



2019-2020 Catalog Addendum

Adler University

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CHICAGO CAMPUS

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ONLINE CAMPUS

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VANCOUVER CAMPUS

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PURPOSE OF ADDENDUM: PROGRAM TEACH-OUT

CHICAGO CAMPUS

Master of Arts in Counseling: Specialization in Clinical Mental Health Counseling

The Master of Arts in Counseling: Specialization in Clinical Mental Health Counseling (CMHC) degree program is a teach-out receiving institution for students who were enrolled in the Master of Arts in Clinical Mental Health Counseling degree program at Argosy University in AY 2018-2019. Students participating in Adler University's teach-out program are enrolled as per Adler's Policy on Teach-Out and Transfer Agreements for Students from Closed or Closing Institutions.

Students in this program follow the academic policies and standards published in the 2018-2019 Academic Calendar. Curriculum requirements have been altered as a part of the teach-out plan and are listed in this addendum.

The teach-out plan aims to provide for the equitable treatment of students previously enrolled at Argosy University by ensuring that they are able to complete the educational program in which they were enrolled immediately prior to their enrollment at Adler within a reasonable time frame and within reasonably similar program cost. To support the needs of the affected students, relevant Adler University institutional and program policies were developed or modified. Adler University created a transfer policy specifically to address the needs of the teach-out/transfer of the affected Argosy students.

The transfer limits in this policy modified the transfer limits policy otherwise utilized for students entering Adler's CMHC program. This policy was created for students entering Adler University under teach-out/transfer plans. Under the Teach-Out Policy, Adler aims to accept the maximum number of successfully completed courses for affected students. Adler University's transfer policy allows a maximum of 12 qualifying credits transferred into the master's program. This limit was modified for the Argosy plan to allow the affected students to receive credit for their prior completed course work and remain on track to program completion under the same requirements expected when they entered their graduate degree.

Authorizations

The Teach-Out plan was developed and implemented reflecting [guidelines](#) outlined by the Council for Accreditation of Counseling and Related Educational Programs (CACREP). Adler's CMHC program developed a transfer template outlining transfer details and ongoing compliance with the Standards of Accreditation.

The Higher Learning Commission (HLC) has endorsed Adler as eligible to serve as a teach-out partner and recognizes Adler as an approved teach-out receiving institution for affected Argosy students.

Disclosures:

In this plan, Adler University offered teach-out/transfer students the opportunity to complete the Master of Arts in Counseling: Specialization in Clinical Mental Health Counseling degree program, consistent with the total program credits of the affected program, and the affected Argosy program requirement was 60 total credits. The determination of total credits required for graduation for incoming Argosy students was implemented through careful review of each student transcript and course work. Argosy to Adler University Teach-Out/Transfer course transfer and equivalencies chart is provided below.

Admissions Requirements/Process:

Under Adler's Teach-Out/Transfer Policy, students entering under the teach-out option matriculated via a modified set of admissions requirements consistent with the overarching intent of a teach-out. The modified admissions requirements and process were communicated to prospective teach-out students via individual email and through the University's application portal. The admissions requirements for affected teach-out students include the following:

- The application fee was waived.
- Prospective teach-out students were required to interview with program faculty.

Program information, requirements, policies and procedures were available to all applicants. Teach-Out/Transfer students offered admission and accepting this offer of admission, completed an online orientation module and attended an in-person orientation.

Argosy University and Adler University

Master of Arts in Clinical Mental Health Counseling and Master of Arts in Counseling: Specialization in Clinical Mental Health Counseling

Course Transfer Guides

Argosy Courses	Credits	Adler Courses	Credits	Remarks
Core course requirements:	45	Core Curriculum	48	
PC6000* – Counseling Theory	3	COUN 533* – Counseling Theories	3	Transferrable with a grade of B or better
PC6025* – Human Growth and Development	3	COUN 622 – Human Growth and Development	3	Transferrable with a grade of B or better
PC6104* – Counseling Skills I	3	COUN 534* – Counseling Skills	3	Transferrable with a grade of B or better
PC6105 – Counseling Skills II	3	CMHC 617* - Treatment Planning and Intervention	3	Transferrable with a grade of B or better
PC6106* – Foundations of Mental Health Counseling	3	CMHC 538* - Professional Functions of Clinical Mental Health Counselors	3	Transferrable with a grade of B or better
PC6300* – Professional and Ethical Issues	3	COUN 532* - Professional, Legal, and Ethical Issues in Counseling	3	Transferrable with a grade of B or better
PC6505 – Group Counseling	3	COUN 540* - Group Counseling	3	Transferrable with a grade of B or better
PC6515 – Multicultural Diversity and Advocacy	3	COUN 536* - Counseling Multicultural Communities	3	Transferrable with a grade of B or better
PC6521 – Research and Program Evaluation	3	COUN 625 – Research and Program Evaluation	3	Transferrable with a grade of B or better
PC6525 – Appraisal and Assessment	3	COUN 626 – Appraisal and Assessment	3	Transferrable with a grade of B or better
PC6600 – Career and Lifestyle Development	3	COUN 629 – Career Development Theories and Interventions	3	Transferrable with a grade of B or better
PC6700 – Couples and Family Counseling	3	COUN 618 – Couple and Family Counseling	3	Transferrable with a grade of B or better
PC6712 – Diagnosis and Treatment of Behavioral and Emotional Disorders	3	COUN 535* - Diagnosis of Maladaptive Behavior	3	Transferrable with a grade of B or better
PC6803 – Trauma Impact and Counseling	3	CMHC 615 – Crisis Intervention and Trauma Counseling	3	Transferrable with a grade of B or better
PC6900 – Substance Abuse Counseling	3	COUN 630 – Addictions Counseling	3	Transferrable with a grade of B or better
*Part of the Initial Five Courses Requirement		*Practicum Prerequisites		(Argosy - The first five courses of the MA in Clinical Mental Health Counseling degree program

				must be completed satisfactorily before a student may take additional courses in the program.)
		COUN 518 – Adlerian Theory in Counseling (Required at Adler)	3	
Electives. Students must choose two of the following:	6	Electives. Students must choose two of the following:	6	
PC6030 – Psychopathology and Assessment	3	CMHC 722 – Counseling Older Adults and Families	3	
PC6200 – Human Sexuality	3	CMHC 640 – Counseling and Human Sexuality	3	
PC6440 – Child and Adolescent Counseling	3	CMHC 620 – Child and Adolescent Counseling	3	
PC6814- Forensic Counseling	3	CMHC 688 – Mind, Body, and Meditative Practices in Counseling	3	
PC6816 – Psychopharmacology for Counselors	3	CMHC 721 – Technology Applications in Counseling	3	
PC6818 – Integrating Spirituality in Counseling	3	OR the thesis series:		
		COUN 550 – Preparation for Applied Thesis	1	
		COUN 551 – M.A. Thesis I	1	
		COUN 552 – M.A. Thesis II	1	
Practicum and Internship Requirements: (During 2 nd yr. of study)	9	Field training and Seminars:		
PC6410 – Counseling Practicum	3	CMHC 693 – CMHC Practicum and Seminar	2	
PC6416 – Counseling Internship I	3	CMHC 694 – Internship and Seminar I	2	
PC6417 – Counseling Internship II	3	CMHC 698 – CMHC Internship and Seminar II	2	
		SJP 513 – Social Justice Practicum I	0	Argosy students will be required to complete an online orientation to Adler University’s mission in substitution of a formal Social Justice Practicum and program specific Adlerian coursework.
(Argosy - Minimum 100 hours in practicum; up to 600 hours in internship for a maximum required total of 700 hours)		SJP 514 – Social Justice Practicum II	0	
Other requirements:				
Clinical Application Evaluation (CAE)				Not required by Adler.

Counselor Preparation Comprehensive Examination (CPCE)		CMHC 995 - CMHC Comprehensive Exam	0	
Total credit hours required:	60	Total credit hours required:	60	Fulfill degree requirement by Argosy.

Master of Arts in Counseling: Specialization in Rehabilitation Counseling

Purpose of Addendum: Inclusion of CMHC-615 in Degree Requirements

Degree Requirements

Core Courses

* MACR-500	Foundations of Rehabilitation Counseling	3 cr.
MACR-502	Medical and Psychosocial Aspects of Disability	3 cr.
COUN-518	Adlerian Theory and Counseling	3 cr.
* COUN-532	Professional, Legal, and Ethical Issues in Counseling	3 cr.
* COUN-533	Counseling Theories	3 cr.
* COUN-534	Counseling Skills	3 cr.
* COUN-535	Diagnosis of Maladaptive Behavior	3 cr.
* COUN-536	Counseling Multicultural Communities	3 cr.
* COUN-540	Group Counseling	3 cr.
CMHC-615	Crisis Intervention and Trauma Counseling	3 cr.
COUN-618	Couple and Family Counseling	3 cr.
COUN-622	Human Growth and Development	3 cr.
COUN-625	Research and Program Evaluation	3 cr.
COUN-626	Appraisal and Assessment	3 cr.
COUN-630	Addictions Counseling	3 cr.
MACR-642	Career Development, Vocational Rehabilitation, and Job Placement	3 cr.
MACR-644	Treatment Planning, Intervention, and Advocacy	3 cr.
MACR-995	Comprehensive Examination	0 cr.

Field Training and Seminars

* SJP-513	Social Justice Practicum I	1 cr.
* SJP-514	Social Justice Practicum II	1 cr.
MACR-557	MACR Practicum and Seminar	2 cr.
MACR-657	MACR Internship and Seminar I	2 cr.
MACR-658	MACR Internship and Seminar II	2 cr.

*Courses denoted with an asterisk are counseling practicum prerequisites, which students need to complete prior to their counseling practicum. Students are required to attain a grade of B or higher in these courses. Students will need to retake the courses with a B- or lower grade prior to, or concurrently with their practicum, and attain the required grade.

Electives (3 Credit Hours)

Students are required to take an elective of a three-credit-hour class. Students can take a course from the Department Elective Menu upon their Faculty Advisor's approval. Canadian students will need to take the thesis series below as the elective if they plan to pursue doctoral studies in Canada.

The thesis series as the elective:

COUN-550	Preparation for Applied Thesis	1 cr.
COUN-551	M.A. Thesis I	1 cr.
COUN-552	M.A. Thesis II	1 cr.

Total Credit Hours Required: 62

Note: Students must choose the thesis option before the end of the fall semester of their first-year term. Students will need to work with their Faculty Advisor during their first-year spring term with the expectation that the series will be started in the summer of the first year of the program. Should students not be able to complete the thesis by COUN-552, they will be required to take the M.A. thesis continuation courses until the thesis is completed.

Doctor of Psychology in Clinical Psychology

Purpose of Addendum: Update credit hours for Doctoral Dissertation V and Doctoral Dissertation VI.

Degree Requirements

The following courses, exams, practica, seminars, dissertation, and internship are required for this degree.

Courses

* PSY-600	Clinical Interviewing and Basic Skills (with Lab)	4 cr.
* PSY-623	Life Span Development	3 cr.
* PSY-642	Diversity and Individual Differences	3 cr.
* PSY-645	Ethics and Professional Development in Clinical Psychology	3 cr.
* PSY-648	Psychopathology I	3 cr.
* PSY-649	Psychopathology II	3 cr.
PSY-659	Community Psychology	3 cr.
* PSY-661	Integrative Assessment: Cognitive, Intellectual, and Academic Functioning (with Lab)	4 cr.
* PSY-662	Integrative Assessment: Personality I (with Lab)	4 cr.
* PSY-663	Integrative Assessment: Personality II (with Lab)	4 cr.
PSY-709	Diagnosis and Treatment of Addictive Disorders	3 cr.
PSY-710	Adlerian Therapy I: Introduction to Assessment and Case Conceptualization	3 cr.
PSY-711	Adlerian Therapy II: Psychodynamics of Psychopathology and Interventions	3 cr.
PSY-724	Biological Bases of Behavior	3 cr.
PSY-737	Statistics	3 cr.
PSY-738	Research Methods in Clinical Psychology I	3 cr.
PSY-739	Research Methods in Clinical Psychology II	3 cr.
PSY-832	Cognitive and Affective Bases of Behavior	3 cr.
PSY-833	Social Psychology	3 cr.
PSY-834	History and Systems	3 cr.
PSY-835	Social Determinants of Mental Health	3 cr.
PSY-910	Supervision and Management in Clinical Psychology	4 cr.
PSY-***	Basic Intervention Electives (two)	6 cr.
PSY-***	Advanced Intervention Elective	3 cr.
PSY-***	Basic or Advanced Intervention Elective	3 cr.
PSY-***	General Electives (five)	15 cr.

Qualifying Exams

PSY-704	Psy.D. Qualifying Examination I	0 cr.
PSY-790	Psy.D. Clinical Qualifying Examination – Assessment Competency	0 cr.
PSY-890	Psy.D. Clinical Qualifying Examination – Intervention Competency	0 cr.

Practica

* SJP-513	Social Justice Practicum I	1 cr.
* SJP-514	Social Justice Practicum II	1 cr.
PSY-760	Doctoral Practicum I	1 cr.
PSY-761	Doctoral Practicum II	1 cr.
PSY-762	Doctoral Practicum III	1 cr.
PSY-860	Doctoral Practicum IV	1 cr.
PSY-861	Doctoral Practicum V	1 cr.
PSY-862	Doctoral Practicum VI	1 cr.
PSY-960	Advanced Practicum I	1 cr.
PSY-961	Advanced Practicum II	1 cr.

Seminars

* PSY-667	Professional Development and Socially Responsible Practice Seminar I	1 cr.
* PSY-668	Professional Development and Socially Responsible Practice Seminar II	1 cr.
* PSY-669		1 cr.

Diversity Seminar

These seminars are now concurrent with the practicums above (total of 1 credit only for both the seminar and practicum)

PSY-750	Doctoral Practicum Seminar I
PSY-751	Doctoral Practicum Seminar II
PSY-752	Doctoral Practicum Seminar III
PSY-850	Doctoral Practicum Seminar IV
PSY-851	Doctoral Practicum Seminar V
PSY-852	Doctoral Practicum Seminar VI
PSY-950	Advanced Practicum Seminar I
PSY-951	Advanced Practicum Seminar II

Dissertation

PSY-**	Doctoral Dissertation I	.5 cr.
PSY-**	Doctoral Dissertation II	.5 cr.
PSY-**	Doctoral Dissertation III	.5 cr.
PSY-**	Doctoral Dissertation IV	.5 cr.
PSY-**	Doctoral Dissertation V	.5 cr.
PSY-**	Doctoral Dissertation VI	.5 cr.
PSY-998	Doctoral Dissertation Oral Defense	0 cr.

Internship

PSY-920	Doctoral Internship Full-Time I	0 cr.
PSY-921	Doctoral Internship Full-Time II	0 cr.
PSY-922	Doctoral Internship Full-Time III	0 cr.
<i>or</i>		
PSY-923	Doctoral Internship Half-Time I	0 cr.
PSY-924	Doctoral Internship Half-Time II	0 cr.
PSY-925	Doctoral Internship Half-Time III	0 cr.
PSY-926	Doctoral Internship Half-Time IV	0 cr.
PSY-927	Doctoral Internship Half-Time V	0 cr.
PSY-928	Doctoral Internship Half-Time VI	0 cr.

Total Credit Hours Required: 114

Purpose of Addendum:

- **Addition of addendum for the Master of Arts in Couple and Family Therapy and the Doctor of Philosophy in Couple and Family Therapy programs.**
- **Change in course title and course descriptions.**

Campus: Chicago

Effective: January 9, 2020

The Couple and Family Therapy Department added the following three specials, i.e. elective, courses to the department for students in the COAMFTE-accredited programs, Master of Arts in Couple and Family Therapy and the Doctor of Philosophy in Couple and Family Therapy, to select to meet their elective requirements.

CFTD-823: Building a Psychoeducation Program (1 credit)

Psychoeducation is an evidence-based practice (EBP) that can give information and support to families with a member with a diagnosis of mental and/or physical illness, and they also provide opportunities to build your clinical practice and reach clients who may be reluctant to attend therapy. This seminar will walk you through the steps of developing a psychoeducational program on the topic of your choice – developing the content, choosing the delivery mode, and integrating methods for evaluation.

CFTD-833: Perinatal Mental Health (1 credit)

Perinatal mood disorders and the special issues that present during the perinatal period are prevalent. This course will examine the unique challenges and special considerations when working with couples and families during this period in the family life cycle. Students will be provided an introduction to special topics inherent in working with perinatal clients including, but not limited to, perinatal mood disorders, infertility and perinatal loss, self-of-therapist when working with perinatal clients, and assessment and intervention strategies for individuals, couples, and families.

CFTD-843: Exploring Stereotypes of Women of Color (1 credit)

This course is designed to help students critically examine and explore stereotypes specific to women of color. This course will focus on the intersectionality of race, gender, class, and geographical variables that create racialized gender stereotypes for women of color. Through class readings, educational videos, and media, students will discuss and reflect on these stereotypes impact perceptions, thoughts, beliefs, behaviors, and interactions.

Course Title Changes:

1. The title and course description for MCFT-533: Fundamental of Adlerian Psychology and Parent Education: Theory and Interventions has been changed to:

MCFT-533: Adlerian Theory and Practice in CFT (3 credits)

This course provides the couple and family therapy student with understanding of the core concepts of Adler's Individual Psychology and the Adlerian views of relational dynamics. Building on this foundation, the course creates an opportunity to develop Adlerian-based approaches in working with couples and families.

2. The title of MCFT-653: Sexuality with Couples and Families has been changed to:
MCFT-653: The Clinical Practice of Sex Therapy (2 credits)

Purpose of Addendum: Addition of new program

MASTER OF ARTS IN PSYCHOLOGY

Effective January 1, 2020

Program Overview

The Master of Arts in Psychology (MAAP) is a nonclinical degree program designed to prepare socially responsible professionals and leaders to devise practical solutions to complex problems within a multitude of public and private sector employment settings. The program incorporates Adler's social justice mission, emphasizing inclusiveness and culturally competent practices that prepare passionate agents of change to meet the ever-evolving needs of dynamic workplace settings and thriving diverse communities. Students will master core competencies in socially responsible practice, applied research, business and community applications, and varied skills for leadership, program management, and global communication.

Experienced faculty members will guide students through a rigorous curriculum that focuses on building academic knowledge and developing professional skills. Students will apply real-world problem-solving and develop solutions that apply the principles of applied psychology and demonstrate a commitment to social justice within a wide variety of environments. Students will also complete a thesis or capstone project that will reflect the culmination of their learning and training experiences within the program and will serve to advance their preparation to contribute to the field.

Graduates of this program will use the knowledge they have gained to implement effective solutions, resolve practical problems, improve the experience of individuals and groups, and participate in their field of interest within a diverse global community. Program graduates will be poised to practice and lead within diverse fields and occupations such as business and industry, government and nongovernmental organizations, nonprofit systems,

public and behavioral healthcare systems, human resource management, sports psychology, addictions, family and domestic violence, veterans affairs, public safety and emergency management systems, and nonclinical youth and older adult services.

Program Objectives

Upon completion of this degree program, graduates will be able to:

1. Analyze principles and theories that impact individuals, systems, and groups within diverse global communities.
2. Evaluate ethical standards in a variety of environments and social systems as they relate to practical problem-solving within the practice of applied psychology.
3. Devise evidence-based qualitative and quantitative research strategies that are responsive to diverse system needs within the field of applied psychology.
4. Advance cultural competence by evaluating dynamic problems of human experience and proposing socially responsible solutions.
5. Provide critical analysis of local and global systems within the professional practice of applied psychology.

Degree Requirements

Core Courses (22 credits)

PSYC-500	History and Systems for Applied Psychology	3 cr.
PSYC-501	Ethics and Socially Responsible Practice for Applied Psychology	3 cr.
INDS-502	Statistics	3 cr.
INDS-503	Research Methods	3 cr.
PSYC-505	Diversity & Individual Differences	3 cr.
PSYC-506	Adlerian Psychology: Community Applications	3 cr.
PSYC-509	Cognitive, Affective, and Biological Bases of Behavior	3 cr.
INDS-531	Adlerian Theory in Socially Responsible Practice	1 cr.

Social Justice Practicum (2 credits)

SJP-515	Social Justice Practicum I	0.5 cr.
SJP-516	Social Justice Practicum II	0.5 cr.
SJP-517	Social Justice Practicum III	0.5 cr.
SJP-518	Social Justice Practicum IV	0.5 cr.

Elective Courses (9 credits)

GSS-520	Theories of Gender and Sexuality	3 cr.
GSS-521	Social and Cultural Evolution of Gender and Sexuality	3 cr.
GSS-522	Social Justice, Gender, Sexuality, and the Law	3 cr.
MAMP-503	The Psychology of Conflict and Operations Other Than War	3 cr.
EML-502	Supporting Functional Needs Populations in Disasters	3 cr.
EML-505	Leading in Times of Crisis	3 cr.
PSYC-504	Life Span Development	3 cr.
PSYC-513	Multicultural Youth Development	3 cr.
CRIM-501	Juvenile Justice	3 cr.
HWP-514	Positive Psychology for Health and Wellness	3 cr.
HWP-515	Mindfulness-Based Approaches to Health & Wellness	3 cr.
HWP-516	Biological Bases for Health and Wellness	3 cr.
MAMP-500	Survey of Military Psychology	3 cr.
MAMP-501	Operational Psychology for the Military	3 cr.
MAMP-502	Mental Health Law and the Uniform Code of Military Justice	3 cr.
MAMP-503	The Psychology of Conflict and Operations Other Than War	3 cr.

MAMP-504	Ethics, Morality, and Social Justice in the Military	3 cr.
MAMP-505	War, Trauma, Grief, Death, and Loss	3 cr.
MAMP-506	Psychological Resilience and Positive Psychology	3 cr.
MAMP-508	Culture and Diversity in the Military	3 cr.
MIO-502	Organizational Theory	3 cr.
MIO-504	Organizational Development and Change	3 cr.
MIO-509	Group Dynamics	3 cr.
MIO-512	Talent Selection and Recruitment	3 cr.
MIO-517	Talent Management	3 cr.
MAMP-513	Continuum of Care for the Military, Veterans, and Their Families	3 cr.
MIO-524	Training Theory	3 cr.
MIO-520	Workplace Measurement and Performance Management	3 cr.
MIO-523	Consulting and Coaching	3 cr.
MIO-521	Employee Development	3 cr.
MIO-525	E-Learning	3 cr.
MIO-522	Data Science	3 cr.
MIO-526	Data Analytics for Programming	3 cr.

Thesis or Capstone Courses (3 credits)

PSYC-511	MA Capstone	3 cr.
<i>or</i>		
PSYC-512	MA Thesis	1–3 cr.

(may be repeated multiple times for credit; 3 credit hours of thesis are required)

Total Credit Hours Required: 36

MASTER OF ARTS IN PSYCHOLOGY CONCENTRATIONS

Concentration in Child and Adolescent Development

This concentration will focus on youth development and how to optimize networks and resources, particularly within traditionally underserved populations. Students will be exposed to models of psychosocial development from key theoretical perspectives and apply these models

to diverse social contexts. Students will gain an understanding of unique challenges presented throughout the life span and the impact of social, emotional, and educational support. This concentration will focus on the importance of fostering social interest and community connections among children and adolescents.

Concentration Objectives

1. Analyze the effective implementation of advocacy initiatives for healthy youth development.
2. Apply theoretical models to evaluate successful developmental milestone acquisition.

Concentration Course Requirements *

Students completing the Concentration in Child and Adolescent Development must complete the following three courses for their elective coursework requirements.

PSYC-504	Life Span Development	3 cr.
PSYC-513	Multicultural Youth Development	3 cr.
CRIM-501	Juvenile Justice	3 cr.

* Thesis/Capstone topic must be consistent with concentration.

Concentration in Crisis Management

The goal of the Crisis Management Concentration is to educate students on how to respond to and manage the impact of natural, accidental, or premeditated disasters and a disaster's effect on communities. Further, there is a special focus on those communities that are at risk and/or marginalized during times of crisis. Students will prepare to serve as effective first responders and recovery specialists who can advocate for healthy and resilient communities in the immediate aftermath of an acute or chronic crisis. Attention is given to the critical period following a crisis where underlying vulnerabilities for psychological distress and other poor health outcomes may be exacerbated. Coursework prepares students to identify and foster psychological resiliency and promote healthy and resilient communities. Students will develop leadership skills that promote positive growth and development using natural strengths and resources inherently present in communities by way of engaging community leaders and traditionally marginalized and at-risk members of the community using primary, secondary, and tertiary prevention approaches.

Concentration Objectives

1. Apply skills to increase awareness of community crisis management and recovery.
2. Evaluate the effectiveness of current practices in governmental and nongovernmental organizations and their responses to communities in crisis.

Concentration Course Requirements *

Students completing the Concentration in Crisis Management must complete the following three courses for their elective coursework requirements.

MAMP-503	The Psychology of Conflict and Operations Other Than War	3 cr.
EML-502	Supporting Functional Needs Populations in Disasters	3 cr.
EML-505	Leading in Times of Crisis	3 cr.

* Thesis/Capstone topic must be consistent with concentration.

Concentration in Gender and Sexuality Studies

The Concentration in Gender and Sexuality Studies highlights the significant influence and impact of gender and sexuality within culture and society. This concentration explores how systemic and structural power and inequality impact individuals and groups based on gender and sexuality. This concentration will look closely at issues specific to gender and sexual minorities. Further, it will consider theories of gender, sexuality, and intersectionality. In addition, students will study the influence of media, law, and policy on gender and sexuality and the evolution of these intertwined elements.

Concentration Objectives

1. Analyze experiences, perspectives, and events through the lens of gender and sexuality theories.
2. Articulate the impact of cultural and societal influences on gender and sexual minorities.

Concentration Course Requirements *

Students completing the Concentration in Gender and Sexuality Studies must complete the following three (3) courses for their Elective Coursework requirements.

GSS-520	Theories of Gender and Sexuality	3 cr.
GSS-521	Social and Cultural Evolution of Gender and Sexuality	3 cr.
GSS-522	Social Justice, Gender, Sexuality, and the Law	3 cr.

* Thesis/Capstone topic must be consistent with concentration.

Concentration in Health and Wellness

Students will learn how to maximize the potential resources within diverse individuals and complex social groups. A focus will be placed on analyzing social systems and structures necessary to strengthen community well-being and enhance individual integrity. Further, health promotion and health communities will be situated within the biopsychosocial model of human growth and development to explore the extent to which contextual factors may influence healthy and sustainable lifestyle change. Illness management and recovery will be conceptualized from

an evidence-based perspective while specifically attending to positive psychology theory and effective practice.

Concentration Objectives

1. Advocate for health promotion and increased awareness of the impact of social and cultural values on individual health and wellness.
2. Evaluate responses to challenges associated with interpersonal and group dynamics as they relate to health communities and the field of health psychology.

Concentration Course Requirements *

Students completing the Emphasis in Health and Wellness must complete the following three courses for their elective coursework requirements.

HWP-514	Positive Psychology for Health and Wellness	3 cr.
HWP-515	Mindfulness-Based Approaches to Health & Wellness	3 cr.
HWP-516	Biological Bases for Health and Wellness	3 cr.

* Thesis/Capstone topic must be consistent with concentration.

Graduation Requirements

1. Satisfactory completion of all required credit hours, including all required courses.
2. Satisfactory completion of Social Justice Practicum I, II, III, & IV.
3. Successful completion of Capstone or Thesis.
4. A cumulative grade point average of 3.0 or higher.
5. Submission of completed Graduation Application and full payment of all outstanding tuition and fees.
6. Faculty approval for graduation and recommendation to the Board of Trustees for the conferral of the Master of Arts in Psychology.

Social Justice Practicum

The Social Justice Practicum (SJP) is a non-clinical and non-discipline specific experiential practicum. Students gain the knowledge, skills, and perspectives to utilize collective power and social justice strategies to build a more equitable society.

The SJP is designed to help students learn how to work alongside different communities as agents of social change; and serves as the catalyst for students to realize and understand their own strengths and responsibility to contribute to social equity.

The SJP unites our academic institution and larger communities, which is an anchor of

student learning at Adler University. This experiential learning process includes attending monthly workshops to explore civics, intersectionality, and community organizing and completing a practicum at community-based organizations to work on projects that will strengthen the social justice missions of our community partner members.

All students must complete the SJP before advancing onto any clinical or discipline specific training, respective of the program in which they are enrolled. SJP requirements include: 1) completion of a minimum of 200 hours at an approved SJP site, 2) completion of online modules and 3) a formal SJP presentation at the Social Justice Symposium, and 4) students must receive a grade of "Pass" for the mid-term and final evaluation to receive credit for completing the SJP. The SJP may not be waived, and life credit is not admissible to meet this requirement.

Doctor of Philosophy In Industrial and Organizational Psychology
Purpose of Addendum: Inclusion of credit hours for Social Justice Practicum
in degree requirements.

Degree Requirements

This program requires students to complete 75 post-master's credits, including a minimum of 12 credits toward dissertation, plus 2 credits of Social Justice Practicum (SJP). Coursework is in the key areas of industrial and organizational psychology, along with two advanced research courses. All 700-level courses, with the exception of IOP-798 and IOP-799 are need to be successfully completed prior to taking IOP-800: Doctoral Qualifying Exam. IOP-800 must be successfully completed for students to proceed into Doctoral Candidacy and begin work on their dissertation.

REQUIRED POST-MASTER'S COURSEWORK

IOP-700	History and Systems of Psychology in Industrial and Organizational Psychology	3 cr.
IOP-701	Ethical, Legal, and Professional Issues	3 cr.
IOP-702	Advanced Organizational Theory– 3 cr.	
IOP-703	Advanced Organizational Development and Change	3 cr.
IOP-704	Advanced Statistics in IO Psychology	3 cr.
IOP-705	Job and Task Analysis	3 cr.
IOP-706	Advanced Consulting Skills	3 cr.
IOP-707	Attitude Theory, Measurement, and Change	3 cr.
IOP-708	Advanced Research Methods and Design I Qualitative Methods	3 cr.
IOP-709	Advanced Research Methods and Design II Quantitative Methods	3 cr.
IOP-710	Advanced Human Factors	3 cr.
IOP-711	Assessment of Individual Differences	3 cr.
IOP-712	Advanced Talent Management and Motivation	3 cr.
IOP-713	Leadership and Management	3 cr.
IOP-714	Advanced Performance Management and Feedback	3 cr.
IOP-715	Advanced Recruitment, Selection, and Placement	3 cr.
IOP-716	Advanced Group Dynamics	3 cr.
IOP-717	Advanced Training and Development Training	3 cr.
IOP-800	Doctoral Qualifying Examination Seminar	3 cr.
IOP-798	Socially Responsible Practice Seminar I	3 cr.
IOP-799	Socially Responsible Practice Seminar II	3 cr.
IOP-801	Dissertation (may repeated multiple times for credit; minimum of 12 credit hours of dissertation are required.)	1-3 cr.

***REQUIRED SOCIAL JUSTICE PRACTICUM (SJP) COURSEWORK**

SJP-515	Social Justice Practicum 1	0.5 cr.
SJP-516	Social Justice Practicum 2	0.5 cr.
SJP-517	Social Justice Practicum 3	0.5 cr.
SJP-518	Social Justice Practicum 4	0.5 cr.

Minimum Total Credit Hours Required: 80

Students who completed the Social Justice Practicum (SJP), Community Service Practicum (CSP), or Community Engagement Project (CEP) as part of a previous Adler University degree program may transfer those credits in.

Purpose of Addendum: Change in Degree Requirements - PAC-500 replaces PPA-500

MASTER OF PUBLIC ADMINISTRATION

Effective January 1, 2020

Program Overview

The Master of Public Administration is a professional degree that prepares students for management careers in public and nonprofit organizations. It is an ideal course of study for students who are committed to being social change leaders within public and nonprofit organizations. The Public Administration program at Adler University collaborates with Adler University's Institute on Public Safety and Social Justice and Center of Civic Learning and Community Action. Master of Public Administration graduates are prepared with the theoretical foundation and requisite management and leadership skills needed to challenge and change today's societal issues. The program offers the best features of online graduate education in public administration and service, coupled with Adler University's emphasis on graduates being socially responsible professionals.

The Master of Public Administration program provides students with the core knowledge and skills necessary for policy implementation, organizational leadership, management, and development that are necessary for work in the public arena including national, state, and local governments; research centers; consulting firms; community action groups and direct-service providers at various levels of government and services in the United States and around the world. The core objectives of the Public Administration program are to prepare students for organizational development, evaluation, and management of organizations distinguished by strong, ethical leadership and efficient and effective systems of delivery. Core curriculum topics include public finance, ethics and leadership, economic analysis and policy development, historical and theoretical foundations of the administrative state, organizational theory in public administration, and research and evaluation methods.

Students will elect a concentration in Crisis Management, Military and Veteran Services, or Sustainable Communities. In order to become effective public administration professionals, students advance their abilities in leadership and advocacy. They become participants in, and contributors to, the process of developing public programs and organizations, including the analysis, synthesis, critical thinking, and problem-solving that encourages the growth of a fair and just society. Students learn the critical skills of communicating and collaborating with diverse groups within a rapidly changing society and to articulate and contribute new perspectives into discussions and solutions to social, economic, and environmental problems.

The goal of the **Crisis Management** concentration is to educate students on how to respond to and manage the impact of natural, accidental, or premeditated disasters and a disaster's effect on communities. Further, there is a special focus on those communities that are at-risk and/or marginalized during times of crises. Students will prepare to serve as effective first responders and recovery specialists who can advocate for healthy and resilient communities in the immediate aftermath of an acute or chronic crisis. Particular attention is given to the critical period following a crisis

where underlying vulnerabilities for psychological distress and other poor health outcomes may be exacerbated. Coursework prepares students to identify and foster psychological resiliency and promote healthy and resilient communities. Students will develop leadership skills that promote positive growth and development using natural strengths and resources inherently present in communities by way of engaging community leaders and traditionally marginalized and at-risk members of the community using primary, secondary, and tertiary prevention approaches.

The **Military and Veteran Services** concentration will educate students to be socially responsible through the engagement of both the military and veteran's communities. This concentration focuses on how the military interacts with larger social, organizational, cultural, and technological systems and draws on all subdisciplines of administration to understand the variables that affect the military and governmental/nongovernmental veteran's sectors. Further, this concentration includes the contributions of clinical, experimental, social, industrial/organizational, and engineering psychology.

The **Sustainable Communities** concentration provides students with opportunities to develop competencies in administration, leadership, and advocacy skills used in sustainable economic development, environmental development, and building a healthier culture and society at the local, state, national, and international levels of governance. The concentration is an academically challenging program that prepares graduates for organizational leadership roles in all levels of government and particular areas of community health and sustainable development, environment, research, and program planning and evaluation.

Program Objectives

At the completion of this program, the student will be able to:

1. Apply public administration, management models, and organization theory.
2. Lead, manage, and provide services within a diverse workplace and to a diverse citizenry.
3. Perform program evaluations and forecasting.
4. Apply concepts of social equity to public affairs, administration, and policy.
5. Work within the institutional, structural, and political contexts of policy implementation.
6. Prepare a budget reflecting policy and organizational priorities.
7. Understand the relationship between policy formation and public services.
8. Manage public-private partnerships.
9. Communicate effectively in both oral and written form tailored to the diverse audiences addressed in the position as a public servant.

Degree Requirements

Core Courses (25 credits)

PAC-500	Foundations of Public Administration	3 cr.
PPA-501	Political Economy and Economic Analysis in Public Policy Development	3 cr.
PPA-502	Ethics in Public Service	3 cr.
PAC-503	Organizational Theory and Public Personnel Management	3 cr.
PAC-504	Public Finance	3 cr.

PPA-505	Research Methods	3 cr.	
PPA-506	Research Applications	3 cr.	
PAC-507	Public Management and Leadership	3 cr.	
PPA-521	Capstone Project Experience in Public Policy/Administration I		0.5 cr.
PPA-522	Capstone Project Experience in Public Policy/Administration II		0.5 cr.

Social Justice Practicum (2 credits)

SJP-515	Social Justice Practicum I		0.5 cr.
SJP-516	Social Justice Practicum II		0.5 cr.
SJP-517	Social Justice Practicum III		0.5 cr.
SJP-518	Social Justice Practicum IV		0.5 cr.

Concentration Coursework (9 credits)

EML-502	Supporting Functional Needs Populations in Disasters	3 cr.	
EML-505	Leading in Times of Crisis	3 cr.	
MAMP-503	The Psychology of Conflict and Operations Other Than War	3 cr.	
MAMP-504	Ethics, Morality, and Social Justice in the Military	3 cr.	
MAMP-508	Culture and Diversity in the Military	3 cr.	
MAMP-513	Continuum of Care for the Military, Veterans, and Their Families	3 cr.	
SCOM-512	Elements of Sustainability and Livable Communities	3 cr.	
SCOM-513	Tools for Sustainable Development	3 cr.	
SCOM-514	Strategic Planning for Sustainability	3 cr.	

Total Credit Hours Required: 36

MASTER OF PUBLIC ADMINISTRATION CONCENTRATIONS

Concentration in Crisis Management

The goal of the **Crisis Management** concentration is to educate students on how to respond to and manage the impact of natural, accidental, or premeditated disasters and a disaster's effect on communities. Further, there is a special focus on those communities that are at-risk and/or marginalized during times of crises. Students will prepare to serve as effective first responders and recovery specialists who can advocate for healthy and resilient communities in the immediate aftermath of an acute or chronic crisis. Particular attention is given to the critical period following a crisis where underlying vulnerabilities for psychological distress and other poor health outcomes may be exacerbated. Coursework prepares students to identify and foster psychological resiliency and promote healthy and resilient communities. Students will develop leadership skills that promote positive growth and development using natural strengths and resources inherently present in communities by way of engaging community leaders and traditionally marginalized and at-risk members of the community using primary, secondary, and tertiary prevention approaches.

Concentration Objectives

1. Apply skills to increase awareness of community crisis management and recovery.
2. Evaluate the effectiveness of current practices in governmental and nongovernmental organizations and their responses to communities in crisis.

Concentration Course Requirements

Students completing the concentration in Crisis Management must complete the following three courses for their concentration coursework requirements.

EML-502 Supporting Functional Needs Populations in Disasters 3 cr.

EML-505 Leading in Times of Crisis 3 cr.

MAMP-503 The Psychology of Conflict and Operations Other Than War 3 cr.

Concentration in Military and Veteran Services

The **Military and Veteran Services** concentration will educate students on how to be socially responsible through the engagement of both the military and veteran's communities. This concentration focuses on how the military interacts with larger social, organizational, cultural, and technological systems and draws on all sub-disciplines of administration to understand the variables that affect the military and governmental/non-governmental veteran's sectors. Further, this concentration includes the contributions of clinical, experimental, social, industrial/organizational, and engineering psychology.

Concentration Objectives

1. Evaluate organizational and structural functions of the military and veterans services administration.
2. Develop leadership and innovation skills that are principle focused and advance social responsibility.

Concentration Course Requirements

Students completing the concentration in Military and Veteran Services must complete the following three courses for their concentration coursework requirements.

MAMP-504 Ethics, Morality, and Social Justice in the Military 3 cr.

MAMP-508 Culture and Diversity in the Military 3 cr.

MAMP-513 Continuum of Care for the Military, Veterans, and Their Families 3 cr.

Concentration in Sustainable Communities

The **Sustainable Communities** concentration provides students with opportunities to develop competencies in administration, leadership and advocacy skills used in sustainable economic development, environmental development and building a healthier culture and society at the local, state, national and international levels of governance. The concentration is an academically challenging program that prepares graduates for organizational leadership roles in all levels of government and particular areas of community health and sustainable development, environment, research, and program planning and evaluation.

Concentration Objectives

1. Apply practical tools such as survey design, environmental impact assessments, community-based research, and service projects in designing healthy, sustainable communities.

2. Explain program and project management, community leadership, social and environmental advocacy, and employment in both government and nonprofit agencies.

Concentration Course Requirements

Students completing the concentration in Sustainable Communities must complete the following three courses for their concentration coursework requirements.

SCOM-512	Elements of Sustainability and Livable Communities	3 cr.
SCOM-513	Tools for Sustainable Development	3 cr.
SCOM-514	Strategic Planning for Sustainability	3 cr.

Graduation Requirements

1. Satisfactory completion of all required credit hours, including all required courses.
2. Satisfactory completion of Social Justice Practicum I, II, III, & IV.
3. A cumulative grade point average of 3.0 or higher.
4. Submission of completed Graduation Application and full payment of all outstanding tuition and fees.
5. Faculty approval for graduation and recommendation to the Board of Trustees for the conferral of the Master of Public Administration.

Social Justice Practicum

The Social Justice Practicum (SJP) is a non-clinical and non-discipline specific experiential practicum. Students gain the knowledge, skills, and perspectives to utilize collective power and social justice strategies to build a more equitable society.

The SJP is designed to help students learn how to work alongside different communities as agents of social change; and serves as the catalyst for students to realize and understand their own strengths and responsibility to contribute to social equity.

The SJP unites our academic institution and larger communities, which is an anchor of student learning at Adler University. This experiential learning process includes attending monthly workshops to explore civics, intersectionality, and community organizing and completing a practicum at community-based organizations to work on projects that will strengthen the social justice missions of our community partner members.

All students must complete the SJP before advancing onto any clinical or discipline specific training, respective of the program in which they are enrolled. SJP requirements include: 1) completion of a minimum of 200 hours at an approved SJP site, 2) completion of online modules, 3) a formal SJP presentation at the Social Justice Symposium, and 4) students must receive a grade of "Pass" for the mid-term and final evaluation to receive credit for completing the SJP. The SJP may not be waived, and life credit is not admissible to meet this requirement.

Course Descriptions

PAC-500

Foundations of Public Administration

3 Credits

This course focuses on the pursuit of public purposes; it is an introduction to public administration, public service, and public policy. Students will learn the constitutional, democratic, and cultural tenets that frame ideas of acceptable government action; intergovernmental and intersectoral relations in public service delivery; managerial, political, and economic aspects of governance; links between law, policy, and management; and the intellectual heritage of the field. This course emphasizes the application of social justice and ethics through the consideration of the social, political, legal, economic, and ecological factors in the formation and reform of policy and public service. Through experiential activities, research, and engaging discussion this course stresses problem-solving, critical thinking skills, and application of the course material to real-world situations.

Purpose of Addendum: Change in Degree Requirements - Addition of MIO-504 and MIO-520 as elective options. Removal of MAMP-504 as an elective option.

MASTER OF ARTS IN ORGANIZATIONAL LEADERSHIP

Effective January 2, 2020

Degree Requirements

Core Courses (22 credits)

OL-500 Leadership & Management Philosophies 3 cr.
OL-501 Organizational Culture & Design 3 cr.
OL-502 Leading High Impact Teams 3 cr.
OL-503 Innovation Process 3 cr.
OL-504 Leadership Assessment & Feedback Coaching 3 cr.
OL-505 Entrepreneurship 3 cr.
INDS-503 Research Methods 3 cr.
INDS-531 Adlerian Theory in Socially Responsible Practice 1 cr.

Social Justice Practicum (2 credits)

SJP-515 Social Justice Practicum I 0.5 cr.
SJP-516 Social Justice Practicum II 0.5 cr.
SJP-517 Social Justice Practicum III 0.5 cr.
SJP-518 Social Justice Practicum IV 0.5 cr.

Elective Coursework (9 credits)

MIO-504 Organizational Development and Change 3 cr.
MIO-520 Workplace Measurement and Performance Management 3 cr.
MIO-524 Training Theory 3 cr.
INDS-502 Statistics 3 cr.
OL-508 Systems Thinking 3 cr.

Thesis or Capstone Courses (3 credits)

OL-506 Thesis 3 cr.

or

OL-507 Capstone 3 cr.

(may be repeated multiple times for credit; 3 credit hours of thesis are required)

Total Credit Hours Required: 36

2019-2020 Catalog Addendum

Purpose of Addendum: Policy Modifications & Degree Requirement Changes

VANCOUVER CAMPUS

MASTER OF ARTS IN INDUSTRIAL AND ORGANIZATIONAL PSYCHOLOGY (MAIOP)

Program Overview

The Master of Arts in Industrial and Organizational Psychology degree program prepares graduates to work in a variety of areas related to organizational development and leadership for business, industry, and the public sector. The degree offers curricula that include an integration of theory, research, applied skills, and community service within disciplines of organizational psychology and organizational development/leadership practice as well as counselling theory and practice. Knowledge and skills developed in the programs will enable graduates to provide consultation to and leadership in organizational settings on the level of the individual, the work group, and organizational systems and structures.

This degree requires students to complete two practica: a 200-hour Social Justice Practicum and a 300- hour Organizational Psychology Practicum completed in an organizational setting.

The program also requires students to complete the MAIOP Master's Thesis to ensure students have the requisite understanding of research and critical analysis process and are fully prepared to undertake further academic pursuits.

Designed for the professional learner, the program is offered in a flexible weekday, weekday evening, and weekend format. This allows students to maintain their involvement with their work while completing the program.

Graduates are not eligible for registration as a clinical counsellor.

Admission Requirements

To be considered for admission, an applicant must meet the following criteria:

- A baccalaureate degree or equivalent from an accredited institution.
- A grade point average of 3.0 or higher on a 4.0 scale for all undergraduate or graduate coursework.
- The equivalent of six semester credit hours in baccalaureate level psychology with a grade of C or better. These courses must include introductory psychology and research methods.

Approved applicants will be evaluated through a writing sample and an interview as the final step in the application process. Students must complete all coursework required for the program at Adler University, Vancouver Campus. The only exceptions to this policy are any courses accepted for transfer credit in accordance with the University's official Transfer Credit Policy. For full details about our admissions requirements, visit adler.edu.

Degree Requirements

The following courses are required for this degree. It is strongly recommended that students take courses following the curriculum sequence described below to insure timely progress in meeting program requirements.

Successful completion of the following courses is required for this degree:

MAIOP-215	Leadership Development	3 cr.
MAIOP-220	Consulting Skills	1 cr.
MAIOP-222	Social Justice Practicum I	1 cr.
MAIOP-225	Social Justice Practicum II	1 cr.
MAIOP-515	Communication Theory and Practice	3 cr.
MAIOP-520	Intro to IO Psychology	1 cr.
MAIOP-523	Psychometrics Lab	1 cr.
MAIOP-525	Statistical Methods at Work	3 cr.
MAIOP-535	Ethics and Socially Responsible Practice	1 cr.
MAIOP-546	Research Methods in Organizational Psychology	3 cr.
MAIOP-547	Group Theory and Team Dynamics	3 cr.
MAIOP-551	MAIOP Thesis I	1 cr.
MAIOP-552	MAIOP Thesis II	1 cr.
MAIOP-553	MAIOP Thesis III	1 cr.
MAIOP-550	MAIOP Thesis Preparation	1 cr.
MAIOP-571	Organizational Systems and Structure	1 cr.
MAIOP-576	Strategic Human Resource Management	3 cr.
MAIOP-578	Personnel Selection and Assessment	3 cr.
MAIOP-580	Organizational Change and Development	3 cr.
MAIOP-585	Leadership and Coaching	3 cr.
MAIOP-586	Organizational Psychology Practicum	1 cr.
MAIOP-588	Organizational Psychology Practicum Seminar	1 cr.
MAIOP-590	Career Development and Executive Succession	1 cr.
MAIOP-591	Human Resource Development	1 cr.
MAIOP-641	Social Psychology and Well-Being	3 cr.

Total Credit Hours Required: 45

MASTER OF ARTS IN INDUSTRIAL AND ORGANIZATIONAL PSYCHOLOGY (MAIOP)

Curriculum Sequence

YEAR ONE

Fall Term

MAIOP-520	Intro to IO Psychology	(1cr)
MAIOP-641	Social Psychology and Well-Being	(3cr)
MAIOP-546	Research Methods in Organizational Psychology	(3cr)
MAIOP-535	Ethics and Socially Responsible Practice	(1cr)
MAIOP-222	Social Justice Practicum I	(1cr)

Term Credits = 9

Spring Term

MAIOP-215	Leadership Development	(3cr)
MAIOP-585	Leadership and Coaching	(3cr)
MAIOP-571	Organizational Systems and Structure	(1cr)

MAIOP-523	Psychometrics Lab	(1cr)
MAIOP-225	Social Justice Practicum II	(1cr)

Term Credits = 9

Summer Term

MAIOP-550	MAIOP Thesis Preparation	(1cr)
MAIOP-580	Organizational Change and Development	(3cr)
MAIOP-578	Personnel Selection and Assessment	(3cr)
MAIOP-220	Consulting Skills	(1cr)
MAIOP-590	Career Development and Executive Succession	(1cr)

Term Credits = 9

YEAR TWO

Fall Term

MAIOP-551	MAIOP Thesis I	(1cr)
MAIOP-515	Communication Theory and Practice	(3cr)
MAIOP-525	Statistical Methods at Work	(3cr)

Term Credits = 7

Spring Term

MAIOP 552	MAIOP Thesis II	(1cr)
MAIOP-576	Strategic Human Resource Management	(3cr)
MAIOP-547	Group Theory and Team Practice	(3cr)
MAIOP-591	Human Resource Development	(1cr)

Term Credits = 8

Summer Term

MAIOP 553	MAIOP Thesis III	(1cr)
MAIOP-586	Organizational Psychology Practicum	(1cr)
MAIOP-588	Organizational Psychology Practicum Seminar	(1cr)

Term Credits = 3

TOTAL CREDIT HOURS: 45

MASTER OF INDUSTRIAL AND ORGANIZATIONAL PSYCHOLOGY (MIOP)

Program Overview

The Master of Industrial and Organizational Psychology degree program prepares graduates to work in a variety of areas related to organizational development and leadership for business, industry, and the public sector. The degree offers curricula that include an integration of theory, research, applied skills, and community service within disciplines of organizational psychology and organizational development/leadership practice as well as counselling theory and practice. Knowledge and skills developed in the program will enable graduates to provide consultation to and leadership in organizational settings on the level of the individual, the work group, and organizational systems and structures.

This degree requires students to complete two practica: a 200-hour Social Justice Practicum and a 300-hour Organizational Psychology Practicum completed in an organizational setting.

The program also requires students to complete the MIOP Comprehensive Project to ensure students have the requisite understanding of research and critical analysis process and are fully prepared to undertake further academic pursuits.

Designed for the professional learner, the programs are offered in a flexible weekday, weekday evening, and weekend format. This allows students to maintain their involvement with their work while completing the program.

Graduates are not eligible for registration as a clinical counsellor.

Admission Requirements

To be considered for admission, an applicant must meet the following criteria:

- A baccalaureate degree or equivalent from an accredited institution.
- A grade point average of 3.0 or higher on a 4.0 scale for all undergraduate or graduate coursework.
- The equivalent of six semester credit hours in baccalaureate level psychology with a grade of C or better. These courses must include introductory psychology and research methods.

Approved applicants will be evaluated through a writing sample and an interview as the final step in the application process. Students must complete all coursework required for the program at Adler University, Vancouver Campus. The only exceptions to this policy are any courses accepted for transfer credit in accordance with the University's official Transfer Credit Policy. For full details about our admissions requirements, visit adler.edu.

Degree Requirements

The following courses are required for this degree. It is strongly recommended that students take courses following the curriculum sequence described below to insure timely progress in meeting program requirements.

Successful completion of the following courses is required for this degree:

MAIOP-215	Leadership Development	3 cr.
MAIOP-220	Consulting Skills	1 cr.
MAIOP-222	Social Justice Practicum I	1 cr.
MAIOP-225	Social Justice Practicum II	1 cr.
MAIOP-515	Communication Theory and Practice	3 cr.
MAIOP-520	Intro to IO Psychology	1 cr.

MAIOP-523	Psychometrics Lab	1 cr.
MAIOP-525	Statistical Methods at Work	3 cr.
MAIOP-535	Ethics and Socially Responsible Practice	1 cr.
MAIOP-546	Research Methods in Organizational Psychology	3 cr.
MAIOP-547	Group Theory and Team Dynamics	3 cr.
MIOP-553	MIOP Project	3 cr.
MIOP-550	MIOP Project Preparation	1 cr.
MAIOP-571	Organizational Systems and Structure	1 cr.
MAIOP-576	Strategic Human Resource Management	3 cr.
MAIOP-578	Personnel Selection and Assessment	3 cr.
MAIOP-580	Organizational Change and Development	3 cr.
MAIOP-585	Leadership and Coaching	3 cr.
MAIOP-586	Organizational Psychology Practicum	1 cr.
MAIOP-588	Organizational Psychology Practicum Seminar	1 cr.
MAIOP-590	Career Development and Executive Succession	1 cr.
MAIOP-591	Human Resource Development	1 cr.
MAIOP-641	Social Psychology and Well-Being	3 cr.

Total Credit Hours Required: 45

MASTER OF ARTS IN INDUSTRIAL AND ORGANIZATIONAL PSYCHOLOGY (MAIOP)

Curriculum Sequence

YEAR ONE

Fall Term

MAIOP-520	Intro to IO Psychology	(1cr)
MAIOP-641	Social Psychology and Well-Being	(3cr)
MAIOP-546	Research Methods in Organizational Psychology	(3cr)
MAIOP-535	Ethics and Socially Responsible Practice	(1cr)
MAIOP-222	Social Justice Practicum I	(1cr)

Term Credits = 9

Spring Term

MAIOP-215	Leadership Development	(3cr)
MAIOP-585	Leadership and Coaching	(3cr)
MAIOP-571	Organizational Systems and Structure	(1cr)
MAIOP-523	Psychometrics Lab	(1cr)
MAIOP-225	Social Justice Practicum II	(1cr)

Term Credits = 9

Summer Term

MIOP-550	MIOP Project Preparation	(1cr)
MAIOP-580	Organizational Change and Development	(3cr)
MAIOP-578	Personnel Selection and Assessment	(3cr)
MAIOP-220	Consulting Skills	(1cr)
MAIOP-590	Career Development and Executive Succession	(1cr)

Term Credits = 9

YEAR TWO

Fall Term

MIOP 553	MIOP Project	(3cr)
MAIOP-515	Communication Theory and Practice	(3cr)
MAIOP-525	Statistical Methods at Work	(3cr)

Term Credits = 9

Spring Term

MAIOP-576	Strategic Human Resource Management	(3cr)
MAIOP-547	Group Theory and Team Practice	(3cr)
MAIOP-591	Human Resource Development	(1cr)

Term Credits = 7

Summer Term

MAIOP-586	Organizational Psychology Practicum	(1cr)
MAIOP-588	Organizational Psychology Practicum Seminar	(1cr)

Term Credits = 2

TOTAL CREDIT HOURS: 45

COURSE DESCRIPTIONS—VANCOUVER CAMPUS

MAIOP-215 Leadership Development (Vancouver Campus) 3 Credits

This course addresses the principles of identifying and developing individual leader potential and organizational leadership capacity. Students will learn the contemporary state of leadership theory and practice, as well as the methodologies that coaches/counselors/ consultants use to advise and assist leaders in their professional development. The basic intention of the course is to help the student understand leader behaviour both in themselves and others, to develop a personal leadership philosophy, and to develop skills in evidence-based methodologies to assist individuals in their personal and professional development.

MAIOP-220 Consulting Skills (Vancouver Campus) 1 Credit

This course is designed to help the student develop the “core” organizational consulting skills. These include relationship skills with internal and external consulting clients, contracting, managing and delivering responses to requests for proposals (RFP’s), designing and delivering a training intervention, and the role and expectations of a consultant. It will provide detailed and comprehensive approaches, surveys, and materials necessary for undertaking and completing organizational consulting projects successfully. Conceptual understanding, reflection on learning and practical advice is offered.

MAIOP-222 Social Justice Practicum I (Vancouver Campus) 1 Credit

Students will acquire knowledge about community-based problems and the range of programs and services designed to address these problems; public health approaches, policy development, and implementation; and professional networking.

Throughout the process, students are contributing to others in the community on behalf of the degree that is being earned and also the profession to which the degree leads. Students represent the reputation of Adler University through the Social Justice Practicum. They are opening doors for psychology where there may have been a historical void, and making it more accessible and less stigmatizing for others to ask for help.

Upon graduating, students’ experiences will allow them to demonstrate knowledge, skills, and attitudes that reflect socially responsible practices. As professionals, students’ skill sets will reflect an awareness of the realities that confront our global society and the needs of the individuals in it.

MAIOP-225 Social Justice Practicum II (Vancouver Campus) 1 Credit

Students will acquire knowledge about community-based problems and the range of programs and services designed to address these problems; public health approaches, policy development, and implementation; and professional networking.

Throughout the process, students are contributing to others in the community on behalf of the degree that is being earned and also the profession to which the degree leads. Students represent the reputation of Adler University through the Social Justice Practicum. They are opening doors for

psychology where there may have been a historical void, and making it more accessible and less stigmatizing for others to ask for help.

Upon graduating, students' experiences will allow them to demonstrate knowledge, skills, and attitudes that reflect socially responsible practices. As professionals, students' skill sets will reflect an awareness of the realities that confront our global society and the needs of the individuals in it.

MAIOP-515 Communication Theory and Practice 3 Credits
(Vancouver Campus)

Being an effective consultant requires various skills including accurate self-awareness and effective interpersonal communication skills. This course is designed to assist you to become a 'conscious' practitioner in your professional role by employing reflective practice to increase your awareness of your communication style and skills, as well as set goals for development in this area. Further, this course offers opportunities to view how you present yourself in interpersonal and group interactions. The goal here is to enhance the likelihood of your success in all types of interactions and relationships both with individuals and in working to mobilize group performance.

This course will introduce basic theoretical concepts and skills designed to improve your communication competence and provide an opportunity to apply and practice these concepts and skills effectively in all aspects of interpersonal interactions. This course is specifically focused on communication skills that are necessary in carrying out the role of an organizational psychology consulting practitioner. Skills related to group communication will focus on how to use Liberating Structures and other creative strategies to transform a group's capacity for creative and collaborative action towards a desired future.

Interpersonal conflict management tests our ability to practice communication skills to build mutual understanding and work towards collaborative agreements. Theory and practice of collaborative process and skills will be focused on to build competence in addressing interpersonal conflicts both personally and professionally.

Ultimately the goal of this course is to raise the student's awareness of basic tools for effective communication in all aspects of the consultant/ client relationship as well as in engaging active participation in a group setting.

MAIOP 520 Introduction to IO Psychology 1 Credit
(Vancouver Campus)

This course will introduce the core domains of the Industrial Organizational (IO) Psychology. Students will be introduced to the field of IO psychology and its core principles and practices. This course will cover a wide variety of topics in order to expose students to the main organizational issues influenced by IO psychology. Furthermore, the students will gain an understanding of the various ways IO psychology contributes to organizations. In addition, students will be introduced to the core concepts of Adlerian Psychology and how they relate to the discipline of IO psychology. Through the use of case studies, students will explore Adlerian practices and core concepts in the field of IO psychology.

MAIOP-523 Psychometrics Lab 1 Credit
(Vancouver Campus)

With the increasing demand in evaluating the outcomes of organizational development initiatives, practitioners need to focus on the collection of valid and reliable data to inform policy decisions and to demonstrate to the funding authorities the effectiveness of their interventions. Additionally, organizations are expanding their definition of performance and are seeking customized and

sophisticated instruments to measure the performance these outcomes with integrity. In this course you will learn applied psychometric theory and techniques required to develop and validate measures of psychological constructs that are suitable for decision making in organizations. Particular emphasis will be placed on generating measurement items and rating scales and investigating the reliability and validity of psychological data using factor analytic procedures. The psychometric issues covered will be pertinent to the present day organizational psychologist as both informed consultant and active researcher.

MAIOP-525 Statistical Methods at Work 3 Credits
(Vancouver Campus)

This course is designed to provide students with knowledge and skills relevant to application of statistical analyses that are essential to supplement organizational effectiveness. Students will learn to translate organizational questions into research questions, determine appropriate statistical tools, and make decisions and solve problems in organizations based on quantitative data. Statistical techniques most commonly used in organizational settings will be covered, including distributions, correlations, probability, regression analyses, and group differences methodologies. Students will be provided with organizational data sets that they will use to gain competencies in framing and answering organizational questions, analyzing and interpreting quantitative data, and creatively presenting results to a variety of stakeholders, including a panel of practitioners. Finally, this course will prepare students for their thesis work by introducing a number of advanced statistical methods, such as meta-analysis and structural equation modeling.

MAIOP-535 Ethics and Socially Responsible Practice 1 Credit
(Vancouver Campus)

This course introduces students to the relevance and importance of ethics and social responsibility in business. The objectives are to increase students' awareness and understanding of ethical issues in business and the field of Organizational Psychology, and to provide useful conceptual tools to guide analysis and decisions. The ultimate intent of the course is to leave students better equipped to identify, think critically about, and resolve ethical issues that are encountered in their professional life at the individual, organizational, and societal levels. Some of the conceptual tools and frameworks to be discussed throughout the course include; Moral Theory, Reasoning, and Development, Ethical Decision-Making, and Corporate Social Responsibility Theory. The course will apply these conceptual tools and frameworks and the ways they impact various stakeholder groups including: shareholders; employees; consumers; suppliers, the natural environment, communities, and governments. The course concludes with a discussion of how companies can establish ethical corporate cultures.

MAIOP-546 Research Methods in Organizational Psychology 3 Credits
(Vancouver Campus)

This course discusses the assumptions and methods of a range of research designs used in organizational psychology research. A critical assessment is provided of the strengths and weaknesses of different research methods and their application to the study of individual, group, and organizational behaviour. Students are expected to generate a statement of a research problem of interest and then propose how this problem could be investigated through two different methodologies—one qualitative and one quantitative. Preparation of a research question and exploring options to answer this through research is intended to assist students in their eventual completion of the Master's Thesis Project.

MAIOP-550 MAIOP Thesis Preparation 1 Credit
(Vancouver Campus)

Prerequisite: MAIOP-546. This seminar will provide students with an opportunity to meet in a small group format with peers and their thesis advisor as part of the thesis advising process. With guidance from their Advisor and peers, students will review and discuss their thesis topics and research methodologies with the goal of developing, refining and completing their thesis concept paper by the end of the course. Students will also learn about the ethical responsibilities related to conducting psychological research.

MIOP-550 MIOP Project Preparation 1 Credit
(Vancouver Campus)

Prerequisite: MAIOP-546. This seminar will provide students with an opportunity to meet in a small group format with peers and their instructor to organize and develop the focus for the Comprehensive Specialty Project. With guidance from their instructor and peers, students will review and discuss their project topics and methodologies with the goal of developing, refining, and completing their project concept paper by the end of the course.

MAIOP-571 Organizational Systems and Structure 1 Credit
(Vancouver Campus)

This course will provide an overview of organizational design theory relevant to the IO practitioner. The basic concepts of structure and dynamics of organizations as open systems will be introduced, along with other important organizational factors such as life cycle and culture. The focus will be given on interrelationship between the external environment, technology, structure, and organizational culture and change management. Students will also learn the practical applications of organization design and organization development concepts and the implications for the effective management of organizations.

MAIOP-576 Strategic Human Resource Management 3 Credits
(Vancouver Campus)

This course provides students with an introduction to human resource management and the role of psychological theory and methodology in promoting strategic utilization and development of human resources in organizations. Current developments in the behavioural sciences as they apply to the business organization are stressed. Applied psychology in the workplace is explored through the study of best practices in the areas of job analysis, performance development, recruitment, selection, and training.

MAIOP-578 Personnel Selection and Assessment 3 Credits
(Vancouver Campus)

This course focuses on how to conduct practical and professional psychological assessments for the purpose of personnel selection and development in organizational settings. Students will learn applied psychometric theory and how to evaluate, select, administer, score, interpret, and integrate the findings from the most commonly used psychological assessment techniques in the field of organizational psychology. Students will also examine legal and ethical context of personnel selection in Canada. The primary emphasis of the course is placed on behavioural interviewing, personality inventories, cognitive ability tests, vocational interest inventories, work samples, and simulations. These techniques will be taught in the context of assisting organizations in selecting and developing leaders.

**MAIOP-591 Human Resource Development (HRD)
(Vancouver Campus)**

1 Credit

This course will introduce students to core concepts and theories of adult learning and development. In addition, students will be introduced to the principles and practice of training and development. More specifically, the focus will be on theories, methodologies, and best practices for designing and implementing effective training programs in organizations. In addition to theory and research, students will be able to develop practical skills through assignments focused on curriculum design, presentation skills development, and application of adult learning and development tools.

**MAIOP-641 Social Psychology and Well-Being
(Vancouver Campus)**

3 Credits

This course focuses on the social psychology concepts and processes to understand the interaction between self, people, and organizations. It addresses, the interplay between social psychological processes and organizational systems, and how these processes shape individual and organizational well-being. Students will be provided an overview of social theories, concepts and models and research that apply to our understanding of individual well-being in organizations, as well as an application of social and positive psychological theory and research to enhance performance and well-being. Students will learn the role of work in creating positive emotional experiences, engagement, meaning, and high-quality connections. The class deals with models of job-related well-being and empirical findings from occupational health and positive organizational scholarship; it explores the issues associated with the measurement of emotional experience and their causes and antecedents, and demonstrates the analytical procedures and techniques for testing various models of well-being and strain.