

Capstone Course in Industrial and Organizational Psychology
Psychology 5390 Section 001 – Spring 2009

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Office Hours: Tuesdays & Thursdays
2:00pm to 4:00pm or by appointment

Meetings to be scheduled.

Eligibility

The Capstone course is the culmination of the I/O psychology masters program at UTA and it should be taken during the final semester of the program. Therefore, students enrolled in the program are eligible for the Capstone course only if they have satisfactorily completed all other requirements except those to be completed during the final semester. During the final semester in the program, students may enroll in other courses besides the Capstone course to complete program requirements.

Learning Objectives

The Capstone course is designed to develop the student's knowledge of industrial and organizational psychology. The deliverables for the Capstone course include an in-depth review of a particular issue or area of industrial and organizational psychology in a written format and an oral presentation of the material to their Capstone Committee. While this presentation may or may not be attended by other faculty members and students, the Capstone Committee (Capstone instructor and two invited faculty members) is required to be present at the Capstone Presentation. The written document and the oral presentation should reflect the student's comprehensive understanding of the content area and demonstrate the student's understanding of broad areas of psychology, industrial and organizational psychology, methodology, and how they relate to the specific topic at hand. *Students enrolled in the Capstone course are responsible for scheduling the Capstone Presentation meeting.* The written document must be presented to the Capstone Committee two weeks before the presentation date.

The Capstone course is essentially an independent study course; students are required to meet with the Capstone instructor frequently throughout the semester. Students are required to attend monthly meetings. Students are encouraged to work with the Capstone instructor to ensure the document and presentation meets the standards and expectations of the Capstone Committee. Students are responsible for scheduling meetings with the Capstone instructor as well as any other relevant meetings with other faculty members in the development and writing of the Capstone paper and subsequent presentation. The presentation will result in one of three outcomes: a) the student may pass, b) the student may fail, or c) the student may be passed upon completion of additional work and/or writing.

It is expected that students enrolled in the Capstone course have become very knowledgeable in industrial and organizational psychology. The purpose of the Capstone course is to make them an expert in one particular realm of industrial and organizational psychology.

Attendance at Monthly Meetings

Attendance at monthly Capstone meetings is mandatory and promptness is expected. The instructor reserves the right to deny entrance into the meetings if students are late. The instructor also reserves the right to remove any student that disrupts the learning process. Attendance will be monitored.

Grading

The Capstone course grade is pass/fail. Grading will be the responsibility of the Capstone Committee. If a student earns a failing grade, the Capstone Committee may assign remedial work addressing the area(s) of concern to be completed before the end of the semester. If the student satisfactorily performs the remedial work assigned (as determined by the Capstone Committee), the student may receive a passing grade for the Capstone course.

Written Document

The written document for the Capstone course should be professionally written and comprehensive. This document should be written in accordance with APA standards and should constitute completely original work by the student. The Capstone document should incorporate the following sections: a) an introduction section which describes the importance of the topic and the relevance to industrial and organizational psychology. This introduction is to be a springboard to a broader much more in-depth investigation and analysis of the topic at hand; b) the literature review section of the Capstone document should highlight relevant research studies and documentation which clarify the issue or issues at hand. The literature review should be a balanced presentation of ideas and opinions. That is, if there is more than one prevailing opinion regarding the issue or issues being covered, the pros and cons of both (or all) should be argued equally; c) following the literature review, an integration of ideas or a summary of the findings should be presented in a coherent and comprehensive fashion.

The purpose of the course as noted earlier is to develop students with an expertise in a particular area of industrial and organizational psychology. Therefore, it is imperative that ideas, concepts, and theories be integrated into a cohesive whole for the Capstone paper and all relevant research issues and concepts are covered in the document.

The Presentation

The presentation should follow logically from the Capstone document. The presentation will allow the student an opportunity to showcase their knowledge and understanding of the topic as well as their presentation skills and abilities. The Capstone presentation should include approximately 60 minutes of content. During the presentation, the student will be asked questions by faculty members and others in attendance. The Capstone presentation is an opportunity for the student to display their knowledge, skills and abilities to the rest of the Psychology Department and the industrial and organizational psychology students.

During the Capstone presentation, students should demonstrate: a) their ability to gather disparate pieces of information well; b) their ability to present relevant information clearly and in a concise manner; c) their ability to explain and integrate psychological theories; d) their ability to incorporate new information and ideas into the material presented; e) their ability to apply their psychological training and coursework to the material presented; f) their expertise in the subject matter; g) their ability to effectively and/or accurately respond to relevant questions; and h) their ability to prepare for and deliver an effective presentation. Failure to meet the above stated requirements will result in a failing grade.

Academic Honesty

Academic dishonesty is a completely unacceptable mode of conduct and will not be tolerated in any form at The University of Texas at Arlington. All persons involved in academic dishonesty will be disciplined in accordance with University regulations and procedures. Discipline may include suspension or expulsion from the University.

Any student who is found to have committed ANY act of academic dishonesty or scholastic dishonesty in relation to the assignments and requirements of this course will automatically receive a failing grade. The failing grade for the course will be in addition to any university or departmental sanctions deemed appropriate.

Academic dishonesty includes, but is not limited to, cheating, plagiarism, collusion, the submission for credit of any work or materials that are attributable in whole or in part to another person, taking an examination for another person, any act designed to give unfair advantage to a student or the attempt to commit such acts (Regents Rules and Regulations, Part One, Chapter VI, Section 3, Subsection 3.2., Subdivision 3.22).

Americans With Disabilities Act

If you are a student who requires accommodations in compliance with the ADA, please consult with me at the beginning of the semester. As a faculty member, I am required by law to provide reasonable accommodation to students with disabilities so as not to discriminate on the basis of that disability. Your responsibility is to inform me of documentation authorizing the specific accommodation. Student services at UTA include the Office for Students with Disabilities (located in the lower level of the University Center) which is responsible for verifying and implementing accommodations to ensure equal opportunity in all programs and activities.

Capstone Reading List

As noted earlier, the Capstone course is the culmination of the I/O psychology masters program at UTA. The Capstone paper and presentations are opportunities for the student to demonstrate their overall understanding of all aspects of industrial and organizational psychology, as well as in-depth knowledge of a particular issue or area of industrial and organizational psychology. As such students enrolled in the Capstone course are responsible for integrating their in-depth topic or area within broad context of industrial and organizational psychology. A list of readings representative of the broad areas of industrial and organizational psychology may be provided. The material on this reading list (if provided) is required reading and questions about how these topics relate to the student's in-depth topic may be asked during the presentation.