysis procedures, and (c) studies evaluating the generalizability of relationships involving individual differences and situational variables.
Prerequisite(s): PSYC 511 with min. grade of C
Lecture: 3 Lab: 0 Credits: 3
PSYC 531
Organizational Attitudes and Behavioral Seminar
The course is an in-depth study of factors that affect Organizational behavior and attitude (motivational theories). The various key attitudes and behaviors that organizations are defined and research relating to them is discussed (e.g. job satisfaction, organizational commitment, job involvement, turnover, absenteeism, and organizational citizenship). We also identify the stresses on today's employees' life and discuss some ways to manage them (e.g. job stress, work-family conflict, minority and immigrant worker.
Prerequisite(s): PSYC 556 with min. grade of C
Lecture: 3 Lab: 0 Credits: 3

PSYC 532
Occupational Health Psychology
This survey course is designed to provide a broad overview of the field of occupational health psychology (OHP). OHP is an exciting field that examines the bidirectional relationship between work psychology on the one hand and individual and organizational health on the other. We will review major theories and empirical research linking work and organizational factors (organizational justice, dark workplace behaviors such as incivility, shift-work, work-family interface) with employee health and well-being (stress, affect, job-burnout, recovery experiences) along with interventions and experiences designed to promote occupational health.
Prerequisite(s): PSYC 556 with min. grade of C
Lecture: 3 Lab: 0 Credits: 3

PSYC 533
Clinical Practicum
Clinical assessment, therapy and/or consultation in a community-based mental health setting or medical facility for an average of 15 to 20 hours per week, per semester. Students obtain supervised experience in the provision of psychological services and related professional activities. Must be in an approved clinical placement site.
Credit: Variable

PSYC 534
Attachment Theory Throughout the Lifespan
Provides an in depth understanding of attachment theory and research, as well as clinical applications throughout the life span. Instructor permission required.
Lecture: 3 Lab: 0 Credits: 3

PSYC 535
Seminar in Personnel Selection
A critical review of advanced techniques in personnel selection. Includes such topics as validity generalization, utility analysis, and applications of latent trait theory.
Prerequisite(s): PSYC 529 with min. grade of C
Lecture: 3 Lab: 0 Credits: 3

PSYC 536
Affective Disorders
Examination of current theory and research regarding affective disorders. Covers cognitive, behavioral, biological, and cultural perspectives. The relationship of affective symptomatology and diagnosis to other types of psychopathology are considered.
Prerequisite(s): PSYC 526 with min. grade of C
Lecture: 3 Lab: 0 Credits: 3

PSYC 537
Child Cognitive Development
The course is designed to be a practical primer on the changes in cognition that occur from ages five to seven when there is a major change in how children perceive their world and how the world perceives them.
Lecture: 3 Lab: 0 Credits: 3

PSYC 538
Psychology of Sport, Performance, and Health
The course examines the clinical and research literature on the physical and psychological benefits of the following: regular physical activity; psychological, social, and environmental aspects of exercise non-adherence; and mental and behavioral strategies for promoting motivation, confidence, concentration, and enhanced sport performance.
Lecture: 3 Lab: 0 Credits: 3

PSYC 540
Research Methods
This course prepares students for designing and interpreting empirical research. The collection of meaningful data, appropriate use of data analytic techniques, and the interpretation of data results are presented.
Lecture: 3 Lab: 0 Credits: 3

PSYC 545
Graduate Statistics I
Basic course in elementary statistics Introduction to inferential statistics and statistical analysis of psychological data. Emphasis on hypothesis testing procedures and computer applications.
Lecture: 3 Lab: 0 Credits: 3

PSYC 546
Graduate Statistics II
Statistical procedures used in the prediction and explanation of psychological data, including multiple regression. Emphasis on computer applications.
Prerequisite(s): PSYC 545 with min. grade of C
Lecture: 3 Lab: 0 Credits: 3

PSYC 547
Evidence-Based Practice in Rehabilitation and Mental Health Counseling
The objective of this course is to familiarize students with evidence-based practice (EBP) in the field of rehabilitation and mental health counseling. Students will be introduced to a variety of evidence-based models in rehabilitation and mental health counseling as well as current issues in EBP. The historical development of EBP will be explored, and current empirical research will be examined.
Lecture: 3 Lab: 0 Credits: 3

PSYC 548
Vocational Psychiatric Rehabilitation
An in depth review of models available to help people with severe mental illness obtain and maintain employment. Topics relating to vocational evaluation, work adjustment, placement, supported work models, and follow-up will be covered.
Lecture: 3 Lab: 0 Credits: 3
PSYC 549
Practicum in Rehabilitation and Mental Health Counseling
Seminar and supervised experience in rehabilitation and mental health counseling with an emphasis on development of individual counseling skills. Students work in a field-based rehabilitation and mental health counseling capacity carrying a small client caseload while participating in weekly individual and group supervision. Includes topics related to counseling processes, procedures, and theories; ethics; and crisis prevention, assessment, and intervention.
Prerequisite(s): PSYC 410 with min. grade of C and PSYC 557 with min. grade of C
Credit: Variable

PSYC 550
Couples Research and Therapy
Advanced seminar introduces students to empirically based interventions for couples. Presents clinically relevant and empirically derived material to better understand the importance of both technique and theory when intervening at a couples level.
Lecture: 3 Lab: 0 Credits: 3

PSYC 552
Legal Issues in Human Resource Management
Seminar on the legal context of human resource management, focusing on equal employment opportunity laws. Will discuss how to design employee selection, evaluation and compensation systems that comply with U.S. federal laws and regulations.
Prerequisite(s): PSYC 529 with min. grade of C
Lecture: 3 Lab: 0 Credits: 3

PSYC 553
Family and Couples Therapy
Surveys the major theoretical perspectives for understanding and intervening with family and marital problems.
Lecture: 3 Lab: 0 Credits: 3

PSYC 554
Survey of Multivariate Statistics
Introduction to the major multivariate statistical procedures used in psychology; factor analysis, discriminant analysis, multivariate analysis of variance and canonical correlation.
Prerequisite(s): PSYC 545 with min. grade of C or PSYC 546 with min. grade of C
Lecture: 3 Lab: 0 Credits: 3

PSYC 555
Seminar in Industrial Training
Survey of various types of training and development programs used in industry. Also included are related major issues, specific techniques, assessment of training needs and evaluation of training programs.
Prerequisite(s): PSYC 556 with min. grade of C and PSYC 529 with min. grade of C
Lecture: 3 Lab: 0 Credits: 3

PSYC 556
Organizational Psychology
Theory and research concerning human behavior in formal organizations, communication nets, dynamics of managerial jobs; current ideas concerning organizations.
Lecture: 3 Lab: 0 Credits: 3

PSYC 557
Pre-Practicum in Rehabilitation and Mental Health Counseling
Study of the counseling process within a multicultural society. Includes essential interviewing and counseling techniques, counselor characteristics and behaviors, and ethical considerations in counseling with an orientation toward wellness and empowerment.
Lecture: 3 Lab: 0 Credits: 3

PSYC 558
Industrial Psychology Internship I
Supervised experience in psychological practices in an industrial setting. (Credit: variable)
Credit: Variable

PSYC 559
Industrial Psychology Internship II
Supervised experience in psychological practices in an industrial setting. (credit: Variable)
Credit: Variable

PSYC 561
Applied Counseling Techniques: Group Counseling
Methods and techniques in the group counseling process including group facilitation and leadership. Provides a theoretical and experiential understanding of group purpose, development, dynamics, theories, methods, skills, and other group approaches in a multicultural society with an emphasis on working with persons with disabilities within a family/systems framework.
Prerequisite(s): PSYC 523* with min. grade of C, An asterisk (*) designates a course which may be taken concurrently.
Lecture: 3 Lab: 0 Credits: 3

PSYC 562
Job Placement
Techniques of job development, job analysis, job placement, job seeking skills and follow-up. Includes affirmative action, manpower, and legislative programs involving job placement of special groups.
Lecture: 3 Lab: 0 Credits: 3

PSYC 563
Human Growth and Career Development
Presentation and discussion of human growth and career development theories across life span with special emphasis on persons with disabilities. Includes the nature and needs of persons at all developmental levels and in multicultural contexts with specific focus on biological bases of behavior, learning and personality development, transitioning, career decision making, and the family/system influences on vocational choice.
Lecture: 3 Lab: 0 Credits: 3
PSYC 564
Rehabilitation and Mental Health Counseling Research Seminar
The primary objective of this course is to help students become familiar with rehabilitation and mental health counseling research, acquire the basic knowledge and skills for designing and conducting applied research, and develop a preliminary research proposal for their research project. A secondary purpose is to teach students to critically evaluate rehabilitation and mental health counseling research in order to inform evidence-based practice. Includes an overview of various research designs, data analysis techniques, and the use of SPSS for statistical analysis as well as principles and models of program evaluation and the use of findings to effect program modifications.
Lecture: 3 Lab: 0 Credits: 3

PSYC 565
Grant Writing
Grant support is needed for psychologists to set up and sustain state-of-the-art research programs. This course reviews all aspects of the successful grant writing using the NIH template as an example.
Lecture: 3 Lab: 0 Credits: 3

PSYC 566
Addictive Behaviors and Principles of Behavior Change
A review of theoretical models of addiction and behavior from sociological, biological, and psychological perspectives. Critical examination of research methodology and empirically supported clinical approaches. Emphasis on substance and process addictions.
Lecture: 3 Lab: 0 Credits: 3

PSYC 571
Structural Equation Modeling
This is an introductory course to structural equation modeling (SEM). Following completion of this course, students should be able to (1) conduct analyses of measurement, structural, and full models, (2) model interactions in SEM, (3) understand how SEM can be used to model growth curves, (4) communicate results of SEM analyses in both written and oral form, and (5) critically evaluate the application of SEM in published research.
Prerequisite(s): PSYC 554 with min. grade of C
Lecture: 3 Lab: 0 Credits: 3

PSYC 573
Psychosocial Bases: Disability and Behavior
Presentation and discussion of psychological and social issues of disability and human behavior. Somatopsychology, field integrative theories and psychological aspects of disabilities. Consent of instructor.
Lecture: 3 Lab: 0 Credits: 3

PSYC 575
Adult Career Development and Vocational Behavior
Presentation and discussion of impact of disabilities on adult career development. Vocational development theories, occupational information and analysis, career counseling and research methodology. Instructor permission required.
Lecture: 3 Lab: 0 Credits: 3

PSYC 576
Research in Rehabilitation and Mental Health Counseling
This course teaches students to develop a preliminary research proposal for a research project based in areas of rehabilitation and mental health counseling. This course also prepares students for designing research investigations, collecting data sets, utilizing data analytic techniques, and interpreting empirical research.
Prerequisite(s): PSYC 564 with min. grade of C
Lecture: 3 Lab: 0 Credits: 3

PSYC 577
Professional and Ethical Issues in Rehabilitation and Counseling
Presentation and discussion of issues related to professional and ethical practice in the fields of rehabilitation and counseling. History and philosophy of rehabilitation and counseling, professional and ethical standards, leadership and advocacy, concerns in rehabilitation assessment, counseling and related professional concerns, and placement and independent living.
Lecture: 3 Lab: 0 Credits: 3

PSYC 578
Clinical Rehabilitation Counseling Internship
Supervised experience in clinical rehabilitation counseling, which is intended to reflect the comprehensive work experience of a professional counselor working with persons with disability and/or chronic illness. Students are provided the opportunity to become familiar with a variety of professional activities and resources in addition to direct service (e.g., record keeping, assessment instruments, supervision, information and referral, in-service, and staff meetings, vocational counseling and evaluation, etc.).
Prerequisite(s): PSYC 549 with min. grade of S
Credit: Variable

PSYC 579
Clinical Mental Health Counseling Internship
Supervised experience in clinical mental health counseling, which is intended to reflect the comprehensive work experience of a professional mental health counselor. Students are provided the opportunity to become familiar with a variety of professional activities and resources in addition to direct service (e.g., record keeping, assessment instruments, supervision, information and referral, in-service, and staff meetings).
Prerequisite(s): PSYC 549 with min. grade of S
Credit: Variable

PSYC 580
Seminar in Leadership
Reviews models and theories of leadership that cover group dynamics, power, influence, and conflict management as well as issues of diversity and gender. The focus is on research and practical issues in understanding leadership and its effectiveness. Requires certification as K-12 teacher or approval of instructor.
Prerequisite(s): PSYC 556 with min. grade of C
Lecture: 3 Lab: 0 Credits: 3
PSYC 581
Neuropsychological Assessment
Seminar in neuropsychological assessment. A review of neuroanatomy followed with a review of the conceptual foundations of brain-behavior relationships. Major assessment instruments will be covered.
Lecture: 3 Lab: 0 Credits: 3

PSYC 582
Applied Psychophysiology and Biofeedback
Reviews applications of physiological measures to practical problems. Clinical applications of biofeedback are discussed and demonstrated. Special emphasis on electromyographic techniques.
Lecture: 3 Lab: 0 Credits: 3

PSYC 583
Rehabilitation Engineering Technology I: Survey of Interdisciplinary Application of RET
An overview of Assistive Technology (AT) used by people with disabilities. Includes contact with local AT sites, consumers and practicing professionals. Reviews specific AT applications for communication, mobility and control; national and local AT resources; and economics of AT development, marketing and service delivery. Design, engineering, and architectural issues relevant to people with disabilities are introduced. Instructor permission required.
Lecture: 3 Lab: 0 Credits: 3

PSYC 584
Rehabilitation Engineering Technology II: Access to Independence Through Assistive Technology
Seminar designed for deeper exploration of Assistive Technology issues introduced in PSYC 583. Special focus on accessibility issues, technology outreach and awareness training; additional topics are chosen to reflect the specific interests of students in the class. Buildings are surveyed using ADAAG criteria for accessibility.
Prerequisite(s): PSYC 583 with min. grade of C
Lecture: 3 Lab: 0 Credits: 3

PSYC 585
Rehabilitation Engineering Technology III
Seminar designed to accompany and enhance practical RET experiences, such as concurrent internship, employment or approved projects involving RET/AT applications. Case presentations of technology for independent living, issues of quality of outcome, alternatives/appropriateness of technology solutions, ethics, emotional aspects of technology acquisition, independence/dependency and barriers to acquiring and deployment of AT are discussed.
Prerequisite(s): PSYC 584 with min. grade of C and PSYC 583 with min. grade of C
Lecture: 3 Lab: 0 Credits: 3

PSYC 586
Concepts of Supervision
Explores formulations of the supervisory relationship and critical issues in the supervision of clinicians.
Lecture: 3 Lab: 0 Credits: 3

PSYC 588
Graduate Psychology Seminar
Reports and discussion of current problems and issues in psychology.
Lecture: 3 Lab: 0 Credits: 3

PSYC 589
Rehabilitation Internship III
Supervised experience in rehabilitation counseling. (Credit: Variable)
Prerequisite(s): PSYC 549 with min. grade of C
Credit: Variable

PSYC 590
Psychiatric Rehabilitation
Class covers a wide range of topics including a review of the disease and disability models of mental illness, skills training components in treatment, incentive strategies for participants, transfer of learned skills to other situations, and cognitive rehabilitation strategies.
Lecture: 3 Lab: 0 Credits: 3

PSYC 591
Research and Thesis M.S.
Instructor permission required.
Credit: Variable

PSYC 594
Special Projects
Instructor permission required.
Credit: Variable

PSYC 595
Graduate Research Project
Independent research for PhD students who are required to complete a thesis equivalent project. Instructor permission required.
Credit: Variable

PSYC 597
Special Problems
Instructor permission required.
Credit: Variable

PSYC 599
Clinical Internship
Ph.D. Comprehensive Exam Participation in full-time internship accredited by the American Psychological Association, or, in exceptional cases, approved by the clinical Psychology program. Approval of dissertation proposal and instructor permission required.
Lecture: 0 Lab: 1 Credits: 1

PSYC 600
Continuation of Residency
Continuation of residency.
Lecture: 0 Lab: 1 Credits: 1

PSYC 691
Research and Thesis Ph.D.
Research and thesis for Ph. D. students.
Credit: Variable
PSYC 710
Compensation and Benefit Application
Compensation and benefit application.
Lecture: 1.5 Lab: 0 Credits: 1.5

PSYC 711
Multilevel Data Analysis
Review of statistical methods for analysis of data at multiple levels of aggregation, such as individual and group-level phenomena. The course will cover conceptual issues, statistical models, and data analysis using computer software.
Lecture: 3 Lab: 0 Credits: 1.5

PSYC 712
Bayley Scales of Infant Development
Bayley Scales of Infant Development.
Lecture: 3 Lab: 0 Credits: 1

PSYC 714
Assessment Centers
This course will develop the knowledge and skills needed for the design and implementation of assessment centers and other individual assessment methods.
Lecture: 1.5 Lab: 0 Credits: 1.5

PSYC 715
Organizational Assessment and Planning
This short course focuses on various processes and tools used in organizations to assess effectiveness, establishing priorities, and creating plans of action for change. Topics include the strategic planning process and the development and use of assessment tools such as organizational surveys and focus groups. Requires basic knowledge of statistics.
Lecture: 1.5 Lab: 0 Credits: 1.5

PSYC 716
Base Pay Management
This course provides an in-depth discussion of the principles, design, implementation and evaluation of an employee base-pay program. Topics include concepts for determining market position using salary surveys, the design of base pay structures, principles of merit pay, and the ongoing management of base pay programs.
Lecture: 1.5 Lab: 0 Credits: 1.5

PSYC 717
Variable Pay Programs
This course provides an in-depth review of variable pay programs within organizations, including incentives, recognition programs and team-based pay. Organization-wide, organizational unit, and individual programs will be discussed in terms of plan design, implementation and evaluation.
Lecture: 1.5 Lab: 0 Credits: 1.5

PSYC 719
Fundamentals of Employee Benefits Programs
This course will address all aspects of employee benefits programs including government regulations, health and welfare plans, retirement plans and pay for time not worked. Case studies will be used to model real-life situations encountered by Human Resources professionals.
Lecture: 1.5 Lab: 0 Credits: 1.5

PSYC 720
Individual Assessment for Industrial/Organizational Psychology
This course is designed to teach students how to assess individuals for hire, promotion, and development. Students will develop a testing protocol including a structured interview, cognitive ability, and personality testing. The course will provide applied experience conducting assessments of executives who have volunteered to serve as testing subjects. Interviewing skill, test interpretation, and report writing are the primary learning objectives of the course.
Lecture: 1.5 Lab: 0 Credits: 1.5

PSYC 721
Network Analysis
Network analyses focuses on relationships between social entities (e.g. individuals, groups, businesses) and has been used in a number of fields including the social and behavioral sciences. The primary focus will center on social network analysis, which has been developed from an interdisciplinary approach from sociology, psychology, and economics. This course will present an introduction to various methods and concepts of social network analysis including applications in the social and behavioral sciences using these methods. Topics include, but are not limited to, graph theory, properties of individuals, subgroups/cliques, blockmodels, and dyad/triad analysis. An introduction to network models and applications in common software programs will also be given.
Prerequisite(s): PSYC 546 with min. grade of C and PSYC 545 with min. grade of C
Lecture: 1.5 Lab: 0 Credits: 1.5

PSYC 722
Consulting Fundamentals
The course will focus on identifying customer groups, developing products or services, pricing, proposal writing, and ethics in consulting.
Lecture: 1.5 Lab: 0 Credits: 1.5

PSYC 723
Machine Learning in Industrial-Organizational Psychology
This course provides a practice-oriented introduction to machine learning methods and how they are used in human resource management. The course will cover problem formulation, data management, data analysis and communicating results.
Prerequisite(s): PSYC 546 with min. grade of C and PSYC 545 with min. grade of C
Lecture: 1.5 Lab: 0 Credits: 1.5

PSYC 724
Diversity and Inclusion at Work
Diversity and inclusion at work
This course will provide an overview of the science and practice of diversity, equity, and inclusion (DEI) in work organizations. This includes coverage of foundational concepts (e.g., diversity, inclusion and diversity management, stigma and discrimination, identity disclosure) and the application of prominent theory and research toward best practices in diversity management. The course will be structured around a diversity management project in which students will identify a DEI-related issue (e.g., pay disparities, sexual harassment, discriminatory selection procedures, lack of disability support) in an existing organization and develop a diversity management intervention aimed at addressing the issue.
Lecture: 1.5 Lab: 0 Credits: 1.5
**PSYC 782**  
**Assitive Technology for Counselors**  
Intensive one-week overview of Assistive Technology with a focus on vocational applications. Includes visitations to working assistive technology sites, and lectures by consumers and specialists (including several of national prominence) in various areas of AT. Instructor permission required.  
**Lecture:** 1.5 **Lab:** 0 **Credits:** 1.5

**PSYC 783**  
**Vocational Applications of AT**  
Internet based distance class designed to follow PSYC 782 and further develop the student's knowledge of AT and the skill in applying AT to solve practical problems for persons with disabilities. Applies knowledge AT service delivery presented in PSYC 782 to issues in the student's local region. Identifies AT needs of persons with disabilities and weaknesses, strengths, and gaps in local region's AT service delivery, with emphasis on vocational applications. Instructor permission required.  
**Lecture:** 1.5 **Lab:** 0 **Credits:** 1.5