

ORGANIZATIONAL PSYCHOLOGY

Program Overview

Are you interested in knowing what motivates a person to perform well at a job, or what qualities a company needs to look for to make a great hire? Today's businesses and organizations need professionals who understand human behavior, group dynamics and how to make the workplace function better. A major in Organizational Psychology will help prepare you for a career in one of America's fastest-growing professions.

Curriculum Overview

Rider University's program is one of just a handful in the nation offering a unique interdisciplinary major that combines business and psychology. This versatile degree can have a real impact on an organization's bottom line by helping to improve employee satisfaction and job performance. Majors in this program will gain a comprehensive understanding of the important contributions that organizational psychology plays in today's workplace.

The Organizational Psychology program focuses on the behavioral aspects of managing and supervising the human resources of an organization or business. You will learn the key concepts of management and psychology, including perception and attitudes, employee motivation and engagement, and organizational leadership and power — and gain an in-depth understanding of what makes employees and organizations function at their best.

As an Organizational Psychology major, you will:

- Develop a comprehensive understanding of human behavior in work settings;
- Learn how to enhance performance within an organization or business;
- Benefit from networking and gain real-world experience through internships and other professional opportunities.

The U.S. Bureau of Labor Statistics ranks Industrial-Organizational Psychology at the top of its list of 20-fastest growing occupations, with a projected growth rate of 53 percent between now and 2022. Organizational psychologists are in demand because their expertise results in better hires, increased productivity, reduced turnover and lower labor costs. They can work as consultants to organizations, or serve in-house in a variety of jobs, including:

- Human resource officer
- Employee development manager
- Organizational development director
- Quality performance manager
- Organizational psychologist
- Testing specialist
- Compensation and benefits specialist

Student Learning Outcomes

Goal One - Knowledge: Students will describe major concepts, theoretical perspectives, and empirical findings within psychology.

Goal Two - Scientific Reasoning: Students will apply scientific methods and reasoning to investigate psychological phenomena.

Goal Three - Ethics: Students will apply the ethical foundations of psychology to research and clinical uses.

Goal Four - Diversity: Students will apply the contributions of psychology to understanding human diversity.

Goal Five - Communication: Students will demonstrate competence in written and oral communication of psychological concepts and research.

Goal Six - Professional Development: Students will apply psychological content and skills to post-graduation goals.

Psi Chi

Psi Chi, the national honorary society in psychology, was founded in 1929 with a "mission of recognizing and promoting excellence in the science and application of psychology". To be considered for induction you must (a) have a GPA in the upper 35% of your class, (b) have completed 64 total credit hours, and (c) completed 15 psychology credit hours, including PSY100, PSY105, PSY201, and at least one upper-level psychology course. The Rider chapter requirements are more stringent than the minimum prerequisites. Only approximately 30 new members are inducted each spring from among those meeting the minimum requirements. All student records are reviewed each spring to identify those who are eligible. If you are selected for induction you will be notified via e-mail in early March.

Organizational Psychology Certificate

The Organizational Psychology certificate provides a science-based, practical skill set for anyone who seeks better preparation for professional success and advancement opportunities, regardless of college majors (be they in business, arts, humanities, science or education) and post-graduate paths (in for-profit and non-profit organizations alike). The certificate offers rigorous training in the areas of Psychology that have direct, valuable applications to organizations, including: motivation, decision making, group dynamics, persuasion, leadership, and innovation.

Degree Offered

- B.A. in Organizational Psychology
- Certificate in Organizational Psychology

Contact

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Program Website: Organizational Psychology (<https://www.rider.edu/academics/colleges-schools/college-arts-sciences/humanities-social-sciences/undergraduate/psychology-ba/>)

Associated Department: Department of Psychology (<https://www.rider.edu/academics/colleges-schools/college-arts-sciences/humanities-social-sciences/undergraduate/organizational-psychology/>)

Related Programs

- Human Resource Management (<http://catalog.rider.edu/undergraduate/colleges-schools/business-administration/majors-minors-certificates/human-resource-management/>)
- Management and Leadership (<http://catalog.rider.edu/undergraduate/colleges-schools/business-administration/majors-minors-certificates/management-leadership/>)
- Business Administration (<http://catalog.rider.edu/undergraduate/colleges-schools/business-administration/majors-minors-certificates/business-administration/>)

Organizational Psychology B.A. Requirements

(41 credits)

Code	Title	Credits
Required Courses		23
PSY 100	Introduction to Psychology	
PSY 105	Introduction to Research in Psychology & 105L	
PSY 240	Social Psychology	
PSY 311	Organizational Psychology	
or MGT 201	Fund Management & Org Behavior	
MGT 310	Intro to Human Resource Mgmt	
PSY 329/MGT 329	Research Methods in Organizational Psychology	
or PSY 303	Research Methods: Social Psychology	
PSY 329L/MGT 329L	Research Methods in Organizational Psychology	
or PSY 303L	Research Methods: Social Psychology Lab	
MGT 355	Team Management	
Select one of the following:		3
MSD 205	Business Statistics ¹	
or PSY 201	Statistics and Research Design	
Select one of the following courses:		3
COM 253	Organizational Communication	
COM 290	Professional/Strategic Speech	
COM 350	Team & Group Communication	
Select two of the following courses:		6
HRM 315	Employee Selection & Training	
HRM 316	Employee Compensation Systems	
HRM 333	Employee Engagement	
MGT 320	Managing Workforce Diversity	
MGT 490	Independent Research and Study ²	
Select two of the following courses:		6
PSY 215	Personality	
PSY 315	Psychological Tests	
PSY 400	Senior Seminar	
PSY 490	Independent Study: Research and Creative Expression ²	
or MGT 490	Independent Research and Study	
Total Credits		41

¹ MSD 105 is a prerequisite and must be completed before taking MSD 205.

² You may take either PSY 490 or MGT 490 to satisfy major requirements but may not count both courses towards the major requirements.

Organizational Psychology Certificate Requirements

(12 credits)

Code	Title	Credits
Select one of the following:		3
PSY 100	Introduction to Psychology	
PSY 102	Explorations in Psychology Honors	
PSY 110	Psychology: The Science of Well-being	
Required Courses		6
Complete all of the following:		
PSY 240	Social Psychology	
PSY 311	Organizational Psychology	
Elective Courses		3
Select one of the following:		
PSY 212	Introduction to Applied Behavior Analysis	
PSY 215	Personality	
PSY 226	Cognitive Psychology	
PSY 245	Stress, Health and Coping	
PSY 315	Psychological Tests	
PSY 345	Health Psychology	
PSY 367	Creativity and Innovation	
PSY 379	Psychology and Law	
PSY 383	Psychology and Culture	
PSY 384	Positive Psychology	
Total Credits		12

Academic Plan of Study

The following educational plan is provided as a sample only. Rider students who do not declare a major during their freshman year; who are in a Continuing Education Program; who change their major; or who transfer to Rider may follow a different plan to ensure a timely graduation. Each student, with guidance from their academic advisor, will develop a personalized educational plan.

Course	Title	Credits
Year 1		
Fall Semester		
CMP 120	Seminar in Writing and Rhetoric	3
PSY 100	Introduction to Psychology (Scientific Perspectives GenEd 1 of 2)	3
MTH 102	Finite Mathematics	3
HIS 150	Pre-Modern World: Evolution to Revolution	3
Foreign Language ^{1,4}		3
Semester Credit Hours		15
Spring Semester		
PSY 105	Introduction to Research in Psychology & 105L	4
PSY 240	Social Psychology	3
CMP 125	Seminar in Writing and Research	3

HIS 151 or HIS 152 or HIS 153	World in the Modern Era: Exploration to Globalization or Contemporary World: Historical Perspectives or Cold War: A Global History	3
Foreign Language ⁴		3

Semester Credit Hours 16

Year 2

Fall Semester

PSY 201 or MSD 205	Statistics and Research Design or Business Statistics	3
PSY 311 or MGT 201	Organizational Psychology or Fund Management & Org Behavior	3
Elective Course Credits ²		6
Social Perspectives ⁴		3

Semester Credit Hours 15

Spring Semester

Select one of the following PSY with Lab courses:		4
PSY 329 & 329L	Research Methods in Organizational Psychology and Research Methods in Organizational Psychology	

OR

PSY 303 & 303L	Research Methods: Social Psychology and Research Methods: Social Psychology Lab	
Psychology Elective ³		3
Philosophical Perspectives ⁴		3
Social Perspectives ⁴		3
MGT 310	Intro to Human Resource Mgmt	3

Semester Credit Hours 16

Year 3

Fall Semester

MGT 355	Team Management	3
COM 253 or COM 290 or COM 350	Organizational Communication or Professional/Strategic Speech or Team & Group Communication	3
Psychology Elective ³		3
Elective Course Credits ²		6

Semester Credit Hours 15

Spring Semester

Management or Human Resource Management Elective (MGT or HRM)		3
Elective Course Credits ²		12

Semester Credit Hours 15

Year 4

Fall Semester

Aesthetic Perspectives: Fine Arts ⁴		3
Elective Course Credits ²		12

Semester Credit Hours 15

Spring Semester

Management or Human Resource Management (MGT or HRM)		3
Aesthetic Perspectives: Literature ⁴		3
Scientific Perspective ⁴		3
Elective Course Credits ²		4

Semester Credit Hours 13

Total Credit Hours for Graduation 120

Footnotes

¹ For course placement information see <https://www.rider.edu/student-life/first-year-experience/orientation/placement-testing> (<https://www.rider.edu/student-life/first-year-experience/orientation/placement-testing/>)

² Please note that elective credits may be used to complete requirements in a second major or minor.

³ The following courses fulfill the Psychology Elective requirement: PSY 215, PSY 315, PSY 400, and PSY 490.

⁴ Courses which fulfill the General Education Curriculum can be found at: /undergraduate/colleges-schools/arts-sciences/general_education_requirements/ (http://catalog.rider.edu/undergraduate/colleges-schools/arts-sciences/general_education_requirements/)

Courses and Descriptions

COM 253 Organizational Communication 3 Credits

Focuses on the ongoing communication processes in organizations. This course examines how and why organizations develop policies and procedures that both encourage and yet constrain creativity and autonomy in employees. It also introduces various management skills to balance the dynamic in organizations. Finally, the course introduces students to various communication technologies that enable communication processes in organizations. Students will also have opportunities to participate in creating organizational dynamics through role-playing exercises, case studies, and other kinds of experiential learning.

COM 290 Professional/Strategic Speech 3 Credits

Provides students with practical information necessary for effective communication in various business and professional settings. Covers communication processes, principles, and models in the modern organization. Class assignments are given with emphasis on developing a knowledge and practical understanding of informative, persuasive, and impromptu presentations. Limited to students enrolled in the Norm Brodsky College of Business.

COM 350 Team & Group Communication 3 Credits

Examines the communication process as it relates to the small group. Theoretical constructs including motivation, group climate, attraction, leadership, decision making, problem solving and roles are analyzed. Utilizes group experience to study and evaluate the dynamics and effectiveness of interpersonal systems.

HRM 315 Employee Selection & Training 3 Credits

This course explains the processes involved in selecting and training employees. With regards to selection, specific examples include, evaluating applicant credentials, administering pre-employment tests and complying with equal employment opportunity legislation. With regards to training, topics include assessing the need for training, designing effective training programs, utilizing methods such as technology to deliver training, and evaluating the effectiveness of training programs.

Prerequisite(s): MGT 310.

HRM 316 Employee Compensation Systems 3 Credits

The goal of this course is to familiarize you with the common methods of compensation used by today's organizations and how these methods could be used to increase motivation, job satisfaction, and performance in the workplace. To accomplish this, we will first discuss the bases of motivation in the workplace. Next, we will then talk about the various compensation options and techniques and the strengths and weaknesses of each in maximizing motivation and performance in an organization.

Prerequisite(s): MGT 310.

HRM 333 Employee Engagement 3 Credits

Employee Engagement is commonly described as a focused passion and enthusiasm that employees bring to their work that produces high-quality performance and positive organizational outcomes such as enhanced firm reputation, customer loyalty, and profitability. In this course, students will explore the concept and value of Employee Engagement, and strategies for energizing an organization's workforce. Projects and activities will focus on the role of the Human Resource function in measuring employee attitudes, designing relevant interventions, and influencing a culture of engagement.

Prerequisite(s): MGT 310.

MGT 201 Fund Management & Org Behavior 3 Credits

This course deals with the fundamentals of organizational behavior as they relate to management such as motivation, communications, and leadership. Behavior is examined at the individual, group, and organizational level. The management functions of planning, organizing, leading and controlling are addressed. The effects of global operations and the requirements of ethical behavior on managers are also explored.

Prerequisite(s): minimum 30 credits completed.

MGT 310 Intro to Human Resource Mgmt 3 Credits

This course deals with the nature of human resource management, its functions, procedures, and practices currently found in profit, non-profit and public sector organizations. Topics covered include recruiting and selection, training, human resource development, equal employment opportunity, performance appraisal, diversity, job analysis, compensation, and employee rights and discipline.

Prerequisite(s): MGT 201 with a minimum grade of D or PSY 311 with a minimum grade of D.

MGT 320 Managing Workforce Diversity 3 Credits

Demographic shifts, changing patterns of labor force participation, global competition, and a growing cultural emphasis on the celebration of difference have all contributed to the creation of diversity as a hot topic in management. This course explores the opportunities and challenges of the increasingly diverse workforce emerging in the United States today. We will address the knowledge and skills managers must develop in working with others who are different from themselves.

Some of these differences are obvious- gender, race, age, and physical characteristics. Other differences are not as easily observed - family structure, educational level, social class, and sexual orientation. This class incorporates experiential learning techniques for personal growth.

Prerequisite(s): MGT 201 with a minimum grade of D or PSY 311 with a minimum grade of D.

MGT 355 Team Management 3 Credits

This course prepares students to work in organizations that use teams as an integral part of their functioning-an increasingly common practice. The class involves intensive group interaction, focusing on individual growth in group settings. Working with other students in role-plays, exercises, and team assignments allows the student to develop better communication and leadership skills.

Prerequisite(s): MGT 201 with a minimum grade of D or PSY 311 with a minimum grade of D.

MGT 490 Independent Research and Study 1-4 Credits

Topic to be approved in advance by supervising instructor, chairperson, and academic dean. Available for juniors and seniors. No more than 12 credits allowed toward graduation, and can be used as free elective or MGT major elective.

Prerequisite(s): MGT 201 or permission of instructor.

MSD 105 Quantitative Methods for Business 3 Credits

The aim of this introductory course is to acquaint students with a number of basic mathematical techniques that will enhance their ability to become effective decision-makers in a realistic business environment. Topics covered include linear equations and inequalities, linear programming, summation notation, geometric series, counting techniques, event probability and discrete random variables. Where appropriate, these tools will be illustrated with examples chosen from business settings.

Prerequisite(s): MSD 104 or a passing grade on the Math Placement Exam.

MSD 205 Business Statistics 3 Credits

This course is designed to provide students with fundamental concepts, knowledge and tools from statistics that may be useful in one's attempt to reach intelligent conclusions in real-world settings, particularly in business applications. The focus is on the normal random variable, sampling distributions, framework of estimation and hypothesis testing, as well as the one-way ANOVA and simple regression model.

Prerequisite(s): MSD 105.

PSY 100 Introduction to Psychology 3 Credits

This course covers major facts, principles and concepts about human and animal behavior and experience, research findings, major problems, basic vocabulary, methodologies, and contributions in the field. Topics include psychology as a science; human development; individual differences; intelligence and its measurement; special aptitudes and interests; personality and social behavior; motivation and emotion; frustration and personality deviations; and learning, thinking, remembering and forgetting.

PSY 102 Explorations in Psychology Honors 3 Credits

The course introduces the history of psychology, and demonstrates how the discipline is a science. It provides students with experience exploring the mind, behavior, and the relationship between the two, from multiple perspectives, including biological, behavioral, cognitive, developmental, humanistic, social, and abnormal. It tackles questions including (but not limited to) how different areas of the brain are involved in behavior and are affected by injury, how humans sense and perceive the world, how states of consciousness differ from one another, how humans learn, remember, communicate, and develop, what motivates humans to behave in particular ways, how social groups affect behavior and decision-making, and what happens when behavior and emotions deviate from what is typical.

PSY 105 Introduction to Research in Psychology 4 Credits

Students will be introduced to the basic research methods used in psychology including surveys, experiments, and observation. Students will collect data and learn to describe this data using basic tools of analysis including graphic display and statistical analysis. Students will read original psychological research and learn to write using the conventions of the American Psychological Association.

Prerequisite(s): Grade of C or better in PSY 100 or PSY 102 or PSY 110 or PSY 131.

PSY 105L Introduction to Research Methods Lab 0 Credits

This lab is a co-requisite and must be taken concurrently with PSY 105.

Prerequisite(s): Grade of C or better in PSY 100 or PSY 102 or PSY 110 or PSY 131.

PSY 110 Psychology: The Science of Well-being 3 Credits

This course uses theory and methods of psychology to examine the question: How to make a good life? Students will learn how psychology examines the ways that motivation, intellect, relationships, self-respect and a healthy lifestyle contribute to happiness, well-being, and flourishing. Students will learn how psychology examines human nature through observation and experimentation. Students will understand how psychology applies research to improve human well-being. Students will leave the course with a better understanding of themselves and their connection to others, and apply their self-knowledge to their personal goals and relationships. This course counts towards the fulfillment of the Disciplinary Perspectives element of the CAS general education curriculum.

PSY 201 Statistics and Research Design 3 Credits

Introduces students to statistics and research methods in the behavioral sciences. Covers the fundamentals of descriptive and inferential statistics, a variety of issues in research design, selected research designs including the case study, correlational and experimental designs. In addition, students will explore the literature in psychology in order to examine the use of statistics and research design in real research problems.

Prerequisite(s): Grade of C or better in PSY 105/105L.

PSY 212 Introduction to Applied Behavior Analysis 3 Credits

Presents a review of classical and operant conditioning, data collection and research design, data analysis and interpretation. In addition, assessment and treatment strategies in a variety of settings, contingency management in institution, classroom and home, systematic self-desensitization, and ethical consideration are discussed.

Prerequisite(s): Grade of C or better in PSY 100 or PSY 102 or PSY 110 or PSY 131.

PSY 215 Personality 3 Credits

A synthesis of the most recent research in the field of personality development. Topics include interplay of biological, cultural, and subjective personal processes; analysis of the broad trends in personality theories; and introduction to personality measurement.

Prerequisite(s): Grade of C or better in PSY 100 or PSY 102 or PSY 110 or PSY 131.

PSY 226 Cognitive Psychology 3 Credits

The study of the mind has been the focus of psychology since its inception in the 19th century. Today, the majority of psychological research focuses on the cognitive system and its biological basis. This course will provide an overview of knowledge regarding the components of the human cognitive system (e.g., attention, memory, executive processes) and how they form the basis for higher-order cognitive skills (e.g., language and decision making). The course will provide a history of the field and the methodologies that have been and are currently being used to study the human mind. Each section of the course will include an overview of basic and applied research to demonstrate how knowledge of the cognitive system can be used to enhance human functioning in applied settings and better understand human limitations and tendencies to commit certain types of errors.

Prerequisite(s): Grade of C or better in PSY 100 or PSY 102 or PSY 110 or PSY 131.

PSY 240 Social Psychology 3 Credits

Deals with the scientific study of human beings in social situations, focusing on reciprocal influence of the individual and the group, especially aspects of behavior that are socially determined. The nature of attitudes: their development and change; the nature of social influence; interpersonal perception and attraction; dynamics of social behavior; and social phenomena, such as prejudice and social movements, are covered.

Prerequisite(s): Grade of C or better in PSY 100 or PSY 102 or PSY 110 or PSY 131.

PSY 245 Stress, Health and Coping 3 Credits

This course will examine physical and psychological effects of stress including a discussion of the nervous system, and the various models of the stress/illness relationship such as General Adaptation, Cognitive Appraisal and Diathesis-Stress. Various ways of coping with/responding to stress will be considered along with the influence of personality and sociodemographic factors on differences in both the experience of stress and on coping mechanisms will be considered. Finally, this course will consider issues in the measurement of stress and coping as well as some of the noteworthy findings and methodological aspects of stress research.

Prerequisite(s): Grade of C or better in PSY 100 or PSY 102 or PSY 110 or PSY 131.

PSY 311 Organizational Psychology 3 Credits

Focuses on issues related to human behavior in work settings, including organizational structures, job satisfaction, motivation, productivity, teamwork, effective leadership styles, and innovation.

Prerequisite(s): (PSY 100 with a minimum grade of C or PSY 102 with a minimum grade of C or PSY 110 with a minimum grade of C or PSY 131 with a minimum grade of C) and 45 credits.

PSY 315 Psychological Tests 3 Credits

Examines the history of psychological testing. Issues concerning the construction of psychological tests are discussed, including concepts concerning reliability, validity, and item analysis. The rationale and structure of the major tests of intelligence, aptitude, and personality are reviewed, including the Rorschach, WAIS, TAT, MMPI, and Bender-Gestalt. In the last section of the course, students are given hands-on experience in the administration, scoring, and interpretation of a standard test battery.

Prerequisite(s): Grade of C or better in PSY 100 or PSY 102 or PSY 110 or PSY 131 and 45 credits.

PSY 329 Research Methods in Organizational Psychology 4 Credits

This course covers general area of research methods such as experimental and non-experimental methods, measurement, statistics, and preparation of reports for presentation and publication. In addition, research topics common in the area of organizational psychology such as worker motivation, job satisfaction, stress and burnout, communications in the workplace, productivity, decision-making, leadership style, and organizational structure will also be discussed. Students gain hands-on experience conducting empirical research.

Prerequisite(s): Grade of C or better in PSY 100 or PSY 102 or PSY 110 or PSY 131 and 30 credits and a minimum grade of C in PSY 201 or MSD 205.

PSY 329L Research Methods in Organizational Psychology 0 Credits

This course covers the general areas of research methods such as experimental and non-experimental methods, measurement, statistics, and preparation of reports for presentation and publication. In addition, research topics common in the area of organizational psychology such as worker motivation, job satisfaction, stress and burnout, communications in the workplace, productivity, decision-making, leadership style, and organizational structure will also be discussed. Students gain hands-on experience conducting empirical research.

Prerequisite(s): Grade of C or better in PSY 100 or PSY 102 or PSY 110 or PSY 131 and 30 credits and a minimum grade of C in PSY 201 or MSD 205.

PSY 345 Health Psychology 3 Credits

This course focuses on the biopsychosocial model of health in which biological, psychological and social factors contribute to health and wellbeing, as well as illness and disease. After a brief introduction to systems of the body, i.e. nervous, endocrine, respiratory, cardiovascular, digestive, immune, this course will examine health-enhancing behaviors such as exercise and nutrition, as well as health-compromising behaviors such as drug abuse and other reckless behaviors, along with models that explain behavior maintenance and change. Additionally, attention is devoted to a discussion of how health psychology can function in shaping health care policy.

Prerequisite(s): Grade of C or better in PSY 100 or PSY 102 or PSY 110 or PSY 131 and 45 credits.

PSY 367 Creativity and Innovation 3 Credits

What is creativity, and how do we measure, study, and enhance it? This course will survey the modern theories of creativity from a psychological perspective, with an emphasis on the processes that underlie creative thinking and the variables that influence creative idea generation. Specific topics will include: convergent and divergent thinking, the role of the unconscious in creative ideation, flow and mindfulness, individual and group creativity, techniques such as brainstorming and creative problem solving, the neuroscience of creativity, the role of motivation, and creativity and innovation in organizations. Discussions of theoretical findings will be complemented by in-class activities and assignments that highlight applications to day-to-day living and to larger-scale challenges that require creativity and innovation.

Prerequisite(s): Grade of C or better in PSY 100 or PSY 102 or PSY 110 or PSY 131 and 45 credits.

PSY 379 Psychology and Law 3 Credits

Introduces students to a study of selected topics in psychology and law. Topics include eyewitness testimony, jury selection, and decision-making.

Prerequisite(s): Grade of C or better in PSY 100 or PSY 102 or PSY 110 or PSY 131 and 45 credits.

PSY 383 Psychology and Culture 3 Credits

Students enrolled in this course will critically examine the intersection of culture and psychology. Topics covered include cultural influences on: identity, the perceptions and manifestations of mental illness, and treatment-seeking.

Prerequisite(s): Grade of C or better in PSY 100 or PSY 102 or PSY 110 or PSY 131 and 45 credits.

PSY 384 Positive Psychology 3 Credits

Historically, the field of psychology has placed great attention on the question of, "What is wrong with people and how do we fix it?" This course will focus on the question of, "What is right with people and how can we build on that?" We will explore this by examining empirical research centered on the nature of happiness and psychological well-being. Positive psychology is the rigorous study of what is right and positive about people and institutions. Positive psychologists call for as much focus on strength as on weakness, as much attention on positive emotions as negative emotions, as much interest in building the best things in life as in repairing the worst, and as much attention to promoting the fulfillment of lives of healthy people as to healing the wounds of the distressed. This course will first present an introduction to the core assumptions and research findings associated with human strengths and positive emotions, then move on to explore interventions and applications informed by this perspective in counseling and psychotherapy, as well as in domains personally relevant to the lives of students such as school, work, family and other close relationships.

Prerequisite(s): Grade of C or better in PSY 100 or PSY 102 or PSY 110 or PSY 131 and 45 credits.

PSY 400 Senior Seminar 3 Credits

This capstone course will provide a synthesis and evaluation of important critical issues in psychology, such as the role of modern psychology in solving social problems, the scientific vs. human services perspectives on behavior, emotion, and cognition; and the nature of mental illness and well-being. Students will be expected to draw broadly from their education in psychology; to grapple with conflicting points of view; and produce professional-quality writing, oral or multimedia presentations.

Prerequisite(s): Grade of C or better in PSY 100 or PSY 102 or PSY 110 or PSY 131 and 75 credits.

PSY 490 Independent Study: Research and Creative Expression 1-4**Credits**

Provides students with an opportunity to design and carry out original research in an area of their choice. Available to majors/minors/cert only. Approval of the faculty sponsor, department chair, and CAS dean's office required. Only one project can be scheduled in a semester and up to 12 semester hours of independent study may count toward graduation.

Prerequisite(s): A minimum of 75 credits and 3.0 GPA; and PSY 100 with a minimum grade of "C" or PSY 102 with a minimum grade of "C" or PSY 110 with a minimum grade of "C" or PSY 131 with a minimum grade of "C".