

PSYC 175: BEHAVIOR ANALYSIS IN THE WORKPLACE

In Workflow

1. PSYC Committee Chair (penrodb@csus.edu)
2. PSYC Chair (cameron@csus.edu)
3. SSIS College Committee Chair (wickelgr@csus.edu)
4. SSIS Dean (mendriga@csus.edu)
5. Academic Services (curriculum@csus.edu)
6. Senate Curriculum Subcommittee Chair (curriculum@csus.edu)
7. Dean of Undergraduate (gardner@csus.edu)
8. Dean of Graduate (cnewsome@skymail.csus.edu)
9. Catalog Editor (catalog@csus.edu)
10. Registrar's Office (k.mcfarland@csus.edu)
11. PeopleSoft (PeopleSoft@csus.edu)

Approval Path

1. Tue, 27 Sep 2022 06:14:00 GMT
Becky Penrod (penrodb): Rollback to Initiator
2. Mon, 17 Oct 2022 20:46:29 GMT
Becky Penrod (penrodb): Approved for PSYC Committee Chair
3. Wed, 23 Nov 2022 22:32:47 GMT
Sharon Furtak (furtak): Approved for PSYC Chair
4. Mon, 06 Feb 2023 18:40:51 GMT
Emily Wickelgren (wickelgr): Rollback to Initiator
5. Mon, 27 Mar 2023 21:44:57 GMT
Becky Penrod (penrodb): Approved for PSYC Committee Chair
6. Tue, 28 Mar 2023 20:21:32 GMT
Rebecca Cameron (cameron): Approved for PSYC Chair
7. Thu, 06 Apr 2023 06:13:07 GMT
Emily Wickelgren (wickelgr): Approved for SSIS College Committee Chair
8. Thu, 06 Apr 2023 17:16:18 GMT
Marya Endriga (mendriga): Approved for SSIS Dean

New Course Proposal

Date Submitted: Mon, 27 Feb 2023 16:51:01 GMT

Viewing: PSYC 175 : Behavior Analysis in the Workplace

Last edit: Wed, 05 Apr 2023 18:43:26 GMT

Changes proposed by: Denys Brand (220287575)

Contact(s):

Name (First Last)	Email	Phone 999-999-9999
Denys Brand	denys.brand@csus.edu	916-278-5476

Catalog Title:

Behavior Analysis in the Workplace

Class Schedule Title:

BA in the Workplace

Academic Group: (College)

SSIS - Social Sciences & Interdisciplinary Studies

Academic Organization: (Department)

Psychology

Will this course be offered through the College of Continuing Education (CCE)?

No

Catalog Year Effective:

Fall 2023 (2023/2024 Catalog)

Subject Area: (prefix)

PSYC - Psychology

Catalog Number: (course number)

175

Course ID: (For administrative use only.)

TBD

Units:

3

Is the only purpose of this change to update the term typically offered or the enforcement of existing requisites at registration?

No

In what term(s) will this course typically be offered?

Spring term only

Does this course require a room for its final exam?

Yes, final exam requires a room

This course complies with the credit hour policy:

Yes

Justification for course proposal:

Organizational Behavior Management (OBM) focuses specifically on employee/supervisor/manager behavior in the workplace from a behavior analytic perspective and represents a distinct and unique approach to identifying and addressing employee performance concerns. Students graduating with a degree in psychology often end up working in managerial and supervisory positions, and this course will provide them with some practical behavior-based tools and techniques for effectively managing and supervising employee behavior. The course also has the potential to benefit students who have a broader interest in how workplaces function and how to effectively produce optimal employee performance. At present, the undergraduate psychology curriculum does not have a course that specifically teaches the application of behavior analytic principles within the workplace and will address an important need. The course will be offered as an upper division psychology elective.

Course Description: (Not to exceed 80 words and language should conform to catalog copy.)

This course will introduce basic concepts, principles, research, and selected applications of performance management in workplace settings. Performance management is a specialty area within Organizational Behavior Management (OBM) and relies on behavioral principles and techniques to improve employee behavior (individual and/or group level) across a wide variety of tasks and settings. Topics include performance assessment, staff training, pinpointing, and the development and implementation of performance improvement plans.

Are one or more field trips required with this course?

No

Fee Course?

No

Is this course designated as Service Learning?

No

Is this course designated as Curricular Community Engaged Learning?

No

Does this course require safety training?

No

Does this course require personal protective equipment (PPE)?

No

Does this course have prerequisites?

Yes

Prerequisite:

PSYC 2, PSYC majors, PSYC minors, or ABA certificate students only

Prerequisites Enforced at Registration?

Yes

Does this course have corequisites?

No

Graded:

Letter

Approval required for enrollment?

No Approval Required

Course Component(s) and Classification(s):

Lecture

Lecture Classification

CS#02 - Lecture/Discussion (K-factor=1WTU per unit)

Lecture Units

3

Is this a paired course?

No

Is this course crosslisted?

No

Can this course be repeated for credit?

No

Can the course be taken for credit more than once during the same term?

No

Description of the Expected Learning Outcomes and Assessment Strategies:

List the Expected Learning Outcomes and their accompanying Assessment Strategies (e.g., portfolios, examinations, performances, pre-and post-tests, conferences with students, student papers). Click the plus sign to add a new row.

	Expected Learning Outcome	Assessment Strategies
1	Demonstrate knowledge and understanding regarding the application of behavioral principles across a variety of workplace settings	All in-class exams (1-4) will assess this learning outcome.
2	Select and evaluate important organizational results and the behaviors needed to reach the pinpointed results	In-class Exam #2 Pinpointing & Performance Scorecard Assignment
3	Select and assess the potential causes of employee performance concerns using various performance diagnostic assessment tools	In-class Exam #2 Performance Diagnostic Assignment
4	Select appropriate interventions (e.g., antecedents, consequences, training) for addressing the potential causes of employee performance concerns	In-class Exam #3 Performance Diagnostic Assignment Intervention Selection Assignment
5	Select and evaluate the appropriate procedures needed for measuring employee behavior and intervention effectiveness	In-class Exam #2 and #3 Intervention Selection Assignment
6	Compare, describe, and assess a variety of effective supervision practices	In-class Exam #4

- 7 Locate, evaluate, and report information from published research articles involving the use of performance management practices to improve employee performance and accurately summarize its content Article Summary Assignment

Attach a list of the required/recommended course readings and activities:

Behavior Analysis in the Workplace Syllabus 2 25 2023.pdf

For whom is this course being developed?

Majors in the Dept

Is this course required in a degree program (major, minor, graduate degree, certificate?)

Yes

Has a corresponding Program Change been submitted to Workflow?

No

Identify the program(s) in which this course is required:

Programs:

BA in Psychology

Minor in Psychology

Does the proposed change or addition cause a significant increase in the use of College or University resources (lab room, computer)?

No

Will there be any departments affected by this proposed course?

No

I/we as the author(s) of this course proposal agree to provide a new or updated accessibility checklist to the Dean's office prior to the semester when this course is taught utilizing the changes proposed here.

I/we agree

University Learning Goals

Undergraduate Learning Goals:

Competence in the disciplines
Integrative learning
Personal and social responsibility
Intellectual and practical skills

Is this course required as part of a teaching credential program, a single subject, or multiple subject waiver program (e.g., Liberal Studies, Biology) or other school personnel preparation program (e.g., School of Nursing)?

No

GE Course and GE Goal(s)

Is this a General Education (GE) course or is it being considered for GE?

No

Please attach any additional files not requested above:

RE_ Consultation re_ proposed PSYC 175 Behavior Analysis in the Workplace 2.pdf

Reviewer Comments:

Becky Penrod (penrodb) (Tue, 27 Sep 2022 06:14:00 GMT): Rollback: revise justification section

Emily Wickelgren (wickelgr) (Mon, 06 Feb 2023 18:40:51 GMT): Rollback: See email comments on 2/6/23.

Key: 14810