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Incorporating I-O Into an Introductory Psychology
Course: A New Set of Custom Modules by the Education
and Training Committee

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One concern that SIOP members often express at conferences and other
gatherings of I-O psychologists is the general lack of visibility of I-O among
the majority of the undergraduate students in psychology. Although interest
in I-O psychology has grown among students, very few introductory psy-
chology textbooks cover the topic. In an effort to address this concern, Mikki
Hebl, the former Education and Training Committee Chair, invited a sub-
committee composed of committee members and others who have expertise
in undergraduate education to develop “shovel-ready” modules that introduce
I-O topics to an introductory psychology audience. Those responsible for
preparing the modules include Chris Cunningham, Carrie Bulger, Lisa
Kath, Morrie Mullins, Mike Horvath, and Joseph Allen.

A rigorous process was used to develop the modules, which can be found
Each subcommittee member was asked to consider the major topics in an
introductory psychology course (e.g. chapter topics) and select a couple for
which they felt most confident that they could relate to research and theory
from I-O psychology literature. The final set of topics include biopsychology
in the workplace, consciousness in shiftwork, emotions, learning in the work-
place, memory and performance evaluations at work, motivation in the work-
place, personality in the workplace, sensation and perception in the work-
place, social and I-O psychology, and stress and well-being in the workplace.

When the initial draft of the modules was complete, new Education and
Training Committee Chair Scott Tonidandel believed that to really make the
modules capable to be “cut and pasted” into introductory psychology lec-
tures, the peer review process would be essential. As such, the modules were
sent to a group of three reviewers who also have expertise in undergraduate
education who provided comprehensive feedback on how to make them bet-
ter. Maurya Boyd, John Kello, and Anton Villado provided their recom-
endations on how to improve the draft modules. Final versions of the mod-
ules were revised and placed on the SIOP website for use by both members
and any interested instructors of psychology.

The final set of modules includes sample lecture notes in PowerPoint, an
activity/discussion built into the lecture, and key references for the topic for fur-
ther reading. The goal of each module is to address key themes/goals in I-O and
how they correspond to major introductory psychology topics. The hope is that
introductory psychology instructors will discuss I-O with their students in their
introductory psychology or other courses. In addition, it is believed that the mate-
rials provided will make that discussion an easy, interesting, and informative one.