
Specific titles to be announced in departmental course descriptions. P/N only.

600 (3) Reading Seminar in European History

Intensive reading on a specialized historical topic. May be repeated once under a different instructor and sub-title.

602 (3) Reading Seminar in Third World History

Intensive reading on a specialized historical topic. May be repeated once under a different instructor and sub-title.

604 (3) Reading Seminar in United States History

Intensive reading on a specialized historical topic. May be repeated once under a different instructor and sub-title.

608 (3) Research Seminar in European History

May be repeated once under a different instructor and sub-title.

610 (3) Research Seminar in United States History

May be repeated once under a different instructor and sub-title.

625 (3) Historiography

Survey of major historical writings and interpretations.

655 (3) Historical Research and Writing

677 (1-4) Individual Study

691 (1-4) In-Service

694 (1-2) Alternate Plan Paper Research

697 (1-6) Internship

Practical work experience in teaching or in a historical agency.

698 (1-6) Internship

Practical work experience in a historical agency.

699 (3-6) Thesis

HUMAN PERFORMANCE

*College of Allied Health and Nursing
Human Performance Department
176 Highland • 507-389-2676*

See **PHYSICAL EDUCATION**

HUMANITIES

*College of Arts and Humanities
Humanities Program
229 F/230 Armstrong Hall •
507-389-2350/389-2117*

Director: Donald F. Larsson, Ph.D.

COURSE DESCRIPTIONS

550 (4) Humanities Seminar

Studies of selected periods, issues, artifacts, or texts from an interdisciplinary perspective.

677 (1-6) Independent Study

Interdisciplinary study in an area for which student has basic preparation.

Pre: Approval of faculty

INDUSTRIAL AND ORGANIZATIONAL PSYCHOLOGY MA

*College of Social & Behavioral Sciences
Industrial/Organizational Psychology Department
332 Wiecking Center • 507-389-2724*

Chair: Rosemary Krawczyk, Ph.D.

Graduate Coordinator: Dan Sachau, Ph.D.

Paul Brandon, Ph.D., Michael Fatis, Ph.D., Nancy Fenrick, Ph.D., Phillip Goemert, Ph.D., Kenneth J. Good, Ph.D., Daniel Houlihan, Ph.D., Rosemary Krawczyk, Ph.D., Leslie Eckert, Ph.D., Edison Perdomo, Ph.D., Barry J. Ries, Ph.D., Donald Royal, Ph.D., Seiji Takaku, Ph.D.

The Department of Psychology offers programs of study leading to the MA degree in Industrial/Organizational Psychology and Clinical Psychology.

Application for graduate study in Industrial/Organizational Psychology should be initiated by contacting the College of Graduate Studies. Admission will be expedited by also writing to the Psychology Department Chairperson directly for detailed information on the Industrial/Organizational Psychology program. All applicants should arrange to take the GRE exams and have scores forwarded to the College of Graduate Studies and the Admissions committee of the selected program.

The program in Industrial/Organizational Psychology provides theoretical and technical training which enables students to diagnose and resolve problems related to organizational effectiveness. Graduates typically pursue careers in human resource management and/or Ph.D. programs in Industrial/Organizational Psychology

Financial Assistance. In recent years, the Psychology Department has been able to award graduate assistantships to some students accepted into the program. Assistantships are awarded on the basis of standardized test scores and past performance as a graduate assistant.

Admission

1. A bachelor's degree from an accredited institution
2. A minimum of 15 semester credits in psychology including introductory psychology, statis-

tics, social psychology, personality theories, and experimental or cognitive psychology. Students with deficiencies in prerequisite courses are sometimes admitted, although it is generally preferable to complete such courses prior to beginning graduate studies.

3. G.P.A. of at least 3.0 for the last two years of undergraduate work.

4. Transcripts from all institutions of higher learning attended.

5. GRE scores (see department for specific requirements).

6. Three letters of recommendation, preferably from psychology professors who are familiar with the student's work. For applicants working in managerial positions, one letter may be submitted by the applicant's supervisor.

7. A personal statement indicating the applicant's interests and experience related to Industrial/Organizational Psychology.

INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY MA

(Thesis Plan - 42 cr)

Required Core (40 cr)

PSYC 610 Research Design & Statistics (4)

PSYC 618 Multivariate Analysis (4)

PSYC 519 Psychometric Theory (4)

PSYC 505 Motivation (4)

PSYC 633 Job Analysis and Performance
Appraisal (4)

PSYC 660 Employee Selection (3)

PSYC 662 Training & Development (3)

PSYC 689 Standards and Ethics (3)

PSYC 553 Human Factors (3)

PSYC 609 Internship (2)

PSYC 695 Research in Industrial/Organizational
Psychology I (2)

PSYC 697 Research in Industrial/Organizational
Psychology II (2)

PSYC 699 Thesis (3)

Required Elective Courses (2 cr)

Choose any 500/600 level elective courses in consultation with an advisor.

COURSE DESCRIPTIONS

504 (4) Memory And Cognition

A survey of the research and theories describing how humans perceive, elaborate, store, recover and use information. Emphasis is placed on understanding and evaluating the experimental strategies used to gather data about human mental processes. F,S
Pre: PSYC 201 and 207 or 211

505 (4) Motivation

Major concepts of human motivation and emotion, presentation of learned cognitive and biological influences on sustained behavior. V

Pre: PSYC 201, 211, or 217, or Consent

507 (4) Advanced Behavior Analysis

The science and technology of Behavior Analysis. The application of the principles of operant and respondent conditioning to the understanding and modification of human behavior. The primary mode of instruction is unit/mastery based on the text. There will also be a lab component involving human and animal experiments. F,S
Pre: PSYC 207

509 (3) History Of Psychology

Examination of the historical origins of the principal contemporary psychological theories. F,S
Pre: two of PSYC 404, 407, 413, or 421

513 (4) Sensation And Perception

How the senses respond to environmental stimuli and how the information they provide is organized into meaningful patterns that make up our experience of the physical world. The effect of maturation and learning in altering those patterns are also considered. F,S
Pre: PSYC 201, 207, or 211

519 (4) Psychometric Theory

An overview of development, use, and validation of psychological tests. Topics include reliability and validity, test construction, item analysis, ethics, test administration and scoring, and computerized testing.
Pre: PSYC 201 F

520 (4) Drugs And Behavior

Drug and alcohol use and abuse including history, biology, psychology, sociology, and clinical treatment and prevention of abuse. V
Pre: PSYC 521 or equivalent.

521 (4) Biopsychology

Biological basis of psychological processes and behavior. Basic topics such as neuroanatomy and neuron function are presented as well as more general ones such as sensation and movement, sleep, memory and learning, schizophrenia and depression.
Pre: PSYC 201, and either 207 or 211

522 (4) Neuropsychology

This course will provide a detailed analysis of the relationship between human behavior and brain function. Basic topics will include cerebral asymmetry, memory, language, and attention as well as behavioral deficits such as learning disabilities, psychiatric disorders, and disconnection syndromes associated with neurological abnormalities. V

529 (3) Drug Dependence

Examination of psychological theories relevant to the prevention and treatment of drug abuse. F,S
Pre: PSYC 101

533 (4) Child Psychology

Physical, social, emotional, intellectual, and personality development from conception to

preadolescence. Focus on interplay between maturation and experience. F,S
Pre: 8 PSYC credits

536 (4) Adolescent Psychology

This class covers the development of the individual from the age of 11 to 19 years of age. Discussion will include aspects of both normal and abnormal development.

537 (3) Youth And Sports

Psychological impact of sports on youthful participants. S

538 (3) Community Psychology

The application of psychological principles to the assessment, analysis, intervention, and prevention of social problems. Research from an applied behavior analysis perspective will be emphasized.

Pre: 3 PSYC courses

541 (3) Attitudes

Examining cultural, social, and individual influences on attitude development and change through lectures and discussions of theories and findings, and through experiential activities.

Pre: PSYC 101

542 (3) Group Psychology

Exploring factors affecting leadership and effective group processes through lectures and discussion of theories and findings and through experiential activities. S

Pre: PSYC 101

543 (3) Advanced Social Psychology

An in-depth examination of social psychological research in laboratory and field settings.

Pre: PSYC 201, 211, and 439

548 (3) International Behavior

Images of foreign nations, cultures, people, and products in travel and cross-national contact. Effects of events, crises, news reporting, education persuasion, foreign policy decision-making, and strategies of international conflict resolution. F

Pre: 8 PSYC credits

550 (3) Aviation Psychology

Human factors issues such as workload, automation, fatigue, display format, and communication issues in the aviation environment. S

551 (3) Methods Of Enhancing Performance

The role of psychological factors in performance and psychological methods of performance enhancement. Factors examined will include attention, motivation, decision making, mental rehearsal, arousal, and self management. F

Pre: 8 PSYC credits

552 (3) Individual Differences

The nature, extent, and origins of mental, physical, and psychological differences among individuals.

Pre: PSYC 201

553 (3) Human Factors

The person-machine system; the strengths, operating limits, and tendencies of its human component. F

Pre: PSYC 201 and 211 or 217

555 (4) Abnormal Psychology

This course is designed to increase the student's awareness and understanding of abnormal psychology. Students will become familiar with clinical descriptions, course of onset, and treatment regimens specific to various disorders. F,S

Pre: 8 PSYC credits

556 (3) Personality

Major theories of normal personality formation, organization, and structure. F,S

557 (3) Cross Cultural Psychology

Subjective culture effects on communication, culture contact, interactions in socialization, education, workplace, travel, gender, and family. S

Pre: 8 PSYC credits

560 (3) Psychology Of Women

Psychological study of women in historical and functional perspective. Role of hereditary, physiological, and socialization variables on women's thinking, feelings, and behavior. S

Pre: PSYC 101

561 (3) Marketing Psychology

Analysis of product marketing and consumer purchasing strategies and their determinants. F

Pre: 8 PSYC credits

562 (3) Management Psychology

Managerial behavior, problems, and effects in planning, problem-solving, decision-making, supervision, leadership, conflict, communication, appraisal, motivation, training, and information systems in organizational environments. S

Pre: 8 PSYC credits

563 (4) Survey Of Industrial/Organizational Psychology

An examination of the psychological aspects of human behavior in the work place. Topics include history of Industrial/Organizational psychology, job analysis, performance measurement, predictors of performance, making personnel decisions, training, satisfaction, social perception, motivation, communication, group process, leadership, and organizational culture. F

Pre: PSYC 201, 211, or 217

564 (3) Environmental Psychology

Exploring environmental influences on group and individual perceptions, cognition, attitudes and behaviors through lectures and discussion of theories and findings and through experiential activities.

565 (2) Psychology of Religion

Psychological processes underlying religious behavior. Religious development, concepts, common to religion and psychology such as belief, guilt, altruism, conscience, self-actualization.

566 (3) Psychology of Aging

Aging process and development during the adult years; psychology and psychological concerns of the aging individual; dealing with death. F

Pre: PSYC 101

573 (3) Teaching of Psychology

Methods of teaching psychology. S

Pre: PSYC 101

576 (3) Behavior Therapy

Principles and procedures of behavior therapy in clinical areas. Emphasis is placed on procedures for developing more appropriate behaviors through positive and negative reinforcement, modeling, and cognitive procedures. Decreasing problematic behaviors through decelerating consequences and exposure techniques is also presented.

Pre: PSYC 211 or 217

578 (4) Behavioral Medicine

The interface of behavioral and medical science is explored. Research on environmental and learning factors in the etiology and treatment of physical disease and rehabilitation is examined. Specific topics include pain management, medical compliance, behavior disorders in nursing homes and on chronic illnesses.

Pre: Three courses in PSYC

590 (1-3) Workshop

Topics to be announced. May be retaken for credit.

591 (1) In-Service: Issues in Behavior Therapy

Current issues in Behavior Therapy are addressed. Students participate in off-campus didactic activities such as attendance at grand rounds at local hospitals, attendance at national, regional or local professional conferences, and augment learning with library research. Topics vary and students may repeat for credit.

Pre: Permission of instructor. Academic and experience in human services strongly recommended.

596 (1) Intro. Clinical Research I

Pre: Permission required. F

598 (1) Intro. Clinical Research II

Pre: Permission required S

605 (3) Historical Foundations of Modern Psychology

Examination of the historical origins of contemporary psychology.

Pre: PSYC 409/509

608 (3) Behavior Modification in Education

This course involves learning to apply behavior

analysis principles to the classroom and to other situations where one must work with groups of normal functioning individuals.

609 (1-4) Industrial/Organizational Psychology Internship

Enrollment limited to students in good standing in the Industrial/Organizational track.

610 (4) Research Design and Statistics

Research methodology and statistical procedures involving descriptive and inferential techniques for simple and multivariate situations involving parametric and non parametric variables using manual and computer methods.

613 (4) Behavioral Research Methodology

Covers methods for analyzing treatments and experimental (as well as quasi-experimental) manipulations that focus on the behavior of the individual subject, multiple N=1, and small group designs.

Pre: PSYC 615

618 (4) Multivariate Analysis

Overview of multivariate statistical analyses including: multiple regression, ANCOVA, MANOVA, discriminate function analysis and factor analysis.

Pre: PSYC 610

621 (1) Seminar Topics I

Topics in contemporary psychology. Each instructor selects topic. Sixteen contact hours in seminar format. May be repeated for credit.

Pre: Permission of instructor

622 (2) Seminar Topics II

Topics in contemporary psychology. Each instructor selects topic. Thirty-two contact hours in seminar format. May be repeated for credit.

Pre: Permission of instructor

623 (3) Seminar Topics III

Topics in contemporary psychology. Each instructor selects topic. Forty-eight contact hours in seminar format. May be repeated for credit.

Pre: Permission of instructor

624 (4) Seminar Topics IV

Topics in contemporary psychology. Each instructor selects topic. Sixty-four contact hours in seminar format. May be repeated for credit.

Pre: Permission of instructor

633 (4) Job Analysis and Performance Appraisal

An overview of techniques used to measure employee performance. Topics include job analysis methods and use of results, criterion development, performance appraisal methods, job evaluation, rater training, bias and accuracy in performance appraisal, organizational and contextual issues.

Pre: PSYC 519

649 (3) Behavior Theory and Philosophy

This course will be a seminar examining the philosophy of science underlying the field of behavior analysis, and some of the implications of this approach to human behavior. The course is intended for graduate students in Psychology. It will be based on student presentations.

650 (3) Schools of Psychotherapy

The major schools of psychotherapy are considered from the perspective of their philosophy of science and empirical support. Research strategies and implications for prescriptive intervention are addressed.

Pre: Admittance to clinical program or consent of instructor.

651 (4) Adult Psychopath and Therapy

The diagnosis of adult behavior disorders using the DSM-IV classifications procedures. Behavioral case formulation is emphasized. Students develop skills in cognitive and behavioral intervention strategies.

Pre: Admitted to clinical master's program or permission of instructor.

653 (3) Behavioral Consultation

Detailed collaborative approaches to treatment and referral for mental health practitioners. Appropriate for those going into clinical, school and counseling psychology, as well as those in special education, guidance and student personnel, and administration.

654 (4) Clinical Case Management

Techniques of diagnostic assessments, clinical management and intervention applied to behavior disordered patients. This course emphasizes interviewing, report writing and treatment planning.

Pre: Admitted to clinical master's program or permission of instructor.

655 (3) Group Psychotherapy

The application of behavior change and social skill development strategies in group therapy formats.

Pre: Admission to clinical program or permission of instructor.

656 (3) Seminar: Family Psychotherapy

Family systems and social learning approaches to intervention in troubled family groups. Theory and research is applied to clinical intervention.

Pre: Admitted to clinical program or permission of instructor.

660 (3) Employee Selection

Overview of issues and techniques used to make hiring and promotion decisions in organizations. Topic includes: Introduction of the selection process, legal and affirmative action issues, validity issues in selection, validity generalization, utility and decision making, use of selection methods.

Pre: PSYC 610

662 (3) Training and Development

An overview of theories and techniques used to improve employee satisfaction, employee productivity

and organizational effectiveness. Topics include: identifying problems, intervention techniques, training, determining the effectiveness of training and intervention programs.

Pre: PSYC 547

677 (1-4) Individual Study

Individualized learning under faculty supervision. May be retaken for credit.

Pre: 12 Graduate credits

682 (4) Child Psychopathology and Therapy

This course presents behavioral assessments and interventions for children and adolescents who are exhibiting a variety of psychological disorders such as oppositional defiant disorder, attention deficit disorder, fears/phobias, depression, and adjustment disorders. Data based cognitive behavioral interventions with youths, their families, and their environments will be emphasized. S-Alt-E

Pre: PSYC 683

683 (4) Behavioral Assessment

An introduction of the basic theoretical principles and techniques of behavioral assessment in clinical psychology for targeting specific behaviors as the beginning step in treatment, and as a system for evaluating outcomes. Techniques include direct observation, self-monitoring, behavior rating scales, behavioral interviews, task analytic, and cognitive-behavioral measures. F

684 (3) Personality Assessment

This course will focus exclusively on personality testing. Some of the tests covered will be objective (e.g., MMPI II), projective (e.g., Rorschach and Thematic Apperceptions Test), and internalization disorders (e.g., depression indexes).

Pre: PSYC 419/519

686 (3) Clinical Assessment

This course is designed to be a comprehensive assessment course. Multiple tests will be covered in the areas of intelligence, adaptive behaviors, behavior management measures, personality and psychopathology. The end goal of the course is competence in administering a complete battery of tests and writing a professional report on the results.

689 (3) Standards and Ethics

Details the principles and standards put forth by the APA to guide the profession of Psychology. The course is oriented towards those going into either a career in therapy (i.e., clinical, counseling, or school psychology) or industrial/organizational psychology.

691 (2) Clinical Practicum I

Students are placed in clinical settings under the supervision of a licensed psychologist. Placements vary among hospitals, private clinics and county mental health agencies. Clinical Practicum I covers the first 150 clock hours of the 300 hours needed to

fulfill the practicum requirement.

Pre: Admitted to clinical master's program, OR
Permission of Director of Clinical Training

692 (2) Clinical Practicum II

Extension of Practicum I. Students complete the second 150 hours of the 300 hours of supervised practice.

Pre: Admitted to clinical master's program, OR
Permission of Director of Clinical Training

694 (1-2) Alternate Plan Paper

Individualized student paper based on an extensive review of literature in some area of Psychology.

695 (2) Research in Industrial/Organizational Psychology I

Developing research proposals/projects, ethic committee review, implementing consulting projects, data collection, report writing, presentation to professional societies and submitting funding requests.

Pre: Consent

696 (2) Research in Clinical Psychology I

Students participate on laboratory teams with clinical faculty. teams develop research proposals and write ethics committee proposals. Projects include clinical field studies, survey studies and single subject intervention. Students are expected to present findings at meetings of professional associations.

Pre: Permission of instructors, Director of Clinical Training, and admission to clinical program

697 (2) Research in Industrial/Organizational Psychology II

Continuation of Research in Industrial/Organizational Psychology I.

Pre: Consent

698 (2) Research in Clinical Psychology II

Continuation of Research in Clinical Psychology I.

Pre: Permission of instructors, Director of Clinical Training, and admission to clinical program

699 (3-6) Thesis

Individualized student research paper which involves a literature review and original research.

LIBRARY MEDIA EDUCATION MS

LIBRARY MEDIA EDUCATION SP

College of Education

125 Memorial Library • 507-389-1965

Graduate Coordinator: Frank Birmingham, Ph.D.

ating, producing, organizing and using print, audiovisual, and electronic media.

Library Media Education encompasses the bibliographic control, management and use of the products of people's minds. Today's rapid expansion of knowledge is characterized by a great variety of media through which knowledge is recorded and disseminated. Now and in the future, libraries and information centers must deal with transfer of data and information in all formats. Library Media personnel must:

1. meet the information needs, ranging from recreational to research, of everyone from preschool children to senior citizens,
2. manage information needs, and
3. help students and teachers acquire skills of evaluating and using information.

The master's and specialist degrees and licensure programs met all requirements for NCATE accreditation according to standards developed by AASL and AECT.

Admission. Students must meet all graduate college requirements and have a 3.0 grade point average for the last two years of undergraduate work. Students are urged to write the chairperson for details and meet with an advisor before beginning a program. Previous teaching licensure is generally required for this degree.

Two graduate credits from courses offered by departments outside the College of Education are required. A maximum of 10 graduate credits may be transferred into a degree program from other regionally accredited colleges or universities. All transfer credits need prior approval from both the student's graduate examining committee and the College of Graduate Studies before transfer of credits can be granted.

Admission Requirements for the Specialist Degree in Library Media: This degree prepares people to serve as school library media administrators. Applicants must have competencies equal to those required for Minnesota's Media Generalist licensing. Within the specialist degree program a student may expand in-depth knowledge in a specific area.

A note about a graduate degree in library media education: Although the state of Minnesota does not require a graduate degree in media for licensure as a school library media professional, many states do require master's degrees. Additionally, *Information Power*; the national guidelines for school library media programs, recommends that the master's degree be considered the entry level degree for professionals in school library media centers. The Library Media Education department also believes that a master's degree with a strong undergraduate general education background provides the best preparation for school library media professionals.

LIBRARY MEDIA EDUCATION MS
(Alternate Plan Paper - 35 cr)

The Library Media Education Department offers instruction and experience in acquiring, administering, evalu-