Course Purpose and Learning Objectives

This course is designed to expose the first-year I-O PSY graduate student to concepts that are important to practicing our craft “in the real world.” The focus is on consultation theories and techniques and “speaking the language” of business in terms of performance management and outcomes.

When the course concludes, students should:

⇒ Be able to converse competently about theories/concepts of consultation, including contracting, intervention design, and outcome analysis
⇒ Be able to converse competently about performance management and evaluation in real-world industry scenarios
⇒ Be able to design a rudimentary organizational intervention and evaluation

Student Performance Criteria

Students will be measured according to their performance on the following criteria:

⇒ Presentation (P). During the last quarter of the term, students will present an original intervention/evaluation plan on a real-world business case. This will involve a written and oral component and will be done in pairs. Imagine your audience to be the top administrators of the business in question.
⇒ Final Exam (F). An essay exam will be required at the end of the term.
⇒ Assignments (A). Assignments will vary in content, mostly requiring papers as products. One assignment will be a brief objective quiz.

Grade Calculation Formula

0.40(P) + 0.35(SD) + 0.25(A)

Required Materials

Necessary texts:

Readings from:

Attendance Policy

This is a graduate course and it will require dedicated attendance. Excessive absences (> .3) without explicit permission from the instructor will lead to ramifications.

Note that these rules may be overridden by the instructor in extreme circumstances.
Recovering Missed Work

⇒ Assignments may be submitted late at a significant penalty.
⇒ Presentation dates are vital. Please make every effort to be present on your day.

Persons with disabilities which warrant academic accommodations must contact the Student Life office, Rm. 112 in the University Center, in order to request such accommodations prior to their implementation. You are encouraged to make this request early in the semester so that appropriate arrangements can be made. Visit http://www.angelo.edu/content/files/14216-op-1015-providing-accommodations-for-students-with for more information.

Angelo State University expects its students to maintain complete honesty and integrity in academic pursuits. Students are responsible for reading the Academic Honor Code, located at http://www.angelo.edu/forms/pdf/honorcode5.pdf.

As stated in the Angelo State University Operating Policy and Procedure (OP 10.19) a student who intends to observe a religious holy day should make that intention known in writing to the instructor prior to the absence. A student who is absent from classes for the observance of a religious holy day shall be allowed to take an examination or complete an assignment scheduled for that day within a reasonable time after the absence.

Things NOT To Do

⇒ Cell phones must be turned off or to a silent setting, and texting is explicitly disallowed.
⇒ Persistent and excessive lateness will not be tolerated.
⇒ Headphones, earbuds and other listening devices will not be tolerated.
⇒ While I encourage an open classroom regarding communication, student discussions that become disruptive to the class will result in embarrassment for you.

Other Notes

⇒ Office hours and grades will be posted on Blackboard.
⇒ Email is the fastest way to reach me.

This document constitutes an explicit agreement between the course instructor and the students enrolled in the course. All issues pertaining to the conduct of the course will be governed by this document, and where it is silent, the course instructor’s discretion will be binding.
### PSY 6353—Consultation Theories and Techniques
#### Fall 2017

**Dr. Kraig Schell**  
Office: Adm 111  
Phone: 486.6128  
Email: kraig.schell@angelo.edu

<table>
<thead>
<tr>
<th>Meeting Date</th>
<th>Readings (to be complete before date shown)</th>
<th>Landmarks</th>
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<tbody>
<tr>
<td>August 31</td>
<td>Introduction to class, exploring assumptions and outlining responsibilities</td>
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<tr>
<td>September 7</td>
<td>Readings (Guerra-Lopez)</td>
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