psys 3350
Organizational Psychology, Fall 2024

Monday and Wednesday, 3:30-4:45, 5:05-6:20   Larry Rudiger
office hours by appointment (best time is after class)
Location: Cohen 101 and 102, and Online via MS Teams

This syllabus is subject to revision. Version 1.1, August 27, 2024. Note some changes in deadlines during November and December. This syllabus is also intended to be a very general outline of the course. Details are available in Brightspace.

Text: *Organizational Behavior* V4.0*,* Author(s): Talya Bauer, Berrin Erdogan,
ISBN: See URL in Brightspace

Readings: UVM library e-collection (via Brightspace)

Contacting Instructors: E-mail to **psys3350@uvm.edu**. E-mail is checked daily, M-F, and usually on weekends. All e-mail messages must come from student's UVM accounts. **Do not send messages to instructor's individual e-mail accounts or with Brightspace's internal system.**

Learning Objectives: This is an advanced survey on organizational psychology, the field that brings the methodological rigor of scientific psychology to bear on understanding organizations (especially workplaces). It is also an opportunity for you to read original research, reflect upon it, and synthesize what is known.

As an advanced course, it emphasizes all 3 of the Department's learning goals for students who are earning a degree with a major in psychological science. For details, see this link, https://www.uvm.edu/cas/psychology/program/ba-or-bs-major-psychological-science, and select *Outcomes* on the left.

Format: In addition to the textbook, other materials are available through the Brightspace online course-management system.

Online assignments and discussions: Format and further details are available on Brightspace. Expectations vary by assignment type. In general, you will make an initial posting and then, we will discuss them after the deadline during our class meetings. Full credit is awarded for clear evidence of careful thought, adherence to instructions (including expectations about each assignment's length) and attention to detail (grammar, punctuation, citation format). Late work is accepted only in extraordinary circumstances.

Journal-article summaries: Articles will be from the library's electronic collection and available in Brightspace. You will read a selection of articles. Also, you will be working in a group that will lead a workshop based on one of the articles. Assignment format and further information will be available on Brightspace.

Final project: As a culmination of the entire semester, we will conduct a mock "job fair." It will be held during the scheduled final-exam time, via Teams; participation is required and the time/day are on the schedule.

Evaluation: Most assignments are graded on a 0-100 scale and then converted into points. Also, when an assignment forms the basis of an in-class discussion with a reflection, then 75% is for the initial posting and 25% for the reflection.

Online assignments (each worth 2%): 2 lowest **assignment*** grades dropped 60%
Interview project 5%
Short-term absence pilot project...5%
Initial group project (article-based "workshop" and associated assignments)..15%
Final project (online job fair, at final-exam time, and associated assignments) 15%

*Note that there are usually multiple assignments on each deadline, and each *assignment* is worth 2%. Unless announced, consider all deadlines to be firm.

Grading scale is the usual: A's = 90%, B's = 80% and so on.

Class meetings: class meetings in person and via MS Teams. As a "hybrid" course, some of the direct instruction is done online, via summaries, videos, etc. As a result, there will be some scheduled "hybrid" days when we do not meet. However, these may change due to weather, illness, etc. Therefore, please plan to remain available during the scheduled meeting times. Any revisions will be posted ASAP via an e-mail from Brightspace. Some class meetings (and the final exam) are held via MS Teams. **Attendance is expected**, and we will be part of a pilot program testing and refining a new system for tracking and documenting short-term absences. Details are available in Brightspace.

Academic conduct: Attempting to pass off somebody else's work as your own is *cheating*. Consistent with the UVM code, the highest level of ethical behavior is expected. All cases of possible misconduct will be reported (and, in the past, have been). There will be no points given for the assignment where misconduct is suspected until the investigation is complete. Substantiated misconduct may result in a grade of *XF*. Details on Brightspace. If in doubt, *ask first.*

Schedule: PSYS 3350, Fall 2024
Assignments are due on Wednesdays at noon, for discussion in class that day, and in this table, are shaded tan.

Day	Date	Class Meets?	Discussion Topic	Assignments
Mon.	26 Aug	Yes	Orientation, individual introductions, groups. Reading (*Distracted* and *Working)* highlighted, as well as the textbook's Table of Contents (available via Brightspace).	
Wed.	28 Aug	Yes	• For class discussion, read the essay, *Distracted,* selections from *Working* (the introduction and the account of Grace Clements) and the textbook's Table of Contents. Available via Brightspace. • Next week's assignments, more on course structure (including the short-term absence policy). • Orientation to first assignments, due next week, Teams confer initially on articles and topics.	
Mon.	2 Sep	NO (Labor Day)		
Wed.	4 Sep	Yes	Deadline 1, discuss during class time	**Deadline 1** ○ Online reading 1 ○ Discussion-board assignment on online reading 1 ○ Online reading 2 ○ Assignment on online 2 (the **journal article search**, which includes review of textbook topics)
Mon	09 Sep	NO	"Hybrid" day, no class, several major assignments due next deadline.	
Wed	11 Sep	Yes	Deadline 2, discuss during class time	**Deadline 2** ○ Assignment 3 (online reading) ○ Take a Career-Interest Inventory ○ Listen to 2 Radio TED talks ○ **NEW--**Read the article, is *College Transactional*, from the Chronicle. (Discuss Monday) ○ Assignment 4 (Reaction to TED talks) ○ Assignment 5 (Read and react to *Shitty First Drafts*)
Mon.	16 Sep	Yes	Journal articles in Organizational Psychology: how to read them; using Perusall. (Article 1 will be available electronically in Brightspace. You don't need to read it before we meet, but you can if you'd like). Discuss, *Is College Transactional?* Short-term illness policy-project roll-out: no pre-reading required.	
Wed.	18 Sep	Yes	Deadline 3, discuss during class time, agenda at this link: Chapter1_2.docx	**Deadline 3** ○ Read chapters 1 and 2 of *Organizational Behavior* and the notes on them (do same for rest) ○ Post assignments for chapters 1 and 2, and for Article 1, discussed on Monday
Mon	23 Sep	NO	**No class meeting**	
Wed	25 Sep	Yes	Discuss Chapters 3 and 4. Chapter3_4.docx	**Deadline 4** TEXTBOOK Chapters 3 and 4 Roll out Workshops, initial discussions.

Schedule of assignment deadlines and in-class activities: PSYS 3350, Fall 2024.

Details about the 6 articles are available at the course-menu item in Brightspace, *Perusall & Articles.*

Day	Date	Meet?	Discussion Topics	Assignments
Mon	30 Sep	Yes	In-class working session for upcoming "workshops."	
Wed.	2 Oct	Yes	Discuss Textbook Chapters 5 & 6 Chapter5_6.docx	**Deadline 5** • TEXTBOOK Chapter 5 & 6 Article 2
Mon	7 Oct	NO	Hybrid day--no class meeting.	
Wed.	9 Oct	YES	Discuss Textbook Chapters 7 & 8 Chapter7_8.docx	**Deadline 6** • TEXTBOOK Chapter 7 & 8, Article 3 Note that UVM's Fall Recess is Friday, Oct 11.
Mon.	14 Oct	NO	Hybrid day--no class meeting (CHANGE)	
Wed.	16 Oct	**YES**	Upcoming workshop prep, Team 1 rehearsal.	
Mon.	21 Oct	Yes	Team 1 Workshop; Interview with a Worker roll-out. Interview.docx	
Wed.	23 Oct	Yes	Discuss Textbook 9 & 10 Chap 9_10.docx	**Deadline 7** ○ TEXTBOOK Chapter 9 & 10 ○ Article 4
Mon	28 Oct	Yes	○ Team 2 & 3 Workshops, heads up on articles 5 & 6. *Working* readings II, in class.	
Wed.	30 Oct	Yes	Discuss Textbook Chapter 11 Chapter11.docx	**Deadline 8** ○ TEXTBOOK Chapter 11 ○ Articles 5 & 6
Mon.	4 Nov	Yes	○ Team 4 Workshop; Short-term absence policy. *Working* readings III.	
Wed	6 Nov	Yes	Teams 5 & 6 Workshops, reflection on all workshops. Final Project Roll-out.	
Mon.	11 Nov	**NO**	Hybrid Day—**Change**—on Veteran's Day, which is not a UVM holiday.	
Wed.	13 Nov	**YES**	Discuss Chapters 12 and 13 Chapter1213.docx	**Deadline 9** ○ *TEXTBOOK* Chapter 12 OR 13 (do one or the other, or both for extra credit).
Mon.	18 Nov	YES	Working session: developing your Team's organizational profile (due after the break).	
Wed.	20 Nov	**NO**		**Deadline 10** ○ TEXTBOOK Chapter 14 and 15 (one assignment, worth the equivalent of 2).
Mon.	2 Dec	Via Teams	Discuss Chapters 14 and 15, interview with a worker discussion. Interview.docx Chapter1415.docx	
Wed.	4 Dec	NO		**Deadline 11, 6:00 pm** • Final-project individual and organizational profiles. • Interview with a worker final report
Mon.	9 Dec	Via Teams	Mock Job Fair	At scheduled final-exam time (4:30-7:15 PM, EST, for Section A, and 7:30-10:16 PM, EST for Section B). NOTE: You cannot miss the final exam and expect to pass the course.

NOTE: Pending the final selection of our 6 journal articles, the deadlines for individual analyses of Articles 3-6 may change so that they align with assignments on their related textbook chapters.