

## MSIO Course Schedule for Winter and Spring 2021

The purpose of this document is to provide you with the most up-to-date information on the Baruch College MSIO classes for the Winter and Spring 2021 semesters. All this information is subject to change but is the most current information available. Here are couple of key points regarding classes:

- **ELECTIVE COURSE DESCRIPTIONS:** We are offering two electives during the winter session instead of just one class. For spring, we are offering six electives. Course descriptions for all elective courses are included below. This semester, all electives are listed as PSY 9786 but with different sections/titles/descriptions/professors.
- **CLASS FORMAT:** Currently, all courses for Winter and Spring will be taught online. The courses however do have different formats (synchronous, asynchronous, mixed) so we have included in this document descriptions of the format that the professor intends to use. The format is subject to change but it does reflect the current plans that the professor has regarding the course.
- **INTERNSHIP CLASS:** For the internship class you can use a regular internship if you obtain one or if your current job has a component that is related to I/O psychology than you can use that work experience as your internship. Information on signing up for the internship class was provided in an earlier email from [wsas.graduate.advisement@baruch.cuny.edu](mailto:wsas.graduate.advisement@baruch.cuny.edu) on Monday 10/19. If you use your current job as the internship, you should still follow the instructions provided in the 10/19 email which means you would describe your I/O related duties on the form and have your regular supervisor sign the form where it indicates 'mentor'. The course is PSY 9800 and is for 3 credits. If you have further questions, please contact [wsas.graduate.advisement@baruch.cuny.edu](mailto:wsas.graduate.advisement@baruch.cuny.edu)
- **GROUP THESIS INFORMATION:** For those already in Group Thesis (PSY 99001), you will see that your second course in the thesis sequence is listed for spring as PSY 99002; please register for the same professor on the same night that you are currently taking PSY 99001. For those who plan to start the Group Thesis sequence in Fall of 2021 (and you would then complete the sequence in Spring 2022), you need to make sure you have completed PSY 9703 (Research Methods) and PSY 9705 (Statistics) prior to beginning the Group Thesis sequence in Fall 2021. Thus, if you haven't taken PSY 9703 or 9705 yet, you need to take these in Spring 2021.

The courses for Winter and Spring 2021 are listed beginning on the next page.

## Winter 2021

PSY 9786      Nonsynchronous                      Benkendorf  
Elective Topic: Work-Life Balance in Organizations  
Class will be completely nonsynchronous

The concept of work-life balance is both an individual psychological construct and a social construct. In this course, we will broadly define work-life to include child-rearing and care, family and relationship responsibilities, elder-care, hobbies, and other life interests. Students will explore perspectives of families and parents vs. singles, different generations, managerial/professional vs. low-wage workers, international approaches, and policy solutions at the organizational and societal levels.

PSY 9786      Mon. Tue. Wed. Th. 5:50- 8:58      Larson  
Elective Topic: Advanced Techniques in I/O Assessment  
Synchronous (most classes will be synchronous during the time indicated)

This course is designed to review the principles that underlie the development, use, and interpretation of psychological assessments in organizational settings. The course will cover advanced topics, including the design and implementation of assessments, candidate reactions, data management and analysis, and the social, legal, and ethical concerns of psychological assessments.

## Spring 2021

PSY 9703      Wed 6:05 – 9:00 PM      Dinh  
Design of Psychological Research (Research Methods)  
Mixed (will meet synchronously the first half of the class period; the rest of the activities will be asynchronous)

PSY 9705      Mon 6:05 – 9:00 PM      Zhou  
Applied Statistical Analysis  
Synchronous (most classes will be synchronous during the time indicated)

PSY 9796      Mon 6:05 – 9:00 PM      Goldstein  
Problems in I/O I: Personnel Psychology  
Synchronous (most classes will be synchronous during the time indicated)

PSY 9797      Tuesday 6:05 – 9:00 PM      Larson  
Problems in I/O II: Organizational Psychology  
Synchronous (most classes will be synchronous during the time indicated)

PSY 9786      Monday 6:05 – 9:00 PM   Scherbaum  
Elective Topic: HR Analytics  
Synchronous (most classes will be synchronous during the time indicated)

This course will expose students to advanced uses of analytics and statistics in human resource and human capital management to make decision about employees. The course will cover advanced uses of predictive analyses (regression, logistic regression, relative weights), classification analyses (cluster analyses), impact analyses (ANCOVA), utility analyses, and adverse impact analyses. Brief introductions to data visualization and text analyses will be included. The course will contain theoretical aspects and hands on application in SPSS of these analyses. **Pre-requisite: MS course in statistics.**

PSY 9786      Wednesday 6:05 – 9:00 PM   Geiselmann  
Elective Topic: Employee and Organizational Learning  
Synchronous (most classes will be synchronous during the time indicated)

This class provides students with an overview of how employees learn to develop competencies and mental models in the workplace and how these get captured by the organization to enhance its capacity and performance. Through a discussion of journal articles, models, and cases, the course covers theories of adult, strategic, and transformational learning and offers a foundation in critical thinking and emotional/social intelligence. Emphasis will be placed on identifying and implementing methods to codify, share, and transfer knowledge.

PSY 9786      Tuesday 6:05 – 9:00 PM   Geiselmann  
Elective Topic: Strategic Human Resource Management  
Synchronous (most classes will be synchronous during the time indicated)

This course introduces students to the concept of strategy and its practical applications in organizational HRM settings to optimize workforce value and contributions. A focus is placed on how to think systematically and strategically about managing the organization's human assets and how to develop and implement policies and programs which achieve competitive advantage. Through readings, projects, case studies and discussions, students will develop insight into aligning human resource practices with the strategies and objectives of the organization, identifying the HR levers in the development of an effective HRM system, and recognizing how organizations and their strategies have succeeded or failed at optimizing the potential of their workforces. This course was previously titled *Strategy and Its Implications for HRM*.

PSY 9786      Thursday 6:05 – 9:00 PM   Phillips-Kong  
Elective Topic: Diversity in the Workplace  
Mixed (class will meet synchronously some weeks and will be asynchronous other weeks)

In this seminar, students will learn about diversity in work organizations. The course will examine how diversity impacts different aspects of the organization, how to increase cohesion within the organization as far as interpersonal relations amongst employees from diverse backgrounds, how organizations can be more inclusive of diverse individuals, and how the topics of diversity and staffing intersect.

PSY 9786      Thursday 6:05 – 9:00 PM Nicolopoulos  
Elective Topic: Coaching  
Synchronous (most classes will be synchronous during the time indicated)

The course is designed to bring psychological and coaching concepts together. Students will learn how to effectively translate important psychological theories into coaching strategies and will develop an understanding of the role of coaching within the larger context of organizational performance and change. Areas covered will include coaching theory and knowledge, coaching skills and practices, coaching assessment tools, gathering feedback about individual and team performance and how to provide it.

PSY 9786      Nonsynchronous      Senter  
Elective Topic: Motivating and Engaging Employees  
Class will be completely nonsynchronous

In this course, students will examine theoretical and research fundamentals of employee motivation and relate them to current managerial and IO Psychology practices in the realm of globalization, automation, and rapid technological and cultural changes. This course is practice/applications focused: students will learn through hands-on activities, reading articles geared toward IO Psychology practitioners and business leaders (Harvard Business Review), and focus their final project on designing innovative solutions for motivating employees in particularly challenging real-world situations.

PSY 99002      Wed 6:05 – 9:00      Saari  
Group Thesis Part 2  
Synchronous (most classes will be synchronous during the time indicated)

PSY 99002      Thur 6:05 – 9:00      Saari  
Group Thesis Part 2  
Synchronous (most classes will be synchronous during the time indicated)

PSY 99002      Tue 6:05 – 9:00      Benkendorf  
Group Thesis Part 2  
Synchronous (most classes will be synchronous during the time indicated)

PSY 99002      Tue 6:05 – 9:00      Sommer  
Group Thesis Part 2  
Synchronous (most classes will be synchronous during the time indicated)

PSY 99002      Mon 8:15 – 10:15      Larson  
Group Thesis Part 2  
Synchronous (most classes will be synchronous during the time indicated)

PSY 9800      Nonsynchronous      Goldstein  
Internship  
Class will be nonsynchronous