

PSY 6353

Consultation Theories/Techniques



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Office Hours: appointment preferred

Course Information

Course Description

This course is designed to expose the I-O Psychology graduate student to concepts that are important to practicing our craft “in the real world.” The focus is on organizational development broadly defined both theoretically and practically. Concepts relevant to the consultation process will be central to the course.

Prerequisite Skills

Computer literacy as end-user, standard word processing software

Student Learning Outcomes

- Be able to converse competently about consultation, including intervention design and outcome analysis
- Be able to converse competently about organizational development and culture both conceptually and practically
- Be able to identify how the I-O practitioner is positioned to build organizational capacity in human resources through OD

CLASSROOM MASK POLICY

Students may choose to wear a mask in the classroom, but this is NOT required.

Required Texts and Materials

- 1) Schein, E.H. (2016). **Humble inquiry: The gentle art of asking instead of telling**. ISBN: 9781609949815.
- 2) Schein, E.H. (2017). **Humble consulting: How to provide real help faster**. ISBN: 9781626567207.

I may also bring in additional readings.

Grading

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

- **Assignments (E)**. A series of short “test-like” assignments will be offered throughout the term to assess comprehension of the material.
- **Final Paper (P)**. Students will construct a paper based on open-ended questions provided by the instructor that survey the entirety of the course material.
- **Class Participation (C)**. Attendance is expected unless I am explicitly notified. Punctual completion of assignments is also monitored. If you miss more than three (3) class sessions, we will meet individually to assess your performance and you will be subject to the penalties outlined below.

Grade Calculation Formula

$$0.30(E) + 0.30(C) + 0.40(P)$$

Grading System

The following grading scale is in use for this course (rounding is done to the nearest integer according to standard mathematical rules):

A = > 90

B = 80 - 89

C = 70 - 79

F = < 69

Additional criteria governing course grades are as follows:

- ***This is a graduate course and it will require dedicated attendance and effort. Any absence beyond three class periods without explicit permission from the instructor will lead to a deduction of 5 points from the final course grade for each absence.***
- ***You must pass ($x > 69\%$) ALL PORTIONS of the course individually. This means your grades on the paper, assignments, and your participation. Failure to meet these criteria shall result in **course failure**.***

Note that the instructor has the authority to suspend these rules in individual cases where circumstances may dictate. This will ALWAYS be done to ensure that the student receives the fairest grade possible and will NEVER be used to punish students.

Submitting Work

All work is submitted through the Assignments tool in Blackboard. Sometimes, things happen with technology. Use the following FAQ to help.

Q: Can I paste text into Blackboard as my submission?

A: NO. Paper submissions MUST be Word or PDF. I will NOT grade pasted text.

Q: What do I do if I submit the wrong document?

A: Contact me via email to notify me with the correct document attached.

Q: What do I do if you tell me that my submission failed?

A: If this happens, you will receive a temporary grade of “0” and a note from me that your paper was not readable. Resubmit the assignment via email as soon as possible.

Q: What if Blackboard goes down and I can't submit?

A: First, contact the Service Center at 942.2911 to inquire about the outage. Open a ticket if necessary. Then, submit as soon as your access is restored.

Q: Can I share a document with you through Google Docs?

A: NO. If you do this, I cannot read it. If this happens, you will receive a temporary grade of “0” and a note from me that your paper was not readable. Resubmit the assignment via email as soon as possible but there will be a letter grade penalty.

Late Work or Missed Assignments Policy

ASSIGNMENTS/PAPERS

I expect that graduate students will be able to remain engaged in the course – excessively late work will risk penalization in the form of reduced assignment credit.

Things NOT To Do

- **Cell phones must be turned off or to a silent setting; texting is disallowed.**
- While I encourage an open classroom regarding communication, student discussions that become disruptive to the class will not be allowed.
- Don't be shy. This is a graduate class based on dialogue, debate, and perspectives. All will benefit from reasonable discussion.

Communication

You may reach me via telephone or email. Email is the preferred communication method. Because I also have administrative responsibilities, it is best to schedule an in-person meeting rather than to rely on office hours.

General Policies Related to This Course

All students are required to follow the policies and procedures presented in these documents:

- [Angelo State University Student Handbook](#)¹
- [Angelo State University Catalog](#)²

Academic Integrity

Students are expected to maintain complete honesty and integrity in all work. Any student found guilty of any form of dishonesty in academic work is subject of disciplinary action and possible expulsion from ASU.

The College of Health and Human Services adheres to the university's [Statement of Academic Integrity](#).³

Accommodations for Students with Disabilities

ASU is committed to the principle that no qualified individual with a disability shall, on the basis of disability, be excluded from participation in or be denied the benefits of the services, programs or activities of the university, or be subjected to discrimination by the university, as provided by the Americans with Disabilities Act of 1990 (ADA), the Americans with Disabilities Act Amendments of 2008 (ADAAA) and subsequent legislation.

Student Disability Services is located in the Office of Student Affairs, and is the designated campus department charged with the responsibility of reviewing and authorizing requests for reasonable accommodations based on a disability. It is the student's responsibility to initiate such a request by contacting an employee of the Office of Student Affairs, in the Houston Harte University Center, Room 112, or contacting the department via email at ADA@angelo.edu. For more information about the application process and requirements, visit the [Student Disability Services website](#).⁴ The employee charged with the responsibility of reviewing and authorizing accommodation requests is:

Dallas Swafford
Director of Student Disability Services
Office of Student Affairs
325-942-2047
dallas.swafford@angelo.edu
Houston Harte University Center, Room 112

Incomplete Grade Policy

It is policy that incomplete grades be reserved for student illness or personal misfortune. Please contact me if you have serious illness or a personal misfortune that would keep you from completing course work. I will do everything I can to help you, but that may mean advising you to try the course again another time. See ASU Operating Policy 10.11 [Grading Procedures](#)⁵ for more information.

Plagiarism

Plagiarism is the action or practice of taking someone else's work, idea, etc., and passing it off as one's own. Plagiarism is literary theft.

If I detect that two papers are the same, both students will receive no credit for that assignment.

Student Absence for Observance of Religious Holy Days

A student who intends to observe a religious holy day should make that intention known in writing to the instructor prior to the absence. See ASU Operating Policy 10.19 Student Absence for [Observance of Religious Holy Day](#)⁶ for more information.

Title IX at Angelo State University

Angelo State University is committed to providing and strengthening an educational, working, and living environment where students, faculty, staff, and visitors are free from sex discrimination of any kind. In accordance with Title VII, Title IX, the Violence Against Women Act (VAWA), the Campus Sexual Violence Elimination Act (SaVE), and other federal and state laws, the University prohibits discrimination based on sex, which includes pregnancy, and other types of Sexual Misconduct. Sexual Misconduct is a broad term encompassing all forms of gender-based harassment or discrimination and unwelcome behavior of a sexual nature. The term includes sexual harassment, nonconsensual sexual contact, nonconsensual sexual intercourse, sexual assault, sexual exploitation, stalking, public indecency, interpersonal violence (domestic violence or dating violence), sexual violence, and any other misconduct based on sex.

You are encouraged to report any incidents involving sexual misconduct to the Office of Title IX Compliance and the Director of Title IX Compliance/Title IX Coordinator, Michelle Boone, J.D. You may submit reports in the following manner:

Online: www.angelo.edu/incident-form

Face to face: Mayer Administration Building, Room 210

Phone: 325-942-2022

Email: michelle.boone@angelo.edu

Note, as a faculty member at Angelo State, I am a mandatory reporter and must report incidents involving sexual misconduct to the Title IX Coordinator. Should you wish to speak to someone in confidence about an issue, you may contact the University Counseling Center (325-942-2371), the 24-Hour Crisis Helpline (325-486-6345), or the University Health Clinic (325-942-2171). For more information about resources related to sexual misconduct, Title IX, or Angelo State's policy please visit: www.angelo.edu/title-ix.

Student Evaluation of Faculty and Course

Students in all programs are given the opportunity to evaluate their courses and the faculty who teach them. Evaluations are most helpful when they are honest, fair, constructive, and pertinent to the class, clinical experience, or course. Faculty value student evaluations, and use student suggestions in making modifications in courses, labs and clinical experiences. Angelo State University uses the IDEA (Individual Development and Educational Assessment) system administered through Kansas State University for all course evaluations. The Office of Institutional Research and Assessment administers IDEA for the entire university, online and has established a policy whereby students can complete course evaluations free from coercion.

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 shall be governed by this document, and where it is silent, the course instructor's discretion shall be binding. If any rules, guidelines, and/or restrictions must be changed during the term, the instructor may do so and will communicate those changes to all students through Blackboard.

Course Schedule

I plan to complete the first book (“Inquiry”) by Spring Break. This will leave the last half of the course for us to tackle “Consulting”.

I will announce assignments weekly as it is pertinent.

Note — This is an estimate of the course flow. Adjustments may be made in the interest of time and pacing.

¹ <https://www.angelo.edu/student-handbook/>

² <https://www.angelo.edu/catalogs/>

³ <https://www.angelo.edu/student-handbook/community-policies/academic-integrity.php>

⁴ <https://www.angelo.edu/services/disability-services/>

⁵ <https://www.angelo.edu/content/files/14197-op-1011-grading-procedures>

⁶ <https://www.angelo.edu/content/files/14206-op-1019-student-absence-for-observance-of>