EDF 6939 Behavior Analysis in Organizations

2 Semester Graduate Course Credit Hours

Syllabus Effective Date: August 1, 2022

Prerequisites

Students must be eligible to enroll in Master's level courses and have completed EDF 6225, 6226, 6223, EDF 6220, and EDF 6647 with a grade of 82% (B) or higher.

Course Description.

This course further develops the student's repertoire in Organizational Behavior Management. Special Topics include: Behavior Based Safety, Performance Pay, Leadership and Culture, and Organizational Ethics. The content is based on behavior analytic principles and serves as only one in a series of courses that prepares students for a foundation in Organizational Behavior Management.

Course Format/Type

This course is 100% Online. Students will be required to participate in weekly online videoconference style class. In addition, students are required to access supporting documents from the Internet including the syllabus, assignments, and assessments. Weekly attendance in either live or recorded sessions is mandatory and proctored using the online educational platform provided by the University of West Florida.

Course Learning Outcomes

1. Distinguish between several unique applications of behavioral science in an organizational context, as evidenced by meeting at least 82% criteria on assessment outcomes.
2. Describe how to integrate a behavior analytic perspective to complex areas of interest in business settings, including considerations in the analysis of leadership and culture, as evidenced by meeting at least 82% criteria on project assignment rubrics.
3. Determine common ethical issues when applying behavior analytic concepts and principles in a business context in order to develop strategies to influence the ethical behavior of leaders and employees, as evidenced by meeting at least 82% criteria on assessment outcomes and discussion post rubrics.
4. Describe essential considerations in the utilization of a behavioral based safety (BBS) paradigm and the unique challenges of BBS practice, as evidenced by meeting at least 82% criteria of discussion post rubrics.
5. Identify examples of consumer behavior analysis practices in everyday life and how behavior is influenced by utilitarian and informational reinforcers, as evidenced by meeting at least 82% criteria of discussion post rubrics.
6. Implement components of a performance-based pay system and the necessary systems required to maintain contingent reinforcement systems in organizational settings, as evidenced by meeting at least 82% criteria of discussion post and project rubrics.

Topics Covered

E. Ethics Behave in accordance with the Ethics Code for Behavior Analysts

E-1	Introduction
E-2	Responsibility as a Professional
E-3	Responsibility in Practice
E-4	Responsibility to Clients and Stakeholders
E-5	Responsibility to Supervisees and Trainees
E-6	Responsibility in Public Statements
E-7	Responsibility in Research

BACB Task List G. Behavior-Change Procedures

G-1	Use positive and negative reinforcement procedures to strengthen behavior.
G-2	Use interventions based on motivating operations and discriminative stimuli.
G-3	Establish and use conditioned reinforcers.
G-4	Use stimulus and response prompts and fading (e.g., errorless, most-to-least, least-to-most, prompt delay, stimulus fading).
G-5	Use modeling and imitation training.
G-6	Use instructions and rules.
G-7	Use shaping.
G-8	Use chaining.
G-9	Use discrete-trial, free-operant, and naturalistic teaching arrangements.
G-10	Teach simple and conditional discriminations.
G-11	Use Skinner's analysis to teach verbal behavior.
G-12	Use equivalence-based instruction.
G-13	Use the high-probability instructional sequence.
G-14	Use reinforcement procedures to weaken behavior (e.g., DRA, FCT, DRO, DRL, NCR).
G-15	Use extinction.
G-16	Use positive and negative punishment (e.g., time-out, response cost, overcorrection).
G-17	Use token economies.
G-18	Use group contingencies.
G-19	Use contingency contracting.
G-20	Use self-management strategies.
G-21	Use procedures to promote stimulus and response generalization.
G-22	Use procedures to promote maintenance.

Required Texts and Materials

TBD.

Grading System
Points will be allocated using the following weighted system
1. Participation in weekly assignments
2. Exams

      3.   Projects

Exams
All exams are cumulative and are available on the UWF eLearning system. Computers must be able to take the exam using a lock-down browser.

Assignments
Content hours earned towards BACB requirements and QABA requirements have been carefully calculated. If a student neither attends the live virtual class nor views the recorded lectures for each week, a 10% response cost to the final grade will be administered for each missed session or recording. If 3 or more class sessions are missed, this will result in an automatic (F) failing grade assigned for the course. Students must also complete weekly assignments to receive a passing grade in the course. Assignments submitted beyond one week from the due date will not receive points, but assignments still must be placed in eLearning by the end of the course in order to earn a passing grade. If any assignments are not submitted to eLearning by the end of course, a 10% response cost to the final grade per missing assignment will be administered. If 3 or more assignments are missed, this will result in an automatic (F) failing grade assigned for the course.

Virtual Class
Our students have choices in attendance and participation: Students are encouraged to attend all live, real-time, class sessions. If students cannot attend live, they must watch the recording each week, in addition to any other pre-recorded lectures.

Grading scale

A	92-100
A-	90-91
B+	88-89
B	82-87- *Grades of 82% or higher are required for courses with prerequisites in the program*
B-	80-81
C+	78-79
C	72-77
C-	70-71
D	60-69
F	59 or below

Special Technology Requirements
Each student is expected to activate a MyUWF account and access it 2-3 times per week and access their UWF email account 2-3 times per week. Students will need broadband internet (laptop or desktop computer preferred) via a compatible web browser (complete list in Canvas). Students are expected to participate in the online learning environment by downloading files from Canvas and uploading and attaching files to send to others. Students will need audio input, built-in, or external computer speakers, as well as an internal or external webcam (recommended) in order to actively participate in the on-line live classroom and check ins.

Student Accessibility Resources
The University of West Florida supports an inclusive learning environment for all students. If there are aspects of the instruction or design of this course that hinder your full participation, such as time-limited exams,

inaccessible web content, or the use of non-captioned videos and podcasts, reasonable accommodations can be arranged. Prior to receiving accommodations, you must register with the Student Accessibility Resources (SAR). Appropriate academic accommodations will be determined based on the documented needs of the individual. For information regarding the registration process, e-mail sar@uwf.edu or call 850.474.2387.

Expectations for Academic Conduct

The Student Code of Conduct sets forth the rules, regulations, and expected behavior of students enrolled at the University of West Florida. Violations of any rules, regulations or behavioral expectations may result in a charge of violating the Student Code of Conduct. It is the student's responsibility to read the Student Code of Conduct and comply with these expectations. The Student Code of Academic Conduct defines various forms of academic misconduct including cheating and plagiarism and describes the process for addressing allegations of academic misconduct. More information and links to the University regulations governing both student conduct and academic conduct can be found on the Dean of Students website listed under the Office of Student Rights and Responsibilities

UWF maintains a university license agreement for an online text matching service called Turnitin. At our discretion, we may use the Turnitin service to evaluate the originality of student papers. We also may employ other services and techniques to evaluate your work for evidence of appropriate authorship practices as needed.

Respondus LockDown Browser is a client-based application that "locks down" a computer or device during an online exam delivered on a third-party assessment platform, such as a Learning Management System (LMS). Privacy information for Respondus LockDown Browser.

Respondus Monitor is a companion product for LockDown Browser that enables students to record themselves with a webcam and microphone during an online exam. The recordings and other data from the exam session are processed automatically; summary information is provided to the instructor, such as if the student left the video frame during the exam session. Privacy information for Respondus Monitor.