

COURSE OUTLINE SUMMARY

Approx. Lecture

- 1 I. Introduction/Orientation
Outline/Goals of the course
Assignments
Student Suggestions
- 2 II. Understanding Moral Action
- 3 A. Ethical Theory (Moral Philosophy)
- 3 B. Moral Psychology
- III. Ethical Decision-Making
- 4 A. Personal and Social Values in Ethical Decision-Making
- 5 B. A Model for Making Ethical Decisions
- IV. Ethical Research With Human Participants
- 6 Selection of Research Participants; Privacy, Informed Consent and Confidentiality; Deception
- V. Scientific Integrity
- 7 A. The Regulatory Environment: APA Ethical Code and Compliance Procedures, Federal Regulations (OPRR), Institutional Review Boards (IRBs), CUNY/CITI Requirements and Policies.
- 8 B. Misconduct and Deceptive Practices; Replication; Professional Relations; Conflict of Interest.
- VI. Institutional Values Frameworks
- 9 A. Professions and the Profession of Psychology
- 10 & 11 B. Values and the Practice(s) of Applied Psychology
- 12 C. Corporate/Business Values & Codes of Conduct
- VII. Other Professional Issues
- 13 A. Professional Licensure, Credentialing & Associations (APA, APS, SIOP, Metro, PTC/MW, PTC/SC, SHRM, Others?)
- 14 B. Employment Issues

COURSE REQUIREMENTS

Required Texts

Lefkowitz, J. (2017). Ethics and values in Industrial-Organizational Psychology, 2nd Ed. New York: Routledge/Taylor and Francis Group, 603 pp.

Lowman, R.L. (Ed.), Lefkowitz, J., McIntyre, R. & Tippins, N. (Assoc. Eds.) (2006). The Ethical Practice of Psychology in Organizations, 2nd Ed. Washington, DC: APA and SIOP.

Required Training: CITI HRPP; RCR; COI Curricula. (Submit Completion Reports with Term Paper.)

Recommended References (Not Required)

Anderson, E.E. & Cornelli, A. (2018). 100 questions (and answers) about research ethics. Los Angeles: Sage, 202 pp.

Campbell, L., et al. (2009). APA ethics code commentary and case illustrations. Wash., DC: American Psychological Association.

National Research Council. (2003). Protecting participants and facilitating social and behavioral sciences research. Wash., DC: National Academies Press.

Israel, M. & Hay, I. (2006). Research ethics for social scientists: Between ethical conduct and regulatory compliance. Los Angeles: Sage.

Sales, B.D. & Folkman, S. (Eds.). (2000). Ethics in research with human participants. Wash., D.C.: American Psychological Association.

*American Psychological Association (1981–1988). Casebook(s) for providers of psychological services. American Psychologist, Vols. 36–43. [Eight articles containing a total of 29 cases in clinical, counseling, I-O and school psychology. Cf. July 1988 article, pp. 557-563, Appendix A for a list of the prior cases.]

(* Asterisked references are available on the CUNY Blackboard web site.)

Term Paper (Required. Due one week following last class–no extensions)

See list of *illustrative term paper topics* at the end of the syllabus.

**Approx.
Lecture**

Topic and Readings

1 I. Introduction/Orientation.

Readings [pre-assigned]:

Lefkowitz: Chap. 1

- * Lefkowitz, J. (2015). "The maturation of a profession: A work psychology for the new millennium." Chapter 18 in I. McWha, D.C. Maynard & M. O'Neill Berry (Eds.), Humanitarian work psychology and the global development agenda: Case studies and interventions. Routledge Psychology Press.

2 II. Understanding Moral Action

A. Ethical Theory (Moral Philosophy)

Readings:

Lefkowitz: Chaps. 2 - 5

3 B. Moral Psychology

Readings:

Lefkowitz: Chaps. 6, 7

- * Lefkowitz, J. (2009). Individual and organizational antecedents of misconduct in organizations: What do we [believe that we] know, and on what bases do we [believe that we] know it? Chap. 2 in C. Cooper & R. Burke, Eds. Research companion to crime and corruption in organizations. Cheltenham, UK: Edward Elgar Pub., Pp. 60-91.
 - * Treviño, L.K., Hartman, L.P. & Brown, M. (2000). Moral person and moral manager: How executives develop a reputation for ethical leadership. California Management Review, 42(4), 128-142.
- Lowman: #s 14, 15

For Reference

- * Huynh, A.C., Oakes, H., Shay, G.R. & McGregor, I. (2017). The wisdom in virtue: Pursuit of virtue predicts wise reasoning about personal conflicts. Psychological Science, Sept. 1, 1-9.
- * Newman, A., Round, H., Bhattacharya, S. & Roy, S. (2017). Ethical climates in organizations: A review and research agenda. Business Ethics Quarterly, 27(4), 475-512.
- * Weaver, G.R., Treviño, L.K. & Cochran, P.L. (1999). Corporate ethics programs as control systems: Influences of executive commitment and environmental factors. Academy of Management Journal, 42, 41-57.
- * Audi, R. (2012). Virtue ethics as a resource in business. Business Ethics Quarterly, 22(2), 273-291.

For those interested:

The March 2010 issue of Perspectives on Psychological Science (Vol. 5, No. 2) contains a series of eight articles dealing with two broad issues in moral psychology: (1) the role of *intuition v. reasoning*; and (2) the role of *cost-benefit analyses* (i.e., consequentialism) v. *adherence to moral rules* (i.e., deontology), in moral action.

III. Ethical Decision-Making

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A. Personal and Social Values in Ethical Decision-Making

Readings:

Lefkowitz: Chap. 8

* Prilleltensky, I. (1997). Values, assumptions, and practices: Assessing the moral implications of psychological discourse and action. American Psychologist, 52, 517-535.

* Ceci & Papierno (2005). The rhetoric and reality of gap-closing: When the “have-nots” gain but the “haves” gain even more. American Psychologist, 60, 149-160.

* Lefkowitz, J. (2009). Promoting employee justice: It’s even worse than that! Industrial and Organizational Psychology: Perspectives on Science and Practice, 2, 220 - 224.

Lowman: #s 20, 54

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B. A Model for Making Ethical Decisions

Readings:

Lefkowitz: Chap. 15

* Nielsen, R.P. (1989). Changing unethical organizational behavior. Academy of Management EXECUTIVE, III(2), 123-130.

* Lefkowitz, J. (2006). The constancy of ethics amidst the changing world of work. Special issue of Human Resource Management Review, 16, 245-268.

Lowman: # 34

For Reference

* Hamilton III, J.B. & Berkin, E.J. (2005). Exxon at Grand Bois, Louisiana: A three-level analysis of management decision-making and corporate conduct. Business Ethics Quarterly, 15(3), 385-408.

**6 IV. Ethical Research With Human Participants: Selection of Participants;
Privacy, Informed Consent and Confidentiality; Deception**

Readings:

Lefkowitz: Chap. 13

- * Blanck, P.D., Bellack, A.S., Rosnow, R.L., Rotheram-Borus, M.J. & Schooler, N.R. (1992). Scientific rewards and conflicts of ethical choices in human subjects research. *American Psychologist*, *47*, 959-965.
- * Baumrind, D. (1985). Research using intentional deception: Ethical issues revisited. *American Psychologist*, *40*, 165 - 174.
- * Hertwig, R. & Ortmann, A. (2008). Deception in experiments: Revisiting the arguments in its defense. *Ethics & Behavior*, *18*(1), 59-92.

Lowman: # 25

For Reference

- <<http://www.baruch.cuny.edu/hrpp/trainingvideos/CommonRuleOverview.html>>
Training video re the revised “common rule” effective Jan. 18, 2018.
- Slater, M., et al. (2006). A virtual reprise of the Stanley Milgram obedience experiments. *PloS ONE*, *1*(1), e39, 1-10.
- *Kimmel, A.J., Smith, N.C. & Klein, J.G. (2011). Ethical decision making and research deception in the behavioral sciences: An application of social contract theory. *Ethics & Behavior*, *2*(3), 222-251.
- *Sommers, R. & Miller, F.G. (2013). Foregoing debriefing in deceptive research: Is it ever ethical? *Ethics & Behavior*, *23*(2), 98-116.

V. Scientific Integrity

**7 A. The Regulatory Environment: APA Code and Compliance Procedures;
Federal Regulations; IRBs; CUNY/CITI Training Requirements.**

Readings:

- * APA (2010). Ethical principles of psychologists and code of conduct.
< <http://www.apa.org/ethics/code/index.aspx> >
- * APA (2010). 2010 Amendments to the 2002 “Ethical Principles of Psychologists and Code of Conduct.” *American Psychologist*, *65*(5), July-August, p. 493.
- *APA (2016). Report of the Ethics Committee, 2015. *American Psychologist*, *71*(5), 427-436.
- * Rosenthal, R. (1994). Science and ethics in conducting, analyzing, and reporting psychological research. *Psychological Science*, *5*, 127-136.

Lowman: #s 22, 43, 56

For Reference

- * APA (1996). Rules and Procedures of the Ethics Committee, American Psychologist, 51, May, 529-548.
- Department of Health, Education & Welfare. National Commission for the Protection of Human Subjects of Biomedical and Behavioral Research. (1979). Ethical principles and guidelines for the Protection of human Subjects of Research (*The "Belmont Report"*). [FR Doc. 79-12065, April 17, 1979.]
- Department of Health & Human Services. (1991). Public Health Service Act. Protection of Human Subjects. Title 45, Code of Federal Regulations (CFR), Part 46.
<http://www.hhs.gov/ohrp/humansubjects/guidance/45cfr46.htm>
- *CUNY. (2017). Policy Regarding the Disposition of Allegations of Research Misconduct, June 26.
- CUNY research compliance resources [Portal for on line training]:
<www.cuny.edu/research/compliance.html>
- OHRP (2004). Human Subject Regulations Decision Charts, Sept. 24. Available at: <<http://www.hhs.gov/ohrp/policy/checklists/decisioncharts.html>>

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B.Misconduct and Deceptive Practices; Replication; Professional Relations; Conflict of Interest

Readings:

- Lefkowitz: Chap. 14
- *Gross, C. (2012). Disgrace. The Nation, Jan. 9/16, 25-32.
- *Dominus, S. (2017). When the revolution came for Amy Cuddy. New York Times Magazine, Oct. 22. Also available at <<https://nyti.ms/2zjnPJ5>>
- *Wasserman, R. (2013). Ethical issues and guidelines for conducting data analysis in psychological research. Ethics & Behavior, 23(1), 3-15.
- See <https://osf.io/tvyxz/wiki/home/> for Open Access guidelines/badges.
- Lowman: #s 38, 40

For Reference

- *Engel, C. (2015). Scientific disintegrity as a public bad. Perspectives on Psychological Science, 10(3), 361-379.
- *Tackett, J.L. et al. (2017). It's time to broaden the replicability conversation: Thoughts for and from clinical psychological science. Perspectives on Psychological Science, 12(5), 742-756.
- *Greenfield, P.M. (2017). Cultural change over time: Why replicability should not be the gold standard in psychological science. Perspectives on Psychological Science, 12(5), 762-773.

VI. Institutional Values Frameworks (“Biases”?)

9

A. Professions and the Profession of Psychology

Readings:

Lefkowitz: Chaps: 9, 10

- * Lefkowitz, J. (2011). “Ethics in industrial-organizational psychology.” Vol. 2, Ch. 8, in S. Knapp, L. VandeCreek, M. Gottlieb & M. Handelsman (Eds.). APA Handbook of ethics in Psychology. Wash., DC: American Psychological Association.
- *Lefkowitz, J. (2014). Educating industrial-organizational psychologists for science, practice, and social responsibility. Industrial and Organizational Psychology: Perspectives on Science and Practice, 7(1), 38-44.
- *Murrie, D.C, et al. (2013). Are forensic experts biased by the side that retained them? Psychological Science, 24(10), 1889-1897.

Lowman: #s 4, 6

For Reference

- * Russell, C.J., et al. (1994). Investigator characteristics as moderators of personnel selection research: A meta-analysis. J. Applied Psychology, 79, 163-170.
- * Bekelman, J.E., Li, Y. & Gross, C.P. (2003). Scope and impact of financial conflicts of interest in biomedical research: A systematic review, JAMA, 289(4), 454-465.
- * Lesser, L.I., et al. (2007). Relationship between funding source and conclusion among nutrition-related scientific articles. PloS Medicine, 4(1), 41-46.

B. Values and the Practice(s) of Applied Psychology

Readings:

10

Lefkowitz: Chap. 12

- *Lefkowitz, J. (2005). The values of industrial-organizational psychology: Who are we? The Industrial-Organizational Psychologist, 43(2), 13-20.
- *Lefkowitz, J. (2008). To prosper the field of organizational psychology should... expand its values to match the quality of its ethics. Special issue of Journal of Organizational Behavior, 29, 439-453.
- *Lefkowitz, J. (2016). News flash! Work psychology discovers workers! Industrial and Organizational Psychology: Perspectives on Science and Practice, 9(1), 137-143.

Lowman: #s 29, 31

For Reference

- * Lefkowitz, J. & Lowman, R.L. (2017). Ethics of employee selection. Chap. 26 in J.L. Farr & N.T. Tippins, (Eds.) Handbook of Employee Selection. Routledge/Taylor & Francis Group, Pp. 575 - 598.
- *Kaplan, S., DeShon, R. & Tetrick, L.E. (2017). The bigger picture of employee well-being: Its role for individuals, families and societies. SHRM/SIOP Science of HR Series.

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Readings:

- * Lefkowitz, J. (2011). The science, practice and morality of work psychology. Industrial and Organizational Psychology: Perspectives on Science and Practice, 4, 112-115.
 - *Lefkowitz, J. (2013). Values and ethics of a changing I-O psychology: A call to (further) action. Chap. 1 in J.B. Olson-Buchanan, L.K. Bryan and L.F. Thompson (Eds.). Using I-O psychology for the greater good. New York: Taylor & Francis/Routledge, pp. 13-42.
 - *Lefkowitz, J. (2012). The impact of practice values on our science. The Industrial-Organizational Psychologist, 50(2), 16-22.
- Lowman: #s 33, 48

For Reference

- * Greller, M.M. (1984). High earnings for I/O psychologists. TIP, 21(4), 55-58.
- * Medsker, G.J., Katkowski, D.A. & Furr, D. (2005). 2003 income and employment survey results for the society for industrial and organizational psychology. TIP, 43(1), 36-50.
- *Lefkowitz, J. (1990). The scientist-practitioner model is not enough. The Industrial-Organizational Psychologist, 28(1), 47-52.
- *Lefkowitz, J. (2013). Values of I-O psychology, another example: What and whom we don't study and what it all suggests about the profession. The Industrial-Organizational Psychologist, 51(2), 46-56.

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D. Corporate/Business Values and Codes of Conduct

Readings:

Lefkowitz: Chap. 11

- * Lefkowitz, J. (2012). "From humanitarian to humanistic work psychology: The morality of business." Ch. 5 in S.C. Carr, M. Maclachlan, & A. Furnham (Eds.) Humanitarian Work Psychology. U.K.: Palgrave Macmillan.
 - *Morgeson, F.P., Aguinis, H., Waldman, D.A. & Siegel, D.S. (2013). Extending corporate social responsibility research to the human resource management and organizational behavior domains. Personnel Psychology, 66(4), 805-824.
 - *Pirson, M. (2017). "A new humanistic model." Chap. 3 in M. Pirson, Humanistic Management: Protecting dignity and promoting well-being. Pp. 58-85.
- Lowman: #s 9, 11

For Reference

- * Academy of Management (2010). Academy of Management code of ethical conduct. Academy of Management Journal, 53(6), 1546-1553.
- * Gaumnitz, B.R. & Lere, J.C. (2002). Contents of codes of ethics of professional business organizations in the United States. Journal of Business Ethics, 35, 35-49.
- * Gellerman, W. (1987). An Annotated Statement of Values and Ethics by Professionals in Organization and Human Systems Development. AAAS Committee on Scientific Freedom and Responsibility (CSFR), Wash., D.C.
- * Wiley, C. (2000). Ethical standards for human resource management professionals: A comparative analysis of five major codes. Journal of Business Ethics, 25, 93-114.
- * Wood, G. (2000). A cross cultural comparison of the contents of codes of ethics: USA, Canada and Australia. Journal of Business Ethics, 25, 287-298.
- * Kaikati, J.G., Sullivan, G.M., Virgo, J.M., Carr, T.R. & Virgo, K.S. (2000). The price of international business morality: Twenty years under the foreign corrupt practices act. Journal of Business Ethics, 26, 213-222.
- * Kaptein, M. & Wempe, J. (1998). Twelve Gordian Knots when developing an organizational code of ethics. Journal of Business Ethics, 17, 853-869.
- *[As Appropriate]: APA Specialty Guidelines for Clinical Psychologists; School Psychologists; Forensic Psychologists; and Guidelines for Practice in Health Care Delivery Systems; Psychological Evaluations in Child Protection Matters.

VII. Other Professional Issues

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A. Professional Licensure, Credentialing & Associations (APA, APS, SIOP, Metro, SHRM)

Readings:

- * NY State Licensing Regulations, and Application Forms. (Downloaded May 4, 2014)
- * Axton, T.R., Porr, B. & Ferro, M. (2016). Licensing and Industrial-Organizational psychologists: Member needs and News. TIP, July. Also available at <http://www.siop.org/tip/july16/license.aspx>
- * Silzer, R., Erickson, A. & Cober, R. (2009). Licensing and Industrial-Organizational Psychologists. TIP, 46(3), 89-99.
- Licensure of Consulting and I-O Psychologists (LCIOP) Joint Task Force. (2017). The licensure issue in consulting and I-O psychology: A discussion paper. Industrial and Organizational Psychology: Perspectives on Science and Practice, 10(2), 144-181.
- Ten "Commentaries" on the LCIOP Paper, including:
 - * Lefkowitz, J. (2017). The role of values in professional licensing: The resistance to regulation, 223-233.
 - Lowman: # 47, 52, 58

14 **B. Employment Issues**

Readings:

- *Society for Industrial and Organizational Psychology (2016). Guidelines for Education and Training in Industrial-Organizational Psychology. Approved by APA, Aug. 2017.
- * Lefkowitz, J. (2010). Industrial-organizational psychology's recurring identity crises: It's a values issue! Industrial and Organizational Psychology: Perspectives on Science and Practice, 3(3), 293 - 299.
- *Aguinis, H. Bradley, K.J. & Broderson, A. (2014). Industrial-Organizational Psychologists in Business Schools: Brain drain or eye opener? Industrial and Organizational Psychology: Perspectives on Science and Practice, 7(3), 284-303.
- * Lefkowitz, J. (2014). Psychology departments versus business schools: Tempest in a teapot? Industrial and Organizational Psychology: Perspectives on Science and Practice, 7(3), 311-317.

For Reference

- * APA (1987). Guidelines for conditions of employment of psychologists. American Psychologist, 42(7), 724-729.
 - * APA (1987). General guidelines for providers of psychological services. American Psychologist, 42(7), 712-723.
 - * Turner, S.M., DeMers, S.T., Fox, H.R. & Reed, G.M. (2001). APA's guidelines for test user qualifications: An executive summary. American Psychologist, 56, 1099-1113.
- Other relevant APA guidelines at: [http://www.apa.org/search.aspx?query=general guidelines for providers of psychological services&fq=&page=4](http://www.apa.org/search.aspx?query=general+guidelines+for+providers+of+psychological+services&fq=&page=4)
- *Butler, D. (2013). The dark side of publishing. Nature, 245. March 28, 433-435.
 - *Kolata, G. (2017). In academia, a predatory twist in publishing. New York Times, Oct. 31, D5.

Illustrative Term Paper Topics [Mostly I-O]

Pros and Cons of Deception in Psychological Research

Drug Testing in Industry

Use of Polygraphs or “honesty tests”

Cheating by college students

Ethical/Values Issues for International Corporations (Cultural Differences)

Moral Issues in the Globalization of Corporations

Should Corporations be "Socially Responsible"?

Business and Religion

Nature and Impact of Corporate Codes of Conduct

Professional–Organizational Conflicts

Strategies of Ethical Decision-Making

The Role of the Psychologist as a General Manager (Conflict Between Two Value Systems?)

Role of Intuition vs. Reasoning in taking moral action.

Deontological (moral rules) vs. consequentialist (cost-benefit analysis) ethical approaches.

Virtue Ethics

Empirical research in moral psychology/moral development [narrow-down a topic]

Ethical Issues in Performance Monitoring in Industry

Ethical Issues regarding the Internet &/or “Big Data”

Genetic Screening by Employers

Replication: Scientific and Ethical Aspects

Pros and cons of Open Source Publishing

*Any Other **Approved** Topic.*

Those students in areas of Psychology other than I-O are strongly encouraged to pick a topic pertinent to their field and interests