**New York City College of Technology**

**Interdisciplinary Committee**

**Course Review Form**

**DATE:** 4/10/15

**REVIEWER:** C. Cabo

**COURSE TITLE & NUMBER:** PSY 2404 Personnel and Organizational Psychology

**PROPOSED BY:** Jean Hillstrom, PhD

**CREDIT HOURS:** 3 credits, 3 hours

**PREREQUISITES:** PSY 1101

**COURSE IS:** X Existing New In development

**PROPOSED COURSE DESIGNATION**: X College Option X elective X Capstone other:

**DEPARTMENT HOUSED IN:** Social Science

**PROPOSED STRUCTURE (e.g., co-taught, guest lecture, LC, other):**  Guest lecturers

**CREDIT DISTRIBUTION** (if co-taught): N/A

**CATALOG DESCRIPTION:**

Students will demonstrate a familiarity with psychological testing, performance appraisal, training and development, work teams, organizational development, and methodology and statistical logic as relevant to industrial/organizational behavior. Other topics include worker motivation, leadership, and group and organizational dynamics, affirmative action, sexual harassment, downsizing, mergers and acquisitions, stress in the workplace, union/management relations, and a variety of work-related ethical and mental health concerns.

**DESCRIBE & EVALUATE HOW COURSE MEETS INTERDISCIPLINARY CRITERIA?**

**<Consider:** Our interdisciplinary definition: focuses on questions, problems, and topics too complex or too broad for a single discipline or field to encompass adequately; such studies thrive on drawing connections between seemingly exclusive domains. Also, evaluate Learning Outcomes: Purposefully connect and integrate across discipline knowledge and skills to solve problems; Synthesize and transfer knowledge across disciplinary boundaries; Comprehend factors inherent in complex problems; Apply integrative thinking to problem-solving in ethically and socially responsible ways; Recognize varied perspectives; Gain comfort with complexity and uncertainty; Think critically, communicate effectively, and work collaboratively; become flexible thinkers. Lastly, How is this Section/Learning Community/Other different from other sections/Learning Communities/Other?>

The proposed theme of the course is the scientific study and understanding of the workplace using the different perspectives of psychology, sociology, law, labor relations, health and safety, and gender studies. Students will be able to integrate those different disciplinary perspectives to gain a broader understanding of behavior and processes in the workplace improving their ability to solve work related problems. Students will use methodologies from disciplines like psychology, sociology, law, health, gender and leadership studies to learn about the workplace and propose practices that improve workers well-being as well as the organization.

PSY2404 is typically taught from the psychological perspective which is somehow limiting. Industrial/Organizational psychology has incorporated concepts, ideas, techniques and theories from other disciplines like industrial engineering, management, social psychology and sociology. The goal of this interdisciplinary section of PSY2404 is to overcome the limited perspective of a typical PSY2404 course by incorporating all those Industrial/Organizational psychology perspectives in the course.

**DESCRIBE & EVALUATE THE INTERDISCIPLINARY STRUCTURE?**

<**Consider:** an interdisciplinary course at City Tech the course must be team taught by more than one faculty member from two or more departments in the College. An interdisciplinary course, by definition, has an interdisciplinary theme as its nucleus. Lastly, is the proposer’s rational for chosen structure (e.g., guest lecture, co-taught, etc.) in the spirit of interdisciplinarity?>

The proposers selected a guest lecturer structure for this interdisciplinary section of PSY2404. They propose 5 guest lecturers from different disciplines, which is above the 20% minimum requirement. Given the variety of the perspectives necessary to understand workplace dynamics, it seems like a good (or the only) choice, because it would be difficult to find another faculty well versed and experienced in all the perspectives that the proposers want to include in the course.

**DOES COURSE MEET REQUIREMENTS FOR GENERAL EDUCATION?** < see links for criteria CityTech: <http://www.300jaystreet.com/college-council/curriculum_proposals/past_proposals> NYS: <http://www.highered.nysed.gov/ocue/lrp/liberalarts.htm> >

PSY2404 is already a general education course. It is part of the Individual and Society category of the Pathways Flexible Core.

**STRENGTHS:**

This is an interdisciplinary course to help students understand the complex dynamics of the workplace. Students will use methodologies from disciplines like psychology, sociology, law, health, gender and leadership studies to learn about the workplace from different perspectives and propose practices that improve workers well-being as well as the organization.

**WEAKNESSES:**

It is not clear from the proposal how the students’ interdisciplinary understanding and perspective will be evaluated. It would be helpful to include an example(s) of interdisciplinary assignments/projects where the students will have to use interdisciplinary methodologies and demonstrate their interdisciplinary understanding of the workplace.