

understand, and interpret scientific assessment tools throughout the talent management spectrum: selecting, onboarding, developing and engaging employees. Psychometric and test theory, a brief history of applied assessment, and the key methodologies used to assess and measure major work-related constructs (e.g., EQ, IQ, personality, and leadership potential) will be discussed, as well as novel applications of assessment and the future of talent identification. The course will pay particular attention to assessment-based solutions or interventions, such as executive coaching, organizational development, and high potential identification programs.

ORLJ 6640 Social-organizational psychology colloquium

Permission required. For doctoral candidates only. Discussion of ongoing projects involving research and consultation.

ORLJ 6901 Advanced research and independent study in social-organizational psychology

Permission required.

ORLJ 7501 Dissertation seminar

Permission required. Development of doctoral dissertations and presentation of plans for approval. Registration limited to two terms. For requirements, see section on Continuous Registration for Ed.D./Ph.D. degrees.

ORLJ 8900 Dissertation advisement in social-organizational psychology

Fee to equal 3 points at current tuition rate for each term. For requirements, see section on Continuous Registration for Ed.D./Ph.D. degrees.