

Industrial and Organizational Psychology

The undergraduate degree in **Industrial and Organizational Psychology** is designed for students planning to work in the fields of general management, human resources/personnel, and organizational behavior. The course work focuses on the behavioral aspects of managing and supervising the human resources of an organization or industry.

We also offer a **minor in Industrial and Organizational Psychology** for students who are interested in this area but pursuing other subjects.

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Degree Requirements

Bachelor of Science in Industrial and Organizational Psychology

All School of Continuing & Professional Studies undergraduate students must satisfy the same general-education requirements (<http://bulletin.wustl.edu/undergrad/caps/bachelors/#degree requirements>). Requirements specific to this major include the following:

Required core courses in psychology (15 units):

| Code | Title | Units |
|--------------------|---------------------------------------|-----------|
| Psych 100 | Introduction to Psychology | 3 |
| Psych 300 | Introductory Psychological Statistics | 3 |
| Psych 315 | Introduction to Social Psychology | 3 |
| or Psych 353 | Psychology of Personality | |
| Psych 359 | Cognitive Psychology | 3 |
| or Psych 365 | Learning and Memory | |
| Psych 404 | Psychological Tests and Measurements | 3 |
| Total Units | | 15 |

Required industrial and organizational psychology courses (12 units):

| Code | Title | Units |
|--------------------|--|-----------|
| Psych 214 | Introduction to Industrial and Organizational Psychology | 3 |
| Psych 314 | Industrial and Organizational Psychology | 3 |
| Psych 468 | Applied Psychology of Learning: Training in Industry | 3 |
| Psych 480 | Introduction to Group Dynamics | 3 |
| Total Units | | 12 |

Business-related courses (9 units from the following list; others by permission):

| Code | Title | Units |
|------------|-------------------------------------|-------|
| Bus 263 | Financial and Managerial Accounting | 3 |
| Bus 342 | Business Finance | 3 |
| or Bus 270 | Marketing Concepts | |
| Bus 339 | Principles of Management | 3 |

The Minor in Industrial and Organizational Psychology

Required courses (18 units):

| Code | Title | Units |
|---|--|-----------|
| Psych 100 | Introduction to Psychology | 3 |
| Psych 214 | Introduction to Industrial and Organizational Psychology | 3 |
| Psych 300 | Introductory Psychological Statistics | 3 |
| Psych 315 | Introduction to Social Psychology | 3 |
| or Psych 353 | Psychology of Personality | |
| or Psych 404 | Psychological Tests and Measurements | |
| or Psych 468 | Applied Psychology of Learning: Training in Industry | |
| 6 units of authorized Psychology or Business courses, of which at least one must be an upper-level (300-400) course | | 6 |
| Total Units | | 18 |

Students who elect to major in psychological & brain sciences and also to complete this special minor must complete a total of 45 units in psychology instead of the usual 33. They must choose courses for the psychological & brain sciences major that are distinct from those required for the industrial and organizational psychology minor, with the exception of Psych 100 and Psych 300. Students completing an industrial and organizational psychology minor are strongly encouraged to include basic economics courses among their social science electives.

Courses

Visit online course listings to view semester offerings for U09 Psych (<https://courses.wustl.edu/CourseInfo.aspx?sch=U&dept=U09&crslvl=1:4>).

U09 Psych 100 Introduction to Psychology

This course covers current concepts and theories of learning, motivation, emotion, perception, thought, intelligence, and personality, emphasizing both biological and philosophical aspects. This course is a prerequisite for all 300-level and above psychology courses.

Credit 3 units. UColl: OLH, OLI

U09 Psych 122 Applying Psychological Science to the COVID-19 Pandemic

Psychological science is highly relevant to daily life. In this course, we will use introductory-level psychology concepts to explore aspects of the current COVID-19 pandemic. We will cover concepts from psychological subfields, including health psychology, community psychology, industrial-organizational psychology, and others. Our inquiry will be focused around four questions: (1) How have work, education, and socializing changed during COVID-19? (2) How do you encourage people to act in ways that promote public health? (3) What are the psychological consequences of COVID-19? (4) What is the impact of the pandemic across groups?

Credit 1 unit. UColl: OLI

U09 Psych 214 Introduction to Industrial and Organizational Psychology

This course explores the application of research findings in psychology and other behavioral sciences to issues and problems in the workplace, including both theory and methodology. Includes motivation, communication, learning, decision making, leadership, power and influence, and personnel selection.

Credit 3 units. UColl: OLH, OLI

U09 Psych 230 Human Growth and Development

This course provides an overview of emotional, psychological, physical, and social development through the life span. We will emphasize the developmental tasks, characteristics, and typical behaviors of each developmental era (infancy, childhood, adolescence, adulthood, later life). We will study major developmental theorists including Freud, Erickson, Piaget, Millett, Gilligan, and Kohlberg. Prerequisite: U09-100 Intro to Psychology.

Credit 3 units. UColl: OLI

U09 Psych 235 Life Stories: Personal Approaches to Adult Development, Learning, and Life Planning

This course examines adult development and adult learning as points of reference for analyzing the major decisions, changes, and opportunities that influence our own lives — at work, at school, at home, and in the larger community. We will also examine the sustaining role of liberal education in our personal and professional growth. We will read a combination of personal memoir, autobiography, and other nonfiction to illustrate how other people have responded to life's challenges and transitions, and to help us construct our own life stories, educational and professional plans. Selected readings from psychology, education, literature, anthropology, sociology, leadership and career development, include *Composing a Life*, *Tuesdays with Morrie*, *Habits of the Heart*, *The Leadership Challenge*, *Journey in the Middle of the Road*, and *A River Runs Through It*. Cannot count toward requirements for the psychological and brain sciences major or minor for day students. Prerequisite: Psych 100.

Credit 3 units.

U09 Psych 240 Internship in Psychology

Participation under supervision in an applied, non-academic community agency for course credit. Signed Internship Learning Agreement required prior to enrollment. Open only to University College Psychology majors. Must be taken pass/fail.

Credit variable, maximum 3 units.

U09 Psych 270 Positive Psychology and Happiness

Positive psychology is the study of the positive elements of human nature, behavior, and experiences, as well as the practices that facilitate these positive elements. In the first part of this course, we review the history of positive psychology, examine the meaning and measurement of happiness and well-being, explore the role of genetics and circumstances on happiness, and review the myriad benefits of happiness. In the second part of the course, we review the research detailing who is happy and why, and we explore the research on the practices and habits that facilitate happiness. Specific practice and habit topics include gratitude, mindfulness, optimism, strengths identification, meaning and purpose in life, meaningful social connections, compassion, forgiveness, positive relationships, sleep, and more. Throughout the course, we will participate in experiential learning from assessing our own happiness and strengths to engaging in practices found to facilitate happiness. This course will not count toward the major in Psychological and Brain Sciences for day students. Credit 3 units.

U09 Psych 300 Introductory Psychological Statistics

Descriptive statistics including correlation and regression. Inferential statistics including non-parametric and parametric tests of significance through two-way analysis of variance. Course emphasizes underlying logic and is not primarily mathematical, although knowledge of elementary algebra is essential. Prerequisite: U09 Psych 100.

Credit 3 units. UColl: OLI

U09 Psych 3011 Experimental Psychology

Psych 3011 is limited to students who have not taken Psych 300 and want to enroll in Psych 300 and Experimental Psychology concurrently. Therefore, students who enroll in Psych 3011 must also register for Psychology 300. Psych 3011 fulfills the Psychology 301 requirement for the major. Topics in the two courses (i.e., Psych 300 and Psych 3011) will be coordinated in order to integrate the concepts from Statistics with those from Experimental Psychology. Experimental Psychology provides training in the logic and techniques of psychological research so as to provide students with experience in the design of psychology experiments and interpretation of results. Topics include experimental design and control, library research, quantitative treatment of data, graphical presentation of results, and clarity of scientific writing. Lectures focus on general principles of experimentation while the laboratory component provides an introduction to a range of psychological phenomena through hands-on experience in experimentation. Each student also completes an independent research project of his or her own design under supervision of a faculty member. Enrollment limited to 15 students. Declared P&BS majors will have priority. PREREQ: Psych 100B and concurrent enrollment in Psy 300.

Same as L33 Psych 3011

Credit 4 units. A&S IQ: NSM Arch: NSM Art: NSM BU: BA, SCI

U09 Psych 3015 Research Methods

This course provides training in the logic and techniques of psychological research so as to provide students with experience in the design of psychology experiments and interpretation of results. Topics include experimental design and control, library research, quantitative treatment of data, graphical presentation of results, and clarity of scientific writing. Not open to day students. Prerequisites: U09-100, U09-300.

Credit 3 units. UColl: OLI

U09 Psych 308 Social Gerontology

This course provides an introduction to aging and growing old from an interdisciplinary perspective. Specific attention is paid to demographics, physical health and illness, mental health, interpersonal relations, work issues, living arrangements, ethics, and death and dying. Prerequisite: U09 100. This course satisfies the Lifespan Development (Area E) requirement for the University College Bachelor of Science in Psychological and Brain Sciences degree.
Credit 3 units.

U09 Psych 309 Evolutionary Psychology

This course will explore the extent to which an understanding of biological evolution is relevant to an understanding of human psychology. Fundamental evolutionary principles will be introduced and their application to psychological theory and research carefully evaluated. Individual topics include romantic relationships, family dynamics, cooperation, clinical pathology, judgment and decision-making, religious belief, and more. Prerequisite: U09-100.
Credit 3 units. UColl: OLI

U09 Psych 311 History and Modern Systems of Psychology

An introduction to the history of psychology. This course begins with a brief consideration of forces leading to development of psychology in the mid-1800s. It then examines the birth of modern psychology in Germany, and the schools of psychology that emerged early in the 20th century. Newer orientations and ideas are considered in the final segment of the course. We also consider the impact of psychology on American public life during the 20th century. Prerequisite: U09 100.
Credit 3 units. UColl: OLI

U09 Psych 312 Sport Psychology

Overview of theoretical and applied principles of sport and exercise psychology. Special emphasis on psychological factors that effect sport performance, including personality, motivation, attention, anxiety, self-regulation of arousal, group dynamics, leaderships, causal attributions, and performance enhancement. Prerequisite: Psych 100.
Credit 3 units.

U09 Psych 314 Industrial and Organizational Psychology

Interactions of individuals and organizations in measures of human performance, motivation, leadership, job satisfaction, training, ability testing, and stress. Skill-building in the techniques of psychology that are applied to the solution of business and industrial problems. Prerequisite: U09-214 or 300, or permission of instructor.
Credit 3 units. UColl: OLI

U09 Psych 315 Introduction to Social Psychology

Interaction of biological, cultural, situational, and technological factors on who we are and how we interact with others: person perception, motivation, attitudes, and communication.
Credit 3 units. UColl: OLI

U09 Psych 317 Psychology of War, Terrorism, and Peace

This course will promote understanding and critical thinking on war, terrorism, and peace from a psychosocial perspective. Intrapersonal, interpersonal and socio-cultural sources of geopolitical conflict will be examined in both historical and contemporary contexts. Emphasis will be placed on understanding the psychosocial dimensions involved in a multi-disciplined approach for the integration of political, economic, religious, and military interventions in resolving conflict and pursuing peace. PREREQ: U09 100. Introduction to Social Psychology (U09-315) is also recommended.
Credit 3 units.

U09 Psych 3195 Abnormal Child Psychology

This course will familiarize students with current perspectives on the nature, causes, assessment, treatment, and prevention of child psychiatric disorders and related family dysfunction. Theoretical perspectives and research findings will be discussed pertaining to anxiety, depression, conduct disorder, attention-deficit/hyperactivity disorder, autism, learning impairments, and parent-child conflict. Prerequisite: U09 322 or U09 354.
Credit 3 units. Arch: SSC Art: SSC BU: BA EN: S

U09 Psych 3200 Child Health Psychology

This course examines the field of child health psychology, which focuses on the impact of health and illness on the physical and psychological development of children and adolescents. We will explore the relations among psychological and physical health and the welfare of children within a developmental perspective, considered within the contexts of families, health care systems, schools, peers, and community. Topics such as chronic illness (e.g., cystic fibrosis, sickle cell disease, organ transplant, asthma), adherence to medically prescribed regimens, and neuropsychological aspects of chronic illness will be addressed. Previous course work in Developmental Psychology (e.g., U09 230, U09 322) would be helpful but not required.
Credit 3 units.

U09 Psych 322 Developmental Psychology

In this course we will study behavior in children including developmental methodology, prenatal development, memory, cognition, attention, perception, language, sex roles, morality, emotions, aggression, and intelligence testing. Prerequisite: U09-100.
Credit 3 units. UColl: OLI

U09 Psych 325 Psychology of Adolescence

Psychology of the period from puberty to adulthood; the major developmental tasks such as identity formation and the influence of differential parental style upon the development of adolescents. Prerequisite: U09-100.
Credit 3 units. UColl: OLI

U09 Psych 3251 Juvenile Delinquency

This course explores the nature of juvenile delinquency, including its root causes and influences, as well as the various strategies currently being employed to reduce and prevent delinquent behavior. The course discusses how delinquency begins, persists, and is overcome. Delinquency will be looked at from both a sociological and developmental-psychological perspective. We will discuss the criminal justice response to delinquency and evaluate programs and models that have met with varying degrees of success, as well as those that have had the opposite effect on reducing delinquent behavior.
Credit 3 units. UColl: OLI

U09 Psych 3261 Psychology of Aging

Study of the processes of aging in the individual in terms of their behavioral effects. Age changes in biological functions, sensation, perception, intelligence, learning, memory, and creativity studied to understand the capacities and potential of the mature and older person.
Credit 3 units. UColl: OLI

U09 Psych 330 Perspectives on Counseling

This is an experiential course teaching skills in the counseling process. We will examine awareness and listening, attending and reflecting, questioning and summarizing, empathy, concreteness, problem definition, probing, and detailing. Role-playing and group work supplement didactic material. Prerequisite: U09-100 Intro to Psychology.

Credit 3 units. UColl: OLI

U09 Psych 3401 Biological Psychology

This course presents an introduction to biological mechanisms underlying behavior. Topics will include the physiology of nerve cells, the anatomy of the nervous system, the control of sensory and motor activity, arousal and sleep, and motivation and higher mental processes. Prerequisite: Psych 100B.

Credit 3 units. Art: NSM BU: SCI

U09 Psych 353 Psychology of Personality

This course covers basic theories of personality and complex human behavior. We study related techniques, procedures, and findings of personality assessment and personality research, and examine critical issues in the evaluation of personality theories. PREREQ: Psych 100.

Credit 3 units. UColl: OLI

U09 Psych 358 Health Psychology

This course examines the history of health psychology and its place in general health care. We will examine relevant theory as applied to specific topics including stress, coping, weight loss, chronic illness in general (diabetes in particular), adherence to medically prescribed regimens, Type A personality and cardiac risk factors. Prerequisite: U09-100.

Credit 3 units. UColl: OLI

U09 Psych 359 Cognitive Psychology

Thought processing from an information processing approach. Includes pattern recognition, attention, memory, reasoning, language processes, decision making, and problem solving.

Credit 3 units. UColl: OLI

U09 Psych 3604 Cognitive Neuroscience

This course provides a general introduction to the underlying principles and mechanisms of brain function that give rise to complex human cognitive behavior. Emphasis will be placed on how emerging methods and approaches from both neuroscience and cognitive psychology have been integrated to yield new insights into the organization and structure of higher mental processes. Topics include perception, attention, memory, language, and executive control. Prerequisite: Psych 100B.

Credit 3 units. Arch: NSM Art: NSM BU: SCI

U09 Psych 361 Psychology of Learning

The experimental analysis of behavior is presented with examination of Operant and Pavlovian conditioning, aversive control, theories of reinforcement, choice behavior, behavioral economics, etc. Theoretical and experimental approaches to the study of behavior as developed in the laboratory are emphasized. Consideration is given to applications from the laboratory to everyday behavior. PREREQ: Psych 100B.

Enrollment limited to 30.

Same as L33 Psych 361

Credit 3 units. A&S IQ: NSM Arch: NSM Art: NSM BU: SCI

U09 Psych 365 Learning and Memory

In this course we focus on the major theories of human learning and memory. We review several behavioral-associationist theories, including classical conditioning and behavior modification. The course emphasis is on cognitive-organizational theories, human information processing, current perspectives on knowledge representation, and their implication for understanding and recall. PREREQ: U09 100 Intro to Psychology.

Credit 3 units. UColl: OLI

U09 Psych 368 Introduction to Psychopathology and Clinical Psychology

Affective, cognitive, and behavioral abnormalities which create patterns disruptive to mental health: comprised of psychiatric symptoms, personal distress, and/or functional impairments. Biological, psychological, social, and cultural determinants of mental health and illness; diagnosis, etiology, and treatment of clinical level concerns. This course is the same as Abnormal Psychology in both Arts & Sciences and University College (L33 Psych 354/U09 Psych 354), and thus students may not take both. PREREQ: U09 100 Intro to Psychology.

Credit 3 units. UColl: OLH

U09 Psych 371 Investigative Psychology

This course will expose students to a variety of methods and techniques for identifying and apprehending an unknown criminal suspect.

Investigative techniques including effective information collection, detecting deception, and the development of decision support systems will be discussed. Empirically tested models such as multidimensional scaling and social network analysis will be covered, with attention given to the psychological processes underlying these decision support tools.

Credit 3 units. UColl: OLI

U09 Psych 373 Psychology in the Courtroom

This course studies ways in which principles of psychology are used in the courtroom, looking at how the principles influence and are used by lawyers, judges, witnesses, defendants, and jurors. We will consider issues of persuasion and prejudice in influencing jurors' decisions, and the role and tactics of expert witnesses and jury consultants, including the ethical guidelines under which they operate. Finally, the course will discuss the danger of violent behavior inside the courtroom, and how this behavior can be anticipated and prepared for through the development of security profiles.

Credit 3 units. UColl: OLI

U09 Psych 374 Psychology of Policing

This course will expose students to the discipline of police psychology, which is broadly defined as the application of psychological principles and methods to law enforcement. Subjects addressed will include the screening and hiring of police officers; conducting screening for special squads (e.g., SWAT); fitness-for-duty evaluations; training and consultation; and stress counseling, among others. The course examines the evolution of police psychology and early influences on the profession such as the experimental investigation of psychological testing on police attitude and performance. Influential figures in the field of police psychology are discussed, including the work of Dr. Martin Reiser of the Los Angeles Police Department, the nation's first full-time police psychologist. This course is fully online. Only University College students receive credit for online courses.

Credit 3 units. UColl: OLI

U09 Psych 376 Introduction to Criminology

A general introduction to the study of crime from an interdisciplinary perspective. Classical and contemporary sociological theories to explain and predict criminal behavior will be studied, as well as psychological theories from the psychoanalytic, behavioral, and

cognitive traditions that attempt to account for criminality and the psychosocial development of a criminal personality type. Other topics include the measurement and extent of crime, the role of age, race, gender, social class in the causation of and reaction to crime, and the criminal justice response to crime, as well as recent trends in policing, corrections, and community-based interventions.

Credit 3 units. UColl: OLI

U09 Psych 376M Introduction to Criminology

Online version of the course U09 376. This course is a general introduction to the study of crime from an interdisciplinary perspective. Classical and contemporary sociological theories to explain and predict criminal behavior will be studied, and we will also review psychological theories from the psychoanalytic, behavioral, and cognitive traditions that attempt to account for criminality and the psychosocial development of a criminal personality type. Other topics include the measurement and extent of crime; the role of age, race, gender, and social class in the causation of and reaction to crime; the criminal justice response to crime; and recent trends in policing, corrections, and community-based interventions.

Credit 3 units. UColl: OLI

U09 Psych 377 Introduction to Forensic Psychology

Forensic psychology is the application of scientific psychological knowledge to matters that come before the judge or jury. This course will focus on criminal cases such as homicide and sex offender commitment and on personal injury cases. Topics will include consultation with attorneys, psychological tests used and recommended by forensic psychologists, and sex offender risk assessment. Other topics will include keys to being a dangerous expert on the witness stand. Numerous actual case studies will be presented.

Credit 3 units. UColl: OLI

U09 Psych 378 Crisis Intervention: The Criminal Justice Response to Chaos, Mayhem, and Disorder

This course explores the nature and psychology of the major types of crises criminal justice professionals confront on a daily basis, including domestic violence, terrorism, riots and post-disaster panic, cults, threatened suicide, and active shooters, among others. Students will explore these topics against the backdrop of actual case examples like hurricane Katrina, the attacks of 9/11, the shooting at Columbine High School, and the Branch Davidian standoff at Waco. Major theories and typology schemes that attempt to account for these behaviors will be explored, as well as the emotional impact of crisis response on police, correctional officers, and other first responders. The course may be used as an elective in the University College Psychology major, but it will not apply to the distribution areas in the major.

Credit 3 units. UColl: OLI

U09 Psych 379 Correctional Psychology

This course will introduce students to the correctional environment, and the many psychological considerations involved in the detention, rehabilitation, and reintegration of prison inmates. We will focus heavily on the psychological impact of incarceration, as well the various treatment issues related to inmate rehabilitation. Topics include the dynamics of power and oppression, gang affiliation, inmate management and control, and the problems of sexual assault and suicide among the inmate population. We also will discuss various legal decisions affecting the correctional environment, especially in relation to mental health treatment. Recommended: Abnormal Psychology.

Credit 3 units. UColl: OLI

U09 Psych 380 Psychology and Religion

This course offers an examination of the empirical literature on the psychological study of religion. Students will explore whether psychology can offer a scientifically valid examination of religion. We will use psycho-physiology research to examine religious and mystical experiences that are induced by methods ranging from breath control to meditation to use of hallucinogenic drugs. We will then look at social psychology research to investigate the relationship between religion and a host of issues such as fundamentalism, altruism, social and emotional adjustment, physical health, and satisfaction in life. Prerequisite: Introduction to Psychology. Note: Accelerated (ACTRAC) option: University College students have the option of taking this class for 4 units.

Credit 3 units.

U09 Psych 381 Cross-Cultural Psychology

An overview of social, developmental, and organizational forces from a cross-cultural perspective with a focus on culture as a variable, and its relationship to attitudes and behavior. A review of historical biases in the discipline of psychology will precede the study of research methodologies best suited to cross-cultural work. Also emphasized is the manner in which social and cultural forces shape the human experience. Prerequisite: U09 Psych 100.

Credit 3 units. UColl: CD, OLI

U09 Psych 382 Moral Psychology

This course presents an overview of scientific approaches to moral psychology. The issues to be studied include how morality evolved, whether nonhuman animals or human infants have morality, how morality developed through the lifespan and across cultures, the roles of psychological mechanisms in morality, how morality is affected by psychological disorders, and altruism.

Credit 3 units.

U09 Psych 383 Correctional Theory & Practice

In this course we will explore every aspect of correctional theory and practice in America. We will look at the structure of the correctional system, both jails and prisons, the demographics of the inmate population, and the experience of those working in a correctional setting, especially correctional officers. We will look at inmate psychology, and the personality changes (prisonization) that often take place in an inmate during their period of incarceration. We will look at the special problems that must be addressed by correctional systems relating to juvenile, female, mentally ill, and aged inmates. Finally, we will discuss the death penalty and the ongoing debate in America about this type of punishment.

Credit 3 units. UColl: OLI

U09 Psych 384M Principles of Forensic Assessment

This course addresses a breadth of topics in forensic assessment through an examination of the methods utilized in this endeavor, particularly in the criminal arena. Students will become familiar with the administration, scoring, and interpretation of instruments used to assess competence to stand trial, criminal responsibility, malingering, and dangerousness, among other domains. Factors surrounding ethics in forensic evaluation, the dilemmas encountered in dealing with the diverse criminal population, and recent social and ethical criticisms of forensic assessment processes themselves constitute pivotal course content. Students will have the opportunity to observe and take a role in forensic evaluations through the use of critical examinations of forensic assessment instruments, the observation of case materials, and the completion of assigned course activities.

Credit 3 units. UColl: OLI

U09 Psych 385 Criminal Typologies

This course examines a wide range of delinquent and criminal behavior, with special emphasis on the developmental, biological, learning and situational, and cognitive-behavioral factors that form the origins of criminal behavior. Deriving from the perspective that juvenile and adult criminal behaviors are continually influenced by multiple systems, we will also examine the social, economic, political, and ecological factors that interact to influence such behaviors. This course will consider the precursors to and typologies of delinquency; criminal psychopathy; homicide, assault, and intimate partner and family violence; multiple murder, school, and workplace violence; modern terrorism; sexual assault; sexual abuse of children and youth; burglary, home invasions, thefts and "white-collar" offenses; violent economic crime, cybercrime, and crimes of intimidation; and substance abuse crimes.

Credit 3 units.

U09 Psych 389 Psychology of Consumer Behavior

Examination of consumer preferences and purchasing decisions in relation to psychological needs, sociological and multicultural influences, economic considerations, and advertising impact. The roles of attention, perception, emotion, learning, and cognition in attitude formation, change, and ultimately in consumer choices. The marketing concepts of segmentation, product positioning, brand image, and brand loyalty are examined, as well as ethical considerations pertaining to product quality and safety, and to the advertising message. An overview of consumer research methodology, including questionnaire design, sampling and surveys, focus groups, observations, recall and recognition techniques, and physiological measures. Prerequisite: Psych 100.

Credit 3 units.

U09 Psych 400 Independent Study

Students register for this course to perform reading or research in a special area of psychology. Approval of a specific plan of reading or research by the supervising faculty member and the departmental coordinator is required prior to registration. Prerequisite: 15 hours of psychology course work, advanced standing, permission of instructor, and permission of departmental coordinator. This course is open only to University College psychology majors with a minimum grade-point average of 3.00.

Credit variable, maximum 3 units.

U09 Psych 404 Psychological Tests and Measurements

This course is an introduction to psychological tests and measurements. We will cover basic principles of test construction, including reliability, validity, item analysis, and the development of normative data. We will examine major types of tests (e.g., intelligence, personality, interests, attitudes) as well as their application to career counseling, clinical diagnosis, employee selection, performance appraisal, and organizational assessment. Prerequisite: One course in statistics.

Credit 3 units. UColl: OLI

U09 Psych 406 Verbal Behavior

This course will offer a comprehensive study of language from a behavioral perspective. Structural differences between types of verbal behavior will be examined as will empirical literature demonstrating verbal behavior interventions for individuals with deficits in language. Critiques of the behavioral perspective will be considered in terms of their impact on conceptual advances in the analysis of verbal behavior. Prerequisite: U09-100.

Credit 3 units.

U09 Psych 409 Introduction to Behavior Analysis

This course is an introduction to principles of learning and behavior analysis and how they relate to the profession of applied behavior analysis. Topics to be covered include reinforcement, punishment, extinction, discrimination training, generalization, shaping, conditioned reinforcement, and schedules of reinforcement. The primary focus of the course will be on basic principles derived from laboratory research, but we also will examine applications of these principles to areas such as developmental disabilities (e.g., autism), academic skills, and oppositional behaviors. Philosophical and historical antecedents of behaviorism also will be covered.

Credit 3 units.

U09 Psych 414 Current Issues in Human Resources Management

This course looks at current challenges and problems of managing people at work to meet individual, organizational, and societal needs. Prerequisites: U09-214 and 314.

Credit 3 units. UColl: OLI

U09 Psych 444 Applied Behavior Analysis I

This course focuses on behavioral principles and procedures as related to the acquisition of new behavior and the modification of existing behavior. Topics to be covered include: reinforcement, punishment, extinction, discrimination training, generalization, shaping, classical conditioning, conditioned reinforcement, and schedules of reinforcement. Although the focus is on basic principles derived from laboratory research, applications of these principles to areas such as developmental disabilities (e.g., autism), academic skills, and oppositional behaviors are discussed. Philosophical and historical antecedents of behaviorism also are explored. This class is part of a sequence of courses that the Behavior Analyst Certification Board, Inc.™ has approved for eligibility to take the Board Certified Associate Behavior Analyst Examination.

Credit 3 units.

U09 Psych 445 Applied Behavior Analysis II: Procedures for Behavior Change

This course focuses on the complex behavioral principles and on issues surrounding their application in the analysis and modification of behavior. In addition, students learn to identify behavior and environment relations that constitute behavioral deficits or excesses. Behavioral change procedures to be explored include: functional analysis, reinforcement, shaping, chaining, discrete trials, contingency contracting, reinforcement, and maintenance of behavior change. Ethical considerations are also addressed. This class is part of a sequence of courses that the Behavior Analyst Certification Board, Inc.™ has approved for eligibility to take the Board Certified Associate Behavior Analyst Examination. Prerequisite: U09-444.

Credit 3 units.

U09 Psych 446 Applied Behavior Analysis: Research Methods and Evaluation

This course focuses on research design and methodology in behavior analytic research, with a focus on single-subject experimental designs. Various behavior-assessment and behavior-intervention evaluation strategies will be examined. In addition, the course explores techniques for direct observation, and measurement of behavior, as well as methods of summarizing data, data analyses, and the ethics of research. Prerequisite: ABA I: Basic Principles of Behavior.

Credit 3 units.

U09 Psych 449 Applied Behavior Analysis Practicum

This practicum provides experience in applied behavior analysis and is designed for individuals who intend to pursue certification through the Behavior Analysis Certification Board (BCBA) examination at the Associate level (Board Certified Associate Behavior Analyst: BCABA). Students will work in community-based agencies and be supervised by the community agency and the Practicum faculty. Prerequisites: Admission to the Washington University Applied Behavior Analysis Certificate Program, and ABA I: Basic Principles of Behavior and ABA II: Procedures for Behavior Change and permission of instructor. Credit 2 units.

U09 Psych 460 Behavioral Medicine

The role of behavior in the prevention and treatment of significant medical problems will be studied. The history of the field of behavioral medicine will be reviewed, with applications to medical problems and its complementary role in preventative medicine in the context of a number of medical disorders and risky behaviors, including obesity, chronic pain, cancer, and smoking. Effective stress management practices to help ameliorate common results of stress such as tension headache and high blood pressure also will be studied. Prerequisite: Psych 100. Credit 3 units.

U09 Psych 468 Applied Psychology of Learning: Training in Industry

Overview of the foundations of industrial training and the "tools of the trade." Review of learning and memory and recent findings on cognition. Study of methods and techniques used for analysis, design, development, and evaluation of training. Impact of recent advances in computing and instructional technologies. Prerequisites: U09-100 required and U09-214 or U09-314 recommended. Same as U87-468. Credit 3 units.

U09 Psych 476 I/O Psychology from a Behaviorist Perspective

The material in this course is intended to provide an initial overview of the field of organizational behavior management (OBM). OBM involves the application of principles of behavior in order to improve individual or group performance within an organizational setting such as a business or human service setting. Some of the pioneers in the field will be reviewed along with applications to different types of issues that both large and small organizations face on a daily basis. The role of OBM in the prevention of significant organizational problems, its role in building better management practices as well as service delivery issues will be presented. Credit 3 units.

U09 Psych 480 Introduction to Group Dynamics

Various aspects of group process including group decision making and problem solving, group influence processes, communication, power, and leadership. Small group behavior and its application to organizations. Prerequisites: U09 214 or 315 or permission of the instructor. Credit 3 units. UColl: OLH

U09 Psych 488 Addiction and Treatment

This course examines the motivation and behavior patterns of the drug/alcohol user. This examination takes place in the wider context of deviance. A portion of the course is devoted to a survey and evaluation of the services and programs available to the drug/alcohol user from the point of view of the user, the user's family, and society. Topics include: the history of psychotropic substances and their purpose and use in human society to the present; the history and philosophy of counseling interventions for psychotropic substance abuse and dependence; the ethnic, environmental, and socioeconomic factors

affecting which substances are used, receptivity to treatment, and attitudes toward intervention; various treatment modalities such as 12-step groups, therapy groups, and in-patient treatment for both self-referred and court ordered clients. Prerequisite: U09-100. Credit 3 units.

U09 Psych 4891 Study for Honors in Psychology

Part 2 of Honors Thesis work in Psychology for students admitted to the Honors Program. Requires signed proposal and permission from psychology coordinator and dean in University College. Credit 3 units.

U09 Psych 492 Research in Psychology

The planning, execution, and written reporting of an original empirical research work within the area of psychology. Approval of the project or experiment by a supervising faculty member and the departmental coordinator required prior to registration. Prerequisites: advanced standing, 12 hours of psychology course work including U09-300 and 301, permission of the instructor, and permission of the departmental coordinator. Open only to University College psychology majors. Petition forms for enrollment are available online (<http://ucollege.wustl.edu/forms/>). Petition must include the formal written research proposal. A student may enroll in this course only once. Credit 3 units.

U09 Psych 494 Behavioral Psychology Readings Group

This weekly journal-style readings class provides the opportunity to read and discuss seminal as well as current writings on the conceptual aspects of behavioral psychology and relevant research. Points of contact among behaviorism, cognitivism, and neuroscience, and the natural lines of fracture, will be examined. Prerequisite: Psych 100B and one of the following: Psych 361, Psych 360, or a Philosophy course. Same as L33 Psych 494. Credit 1 unit. A&S IQ: SSC Arch: SSC Art: SSC EN: S

U09 Psych 495 Directed Readings in Psychology

Prescribed readings in a special area of psychology. Approval of a specific reading list by the supervising faculty member and the departmental coordinator is required prior to registration. Prerequisite: 12 hours of psychology course work, advanced standing, permission of the instructor, and permission of the departmental coordinator. Open only to University College psychology majors. Petition forms for enrollment are available online (<http://ucollege.wustl.edu/forms/>). A student may enroll in this course only once. Credit 3 units.
