**Adler University**

**2020-2021 Catalog Addendum**

# 2020-2021 CATALOG ADDENDUM CONTENTS

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  - *Addition of course option to the elective coursework requirement*

- Master of Arts in Couple and Family Therapy – *11/16/2020*

  - *Addition of course option to the elective coursework requirement*

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- Doctor of Philosophy in Industrial and Organizational Psychology – *12/15/2020*

  - *Addition of course options to the "Elective Coursework" requirement*

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- Master of Arts in Industrial and Organizational Psychology – *11/19/2020*

  - *Update requirements for the completion of Thesis*

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  - *Update requirements for the completion of Thesis*

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**Course Addition**

- SJP-521 – Social Justice Practicum Continuation (all programs) – *9/25/2020*

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  - *Change in credits for MPPA-660; change in curriculum sequence*

- Master of Arts in Industrial and Organizational Psychology – *11/19/2020*

  - *MAIOP-582 replaced MAIOP-585; MIOP-553 replaced MIOP-554; change in curriculum sequence*

- Master of Industrial and Organizational Psychology - *11/19/2020*

  - *MAIOP-582 replaced MAIOP-585; MIOP-553 replaced MIOP-554; change in curriculum sequence*

- Masters of Counselling Psychology: Art Therapy Program – 01/08/2021

  - *Change to graduation requirement #2*

# CATALOG ADDENDUM

Purpose of Addendum: Addition of policy.

## Pending Tuition and Fee Payments

Students utilizing Post 9/11 G.I. Bill® (Ch. 33) or Vocational Rehabilitation and Employment (Ch. 31) education benefits may have a tuition and fees payment sent directly to Adler University. While the tuition and fee payment is pending from the U.S. Department of Veterans Affairs, Adler will not take any of the following actions:

- Prevent enrollment;
- Assess a late payment fee;
- Require alternative or additional funding; or
- Deny access to any resources (access to classes, libraries, or other Adler facilities) available to other students who have satisfied their tuition and fee bills.

This pending payment provision supersedes other policies listed elsewhere in the Course Catalog.

To qualify for this provision, Ch. 31 and 33 students may be required to submit the following to the Office of Financial Aid:

- Provide a Certificate of Eligibility by the first day of class;
- Submit a written request to be certified;
- Provide additional information needed in order for the Office of Financial Aid to properly certify enrollment to the VA.

**Catalog Addendum**

**Program:** **Doctor of Philosophy in Couple and Family Therapy**

**Master of Arts in Couple and Family Therapy**

**Purpose of Addendum:** added elective to the CFT Department

**Date of Change:** Spring 2021

The CFT Department is adding the one credit elective, CFTD-711 Couples and Families in Crisis: Forensic Work from a Systemic Perspective effective spring 2021.

**CFTD-711** **Couples and Families in Crisis: Forensic Work from a** **1 cr.**

**Systemic Perspective**

This one credit elective course offers insight into working with couples and families in unique crisis situations and special populations. Topics include: working with victims of intimate partner violence and when children are witnesses; persons who use violence against their partners; children with trauma reactions related to having witnessed violence; childhood sexual abuse and incest survivors; undocumented immigrants; survivors of natural disasters; first responders; and foster families.

# CATALOG ADDENDUM

Purpose of Addendum: Course addition.

**Online Campus**

**SJP-521: Social Justice Practicum Continuation**

**Number of Credits:** 0

**Course Description:**

Students are required to register for this course should they not be able to meet the benchmarks of SJP-515, SJP-516, SJP-517, or SJP-518 in the time allotted. Students may also register for this course when returning to SJP after a leave of absence.

The Social Justice Practicum (SJP) is a first-year, non-clinical and non-discipline specific experiential practicum that begins in the Fall Term. 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 no life credit is admissible to meet this requirement.

**Catalog Addendum – Ph.D. in Industrial and Organizational Psychology - (DIOP)**

Purpose: This addendum is to list additional elective course options to the curriculum.

**Degree Requirements**

This program requires students to complete 90 post-baccalaureate credit hours, 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 core courses, with the exception of IOP-798 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 the research phase of their dissertation.

The program will consist of 90 credit hours, which includes requisite, core, elective, thesis/capstone, and practicum requirements.

**Requisite coursework (may come from MA degree): 14 credits**
  •  SJP-515 Social Justice Practicum I (0.5 credits)*
  •  SJP-516 Social Justice Practicum II (0.5 credits)*
  •  SJP-517 Social Justice Practicum III (0.5 credits)*
  •  SJP-518 Social Justice Practicum IV (0.5 credits)*
  •  INDS-502 Statistics (3 credits)
  •  INDS-503 Research Methods (3 credits)
  •  MIO-502 Organizational Theory (3 credits)
  •  MIO-504 Organizational Development and Change (3 credits)

**Core coursework 37 credits**

| IOP-700 | History and Systems of Psychology in Industrial and Organizational Psychology | 3 cr. |
| IOP-701 | Ethical, Legal, and Professional Issues | 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-708 | Advanced Research Methods and Design I Qualitative Methods | 3 cr. |
| IOP-709 | Advanced Research Methods and Design II Quantitative Methods | 3 cr. |

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| IOP-710 | Advanced Human Factors | 3 cr. |
| IOP-713 | Leadership and Management | 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-798 | Socially Responsible Practice Seminar | 1 cr. |

## Comprehensive Exam 3 credits

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|---|---|---|
| IOP-800 | Doctoral Qualifying Examination Seminar | 3 cr. |

## Dissertation 12 credits

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|---|---|---|
| IOP-801 | Dissertation (may be repeated multiple times for credit; minimum of 12 credit hours of dissertation are required.) | 1-3 cr. |

## Elective coursework 24 credits

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|---|---|---|
| MIO-507 | Consumer and Employee Attitudes | 3 cr. |
| MIO-509 | Group Dynamics | 3 cr. |
| MIO-523 | Coaching and Consulting | 3 cr. |
| MIO-524 | Training Theory | 3 cr. |
| IOP-702 | Advanced Organizational Theory– 3 cr. | |
| IOP-706 | Advanced Consulting Skills | 3 cr. |
| IOP-707 | Attitude Theory, Measurement, and Change | 3 cr. |
| IOP-711 | Assessment of Individual Differences | 3 cr. |
| IOP-712 | Advanced Talent Management and Motivation | 3 cr. |
| IOP-714 | Advanced Performance Management and Feedback | 3 cr. |

*Coursework from any Online Campus MA level program with Program Director approval.*

**Master's or previous graduate credit that does not directly align with requisite or core coursework may count toward elective credit***

|  | 90 credits |
|---|---|

*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.*

**Catalog Addendum**

**Doctor of Philosophy in Organizational Leadership**

**Purpose: This addendum is to list additional elective course options to the curriculum.**

## Program Overview

The Ph.D. in Organizational Leadership will allow graduates to influence and invigorate organizations around the world as scholars, practitioners, and/or entrepreneurs. Students will have the ability to impact: organizational and system transformation; innovation across commercial, public, and social contexts; solution-building for complex social challenges; and socially conscious organizational leadership. Students will develop a strong foundation in the theory and application of various contemporary leadership models, including both vertical and horizontal approaches to leadership. This program provides students with multiple opportunities to acquire leadership qualities and knowledge of specific practices. Further, students will enhance their ability to critically analyze research and data for the strategic and ethical implementation of organizational or societal initiatives.

The Doctoral program will focus on providing students with innovative, organizational leadership practices that can be applied across a wide range of professional settings. Scholar-practitioners will conduct high quality research on organizational leadership and innovation, and disseminate it to scholarly and other audiences. Doctoral candidates will be prepared to teach others in academic and industry specific settings. Doctoral candidates will engage in service and outreach that enhances scholarship and its public impact. They will also be expected to conduct research with teleological objectives and social purpose. The program will prepare candidates to excel as thought leaders in a variety of institutional settings, including universities, industry and government, the nonprofit sector, and think tanks.

## Program Objectives

Upon completion of this degree program, graduates will be able to:
1. Apply existing and develop new contemporary leadership models and/or theories to support organizational effectiveness in a global environment.
2. Implement practical, data-driven research that informs leadership decisions and contributes to the existing body of knowledge.
3. Synthesize new knowledge to inform decision making at operational and strategic levels of an organization.
4. Engage in Knowledge Translation and Exchange using advanced communication skills and awareness of cultural differences in global and domestic business interactions.
5. Analyze problems from a diverse perspective, including critical theory, to evaluate contemporary leadership practices. **[SRP]**
6. Assess the ethical and strategic performance of business entities, taking into account cross-functional environments as they affect ethical decision making in domestic and global organizations.

**Minimum Admission Requirements**

1.  A master's degree, by the date of matriculation, in Organizational Leadership or a related discipline.
    a.  Applicants who did not graduate from Adler University's Master of Arts in Organizational Leadership or an equivalent program will be required to complete the equivalency requirements in addition to the doctoral curriculum. (See Program Requisites below)
2.  A cumulative Grade Point Average (GPA) of 3.0 or better (on a 4.0 scale) in their master's degree.
    a.  Successful applicants typically have a grade point average of 3.25 or higher on a 4.0 scale for graduate-level coursework.
3.  Two letters of recommendation from an individual who can speak to the applicant's likelihood of success in a doctoral program
4.  A writing sample (e.g. a publication, report or an essay or paper previously submitted as an assignment).
5.  An admissions interview.

*Applicants who are graduates, in good standing, from Adler University's Master of Arts in Organizational Leadership may have one letter of recommendation, the writing sample, and/or interview waived.

Program Requisites

Applicants who did not graduate from Adler University's Master of Arts in Organizational Leadership or an equivalent program will be assessed to determine whether they have adequate coursework in the following master's-level course areas, with a letter grade of B or better, and whether they need to complete additional master's-level courses prior to beginning the doctoral program.

**Course Areas and Equivalent Courses at Adler**

SJP-515 Social Justice Practicum I .5 credits
SJP-516 Social Justice Practicum II .5 credits
SJP-517 Social Justice Practicum III .5 credits
SJP-518 Social Justice Practicum IV .5 credits
INDS 502 Statistics 3 credits
INDS 503 Research Methods 3 credits
OL 500 Leadership & Management Philosophies 3 credits
OL 501 Organizational Culture & Design 3 credits

**Provisional Admission Status**

Applicants admitted on a provisional basis must submit all outstanding collateral,
as defined in their acceptance letter, prior to the end of their first course
to achieve full admission status and continue in the program. Applicants
not meeting this standard may be dismissed from the University.

**Degree Requirements**
The program will consist of 90 post-baccalaureate credit hours, which includes requisite,
core, elective, thesis/capstone, and practicum requirements.

**Requisite coursework (may come from MA degree): 14 credits**
SJP-515 Social Justice Practicum I (0.5 credits)*
SJP-516 Social Justice Practicum II (0.5 credits)*
SJP-517 Social Justice Practicum III (0.5 credits)*
SJP-518 Social Justice Practicum IV (0.5 credits)*
INDS-502 Statistics (3 credits)
INDS-503 Research Methods (3 credits)
OL-500 Leadership & Management Philosophies (3 credits)
OL-501 Organizational Culture & Design (3 credits)
**Core coursework 34 credits**
OL-700 Contemporary Perspectives in Org Leadership Theory (3 credits)
OL-701 Followership (3 credits)
IOP-716 Advanced Group Dynamics (3 credits)
OL-702 Organizational Culture and Climate (3 credits)
OL-703 Advanced Leadership Communication Strategies (3 credits)
IOP-701 Ethical, Legal, and Professional Issues (3 credits)
OL-704 Diversity and Inclusion (3 credits)
OL-705 Leading Innovation (3 credits)
IOP-708 Advanced Research Methods & Design: Qualitative Methods (3 credits)
IOP-709 Advanced Research Methods: Quantitative Methods (3 credits)
OL-706 Analyzing & Interpreting Research (3 credits)
OL-711 Socially Responsible Practice Seminar (1 credit)
**Comprehensive Exam 3 credits**
OL-707 Comprehensive Exams (3 credits)
**Dissertation 12 credits**
OL-708 Doctoral Dissertation (12 credits)
**Electives 27 credits**

IOP-714 Advanced Performance Management & Feedback (3 credits)
IOP-706 Advanced Consulting Skills (3 credits)
PPC-507 Business & Government Policy (3 credits)
MPA-610 Advocacy Strategy & Tactics for Social Change (3 credits)
OL-502 Leading High Impact Teams (3 credits)
OL-503 Innovation Process (3 credits)
OL-504 Leadership Assessment & Feedback Coaching (3 credits)
OL-505 Entrepreneurship (3 credits)
OL-508 Systems Thinking (3 credits)
OL-709 Human Resources Management (3 credits)
OL-710 Building Agility and Resilience (3 credits)

*Coursework from any Online Campus MA level program with Program Director approval.*

**Master's or previous graduate credit that does not directly align with requisite or core coursework may count toward elective credit***

90 Credits

## Doctoral Qualifying Exams

Doctoral qualifying exams are a key feature of the Ph.D. program and allow students to demonstrate understanding and application of the program material before formally embarking on their dissertation process. Students are eligible to apply to take comprehensive exams after all program coursework has been completed. Doctoral qualifying exams will take place during a predetermined course, and students will need to indicate their desire to take doctoral qualifying exams by signing up via the formal Doctoral Qualifying Exam Application Process. This process not only designates the exact time interactive components
of the exam will take place, but will act as a review of the student's current course standing and course completion status to ensure the student is eligible to take doctoral qualifying exams at that time.

The content of doctoral qualifying exams is made up of both written responses and a "live" presentation/discussion format.

- **Written component:** Students will receive three prompts and be required to respond, in writing, to two of the three prompts during the course. Written components will include literature reviews and should incorporate research aligned to the student's dissertation topic. Prompts will be given to students three weeks before responses are due. Replies to the prompts will be due by a specific date and time, and failure to submit responses by the deadline will render the student's submission ineligible. Late deliverables are not accepted for doctoral qualifying

exam submissions. Further information on the detail needed for the written component will be given after the student receives approval to participate in the doctoral qualifying exams.

- **Presentation component:** After submission of the written component, students will have one week to prepare for and deliver a "live" online meeting to present ideas and recommendations related to one of the written prompts. The live meeting will be interactive, and students will be expected to field questions related to their ideas and recommendations. Further information on the detail needed for the presentation component will be given after the student receives approval to participate in the doctoral qualifying exams.

## Dissertation

The dissertation is the capstone of the Ph.D. program and showcases a student's research skills, critical thinking, and command of theories and data related to a topic of his or her choosing. Prior to working on the dissertation, students must complete all required coursework and pass the doctoral qualifying exams. In order to register for dissertation credit hours, students must be in compliance with the Satisfactory Academic Progress (SAP) policy.

Upon successfully passing the competency exams, students will be assigned to a Dissertation Chair. The Dissertation Chair will select committee members who have experience and expertise related to the dissertation topic. These additional committee members, as well as the chair, serve as the formal dissertation committee for the student.

Ushering the dissertation process along is a student-owned process. Students should meet with their Dissertation Chair to discuss possible dissertation topics and plans for completing the dissertation. Dissertation Chairs can provide perspective on research needed, as well as possible measurement strategies. Students should be meeting with the Dissertation Chair on an agreed-upon schedule. Students should also work with the appointed committee members to understand their expectations on key milestones, drafts to be submitted, and so on.

Students should incorporate feedback given by the Dissertation Chair and committee on all iterations of the dissertation deliverables. Students will continue to work on the dissertation to refine it and incorporate feedback, until such a point when a decision will be collaboratively made by the student and the Dissertation Chair that a dissertation defense may be scheduled. A date for presenting the final dissertation will be selected by the Dissertation Chair and the student. In the dissertation defense, students will present their materials to the committee and demonstrate their ability to discuss research, hypotheses, data, and findings on their selected topic and respond to questions posed by

the committee. Dissertation defenses are open to the academic community, and individuals outside of the dissertation committee may be in attendance. Typically, revisions to the dissertation will need to be addressed after the defense. After a student has presented his or her findings during the defense, the committee will make one of the following decisions:

- Student does not pass
- Student passes with major revisions needed; core analyses and/or theories need to be reworked, the literature review needs to be enhanced, and so on
- Student passes with minor revisions needed; edits needed are likely cosmetic and could include creating a better reading flow in the document or clarifying points or findings for greater impact
- Student passes with no revisions needed; the committee determines no revisions are needed

**Optional Professional Portfolio**

For the benefit of capitalizing on career opportunities and aspirations, Adler University offers an optional professional portfolio submission. Students are strongly encouraged to build and submit a professional portfolio at the conclusion of the program because professional portfolios and/or examples of student work may be requested during the hiring process. Students will receive constructive feedback on ways to enhance the portfolio for greatest impact. A template will be provided specifying what should be addressed in the portfolio, including course activities, comprehensive exam responses, and dissertation outputs.

**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. Satisfactory completion of the Doctoral Qualifying Examination
4. Satisfactory completion of a doctoral dissertation proposal, dissertation, oral defense, and submission of the final document
5. A cumulative grade point average of 3.0 or higher
6. Submission of completed Graduation Application and full payment of all outstanding tuition and fees
7. Faculty approval for graduation and recommendation to the Board of Trustees for the conferral of the Doctor of Philosophy in Organizational Leadership

**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.

## Course Descriptions

**PPA 510      Advocacy Strategy & Tactics for Social Change      3 credits**
This course explores theories of change and impactful social movements as a means of preparing students to lead change processes. It examines the activities, contexts, challenges and ethics of community-based social change as they relate to organizations and institutional systems, work/task groups and individuals and the role of the community leaders in these processes. The course focuses on strategies and tactics to impact policy level change and how they may be used to create social equity in today's political and social systems. Students will be encouraged to examine how advocacy groups, delivery systems and community organizations can work with all orders of government to address issues of social change. The course will also explore ways in which the involvement of community members can lead to the construction of socially just policies and services that impact on marginalized individuals and groups.

**OL 500                    Leadership & Management Philosophies    3 credits** This course explores fundamental leadership and management concepts at the individual, team, and organizational levels. This course will give students the opportunity to explore leadership and followership dynamics, as well as the role it plays in enhancing leadership capabilities and experiences. In addition, there is an emphasis on self-awareness and

on understanding the importance of accountability and responsibility on individual, team, and organizational levels. The course presents a comprehensive, integrative, and practical focus related to leadership theory and management philosophies. Further, the course

provides students with the opportunity to apply pertinent theories learned through literature and to enhance personal skill development through self-assessment exercises. Students will develop competitive knowledge, skills, and abilities for operating in today's global organizations.

**OL 501　　　　　　Organizational Culture & Design　　　　3 credits** This course explores organizational culture at the interface of theory and practice to bring clarity, context, relevance, and understanding to the topic. Future leaders will be prepared to use their knowledge as a powerful tool in creating a sustainable high performance organization. This course will also explore the interface of organization design and organizational identity, which will prepare graduates to design systems and processes

that influence and respond to culture. Essential challenges to leadership will be explored, such as organizational culture alignment, in an increasingly dynamic climate.

**OL 502　　　　　　Leading High Impact Teams　　　　3 credits** In this course, students will learn how to lead high-performing teams that are collaborative, consistently learning, and able to achieve bottom line results. Specifically, students will learn best practices for composing a team and aligning individual and team goals. This course explores how to establish roles, build structures, and manage decision-making so that teams excel. This course will also help students manage conflict and build trust, elements which have a profound impact on team performance. After completing this course, students will have a set of tools and practices that will enable them to effectively set up, run, evaluate, and continuously improve teams within organizations.

**OL 503　　　　　　Innovation Process**
**3 credits**
Understanding how innovation occurs within and outside of individual organizations is essential for entrepreneurs, policymakers, and researchers. Innovation in the creation and implementation of a new product, process, or service occurs within complex systems;
and system characteristics can help or hinder innovation. This course will emphasize the non-linear and complex nature of innovation, preparing students for the uncertainty that accompanies innovation and change

initiatives. Theoretical frameworks will be presented from the literature and diverse examples will be presented to illustrate the ways in which organizations may navigate economic and regulatory environments, the impact of socio-economic context, and how policy can improve innovation systems.

**OL 504        Leadership Assessment & Feedback Coaching**
**3 credits** This course introduces students to the principles of individual assessment and their role in leadership development. Frameworks for conceptualizing the assessment process and specific strategies for assessing individual personality, cognitive ability, and workplace relevant behaviors (such as leadership skills, managerial styles, teamwork and other interpersonal skills, etc) will be considered. This course emphasizes strategies for the development of an ethical, individually-focused assessment process. Students gain experience in choosing appropriate, valid, and reliable instruments, incorporating non-test assessment strategies (such as interviewing and behavioral analysis) and interpreting and integrating assessment data. Included are considerations for providing feedback coaching and informative assessment reports for coaching clients at each level of the organization.

**OL 505        Entrepreneurship        3 credits**
This course introduces students to entrepreneurship and the development of the entrepreneurial mindset. Students will learn about the entrepreneurial process, skills required, and the necessary resilience to meet their business goals. This course is designed to help students evaluate the business skills and commitment necessary to successfully operate an entrepreneurial venture. Included is a consideration of challenges and rewards of entrepreneurship. Students will also be introduced to socially responsible entrepreneurship and intrapreneurship that will bolster leadership capabilities for founding new organizations and improving existing organizations.

**OL-506        Thesis        1-3 credits**
Course may be taken multiple times for credit. The M.A. Thesis is a student-directed study conducted in consultation with an assigned Chair and Reader in an area of organizational leadership with relevance to the curriculum. The research culminates in the completion of a scholarly paper of publishable quality in accordance with Adler University guidelines and standards outlined by the American Psychological Association. This course provides support and structure for the thesis process.

**OL-507** **Capstone** **1-3 credits** The Capstone course provides students with a unique opportunity to complete a project that will reflect their learning and training experiences throughout the program. This project will require students to communicate with a "client" organization during which they will develop the ability to determine and communicate socially responsible recommendations based on their learnings in organizational leadership. Students will identify, with their client, a current or emerging business, policy, or organizational challenge, and complete
an applied research project that demonstrates their mastery of culturally competent engagement as a socially responsible practitioner.

**OL 508** **Systems Thinking** **3 credits**
Complex challenges and issues involve the interplay of a multitude of stakeholders, organizations, and institutions. Students will be introduced to systems design, theory, and methods to identify and design systemic interventions for social, policy, and business change. This course will prepare students to identify leverage points for intervention; evaluate the cascade effect of decisions and policies throughout a system; and effectively
communicate to stakeholders how different elements of a complex challenge interconnect. This course will encourage students to identify and analyze broad questions and consider unintended consequences. While not a data visualization course, students will be encouraged to think visually and map systemic interactions to enhance their analytical abilities.

**OL 700**            **Contemporary Perspectives in Org Theory**
**3 credits**

This course presents a comprehensive, integrative, and practical perspective on contemporary leadership theories that have emerged over the past several decades. Additionally, the course explores how individuals can build their leadership capabilities while acting with authenticity, integrity, and creativity. The course presents an Adlerian perspective on leadership styles and explores Adlerian approaches to democratic leadership. Included is a special consideration of designing one's personal philosophy of leadership. Further, this course firmly distinguishes leadership from management. There is an emphasis on how skills and abilities in leadership and management can be developed and applied by individuals in order to make a difference in organizations, communities, and/or societies. Ultimately, the course is intended to help students become more effective leaders in contexts where they currently serve or in contexts to which they aspire.

**OL 701**            **Followership**
**3 credits**

The purpose of this course is to move away from leader-centered theory to more integrated theory that includes the leader's relationship with and influence on followers. In doing so, this course will take into account not only those who exercise power, authority, and influence; but also those on whom power, authority, and influence are being exercised. Students will learn about different theories and definitions of followership, various ways followers can be categorized, and how followers often become subtle but influential leaders. Students will explore Adlerian view of organizational dynamics and Adlerian approaches to democratic organizational leadership. This course will help students to understand that the ability to take direction, get behind a plan and be a team player is as important as leadership to the success of an organization. To that end, the best leaders are also effective followers.

**OL 702**            **Organizational Culture and Climate**
**3 credits**

This course examines how organizational culture and climate can be bolstered and transformed. Through comprehensive assessment and understanding of an organization's current strengths and weaknesses, leaders can use culture to help attract and retain loyal and committed employees. This, in turn, can strengthen relationships with customers and other partners. This course will analyze the relationship between culture and strategy, seeking alignment between the two. The different kinds of cultures seen in high performing and low performing organizations will be explored in an effort to understand how cultural content affects organizational climate, behavior and business results. By the end of this course, students will gain an appreciation for how culture is learned and internalized based on ceremonies, myths, rituals, and symbols.

**OL 703**            **Advanced Leadership Communication Strategies**
**3 credits**

This course presents effective communication as an integral component of leadership strategy. A leader's competence in this area will aid in developing a foundation for designing effective messages, both written and oral, from concept to delivery. This course will allow students to develop a communication model that appropriately leverages the power of diverse audience perspectives while crafting persuasive messaging that will serve as a catalyst for change and innovation. The course incorporates Adlerian leadership principles, including the Adlerian Law of Movement as applied to organizations. In addition, students will be introduced to interactive oral and interpersonal communication skills critical to leaders, including strategies for presenting to a resistant audience, running effective and productive meetings, active listening, and contributing to group decision-making.

**OL 704**          **Diversity and Inclusion**
**3 credits**

This course will introduce and advance students' exposure to issues of accessibility, and the full range of human diversity including ability, language, culture, gender and age. The course will engage these different issues, addressing how different viewpoints can impact the interpretation and utility of knowledge. Additionally, this course will focus on how the application of different leadership principles and theories would not be applicable or would have to be changed in order to better engage with stakeholders. Furthermore, knowledge and theories from non-Western and/or critical viewpoints will be explored to challenge assumptions within the traditional organizational leadership and innovation scholarship.

**OL 705**          **Leading Innovation**
**3 credits**

This course will explore how innovation involves developing a consensus in multi-stakeholder groups, managing organizational change or leading the development of an innovative product or service. Innovation requires leadership that has vision, the ability to inspire and empower others, and courageously make strategic decisions. This course also addresses the consequences of various leadership styles that can thwart the innovation process. In addition, students will be encouraged to embrace failure not only as a potential barrier, but as an opportunity to leverage learning for future organizational success.

**DOL 706**          **Analyzing & Interpreting Research**
**3 credits**

The course will allow students to understand the process through which data becomes information, information becomes knowledge, and how knowledge can be exchanged and transferred among different stakeholders. Students will observe how different theoretical lenses, ethical and cultural values, and personal backgrounds can shape the interpretation of data and information. Effective sharing of knowledge will depend on understanding an organization's needs, as well as leadership objectives and concerns. The course will cover cognitive aspects of knowledge creation, the importance of narrative in the interpretation and communication of knowledge, and the importance of different ways of knowledge transfer for different audiences.

**OL 707　　　　　　　　　Comprehensive Exams**
**3 credits**
The purpose of the exams is to assess student's mastery of Organizational Leadership content delivered throughout the program, and to gauge student's readiness for future doctoral work. Evidence of this mastery is required for students to proceed with the dissertation phases of the program.
The content of doctoral qualifying exams are made up of both written responses and "live" presentation/discussion format.

- Written component: Students will receive three (3) prompts and be required to respond, in writing, to 2 of the 3 prompts. Written components will include components of literature review and should incorporate research aligned to the student's dissertation topic. Prompts will be given to students 3 weeks before responses are due. Replies to the prompts will be due by a specific date and time and failure to submit by the deadline will render the student's submission ineligible. Late deliverables are not accepted for doctoral qualifying exam submissions. Further information on the detail needed for the written component will be given after the student receives approval to participate in the doctoral qualifying exams.
- Presentation component: After submission of the written component, students will have 1 week to prepare for and deliver a *live* online meeting to present ideas and recommendations related to one of the written prompts. The live meeting will be interactive and students will be expected to field questions related to their ideas and recommendations. Further information on the detail needed for the presentation component will be given after the student receives approval to participate in the doctoral qualifying exams.

**OL 708　　　　　　　　Doctoral Dissertation**
**1-3  credits**
Course may be taken multiple times for credit. This course provides support and structure to the preparation and completion of the dissertation prospectus. Students will take this course to conduct research on a topic area or idea for the dissertation. This course will consist of the student reviewing the dissertation handbook and meeting with the faculty member serving as the dissertation chair on an agreed upon schedule. The deliverables for this course include: a finalized prospectus including the problem being studied, a bibliography of sources to examine the work that has been done to study the problem in the literature, and an outline for an approach for further research as a first set of milestones; it will also include the final dissertation report/manuscript, and an oral defense of the dissertation in front of an examination committee.

**OL 709　　　　　　　　Human Resources Management**
**3 credits**
This course examines everyday issues facing organizations such as attracting, selecting, and maintaining a productive workforce in today's competitive operating environment. Further, other nuances such as training and development, compensation, and employee performance evaluation will be discussed. Students will learn how to

make the most effective use of their human capital through the use of human resource management strategy, organizational staffing, total rewards, employee and labor relations, and risk management. Students will also examine the responsibilities of organizational leadership for incorporating human resource issues in strategic planning and initiatives. The operational and administrative roles of human resource management will be emphasized, demonstrating that HR management is an important, complex, and strategic organizational activity that transcends accepting employment applications and keeping records.

**OL 710                Building Agility and Resilience**
**3 credits**

This course will examine the impact of resilient leadership on organizational sustainability. In particular, resilience will be explored on the individual, team and organizational level. Students will learn how to ensure their own health and productivity, as well as increase their accountability and adaptability. Students will also learn how to assist their team(s) with developing these skills and competencies. Doing so, will allow leaders to foster a culture of mindfulness, resilience, and adaptability within their organization. Topics covered will include fundamentals of resilience, the mindset and behaviour of a resilient leader, strategies for building and maintaining resilient teams and organizations, and identifying risks that may impact an organization and its agility/ability to change.

**OL 711                Socially Responsible Practice Seminar      1 credit**

This course will address current topics in the field of organizational leadership emphasizing socially responsible practice. Specific content to be covered will vary based on what is relevant at the time and will be specified prior to the semester in which the seminar is offered. Students are encouraged to use the material provided in DOL 711 to inform ideas and direction for the dissertation. During this course, students will also be prompted to begin working on the optional professional portfolio, with guidance provided for content and projects to include in the submission.

**PAC-507              Public Management and Leadership   3 Credits**

This course introduces the knowledge and skills related to strategic management and leadership in government and public services, including the articulation and aligning of organizational goals in accordance with the mission; negotiating the complexities between service delivery and resource constraints; managing organizational changes; establishing measurements for outcomes; creating efficiency within production; and maintaining high staff motivation. Important strategic actions considered include developing an organiza- tional mission and vision; developing means of accountability and legitimacy; the use of e-government technology in developing and managing challenges in the delivery of services and information electronically to constituents; understanding and employing new tools for government including privatization and contracting; restructuring an

organization; shaping organizational culture; and developing human capital.

**Catalog Addendum – AY 2020/2021**

**Purpose: To update requirements for the completion of the MA Thesis.**

**MA in Industrial and Organizational Psychology Degree Requirements**

## Degree Requirements

**Core Courses (25 Credits)**

| | | |
|---|---|---|
| MIO-502 | Organizational Theory | 3 cr. |
| INDS-502 | Statistics | 3 cr. |
| INDS-503 | Research Methods | 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. |
| MIO-524 | Training Theory | 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 (6 Credits**; *Note: Students electing to complete the Human Resources Management Concentration will take* **three (3)** *elective courses: MIO-520; MIO-527 and MIO-528)*

| | | |
|---|---|---|
| MIO-520 | Workplace Measurement and Performance Management | 3 cr. |
| MIO-523 | Coaching and Consulting | 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. |
| MIO-527 | Overview of Human Resources Management | 3 cr. |
| MIO-528 | Risk and Change Management | 3 cr. |

**Thesis or Capstone Courses (3 credits)**

| | | |
|---|---|---|
| PSYC-511 | MA Capstone | 3 cr. |
| *or* | | |
| PSYC-512 | Thesis 1 | 1 cr. |
| PSYC-551 | Thesis 2 | 1 cr. |
| PSYC-552 | Thesis 3 | 1 cr. |

Total Credit Hours Required: 36

Total Credit Hours Required: 36

**PSYC-512      Thesis 1                                    1 Credit**
*Prerequisites: INDS-503.* This course represents the first phase of the thesis. The MA Thesis is a student-directed study conducted in consultation with an assigned Chair in an area of applied psychology with relevance to the curriculum. The research culminates in the completion of a scholarly paper of publishable quality in accordance with Adler University guidelines and standards outlined by the American Psychological Association. This course provides support and structure for the thesis process. Students will build upon the research which they proposed during the INDS 503, Research Methods course, prepare and complete a thesis proposal, conduct research, and defend their thesis.

**PSYC-551      Thesis 2                                    1 Credit**
*Prerequisites: INDS-503; PSYC-512.* This course represents the second phase of the thesis. The MA Thesis is a student-directed study conducted in consultation with an assigned Chair in an area of applied psychology with relevance to the curriculum. The research culminates in the completion of a scholarly paper of publishable quality in accordance with Adler University guidelines and standards outlined by the American Psychological Association. This course provides support and structure for the thesis process. Students will build upon the research which they proposed during the INDS 503, Research Methods course, prepare and complete a thesis proposal, conduct research, and defend their thesis.

**PSYC-552    Thesis 3 1 Credit**
*Prerequisites: INDS-503. PSYC-512, PSYC-551.* This course represents the third phase of the thesis. The MA Thesis is a student-directed study conducted in consultation with an assigned Chair in an area of applied psychology with relevance to the curriculum. The research culminates in the completion of a scholarly paper of publishable quality in accordance with Adler University guidelines and standards outlined by the American Psychological Association. This course provides support and structure for the thesis process. Students will build upon the research which they proposed during the INDS 503, Research Methods course, prepare and complete a thesis proposal, conduct research, and defend their thesis.

**Catalog Addendum – AY 2020/2021**

**Purpose: To update requirements for the completion of the MA Thesis.**

**MA in Psychology Degree Requirements**

# 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. |
| *or* | | |
| PSYC-512 | Thesis 1 | 1 cr. |
| PSYC-551 | Thesis 2 | 1 cr. |
| PSYC-552 | Thesis 3 | 1 cr. |

Total Credit Hours Required: 36

**PSYC-512        Thesis 1                                                1 Credit**
*Prerequisites: INDS-503.* This course represents the first phase of the thesis. The MA Thesis is a student-directed study conducted in consultation with an assigned Chair in an area of applied psychology with relevance to the curriculum. The research culminates in the completion of a scholarly paper of publishable quality in accordance with Adler University guidelines and standards outlined by the American Psychological Association. This course provides support and structure for the thesis process. Students will build upon the research which they proposed during the INDS 503, Research Methods course, prepare and complete a thesis proposal, conduct research, and defend their thesis.

**PSYC-551        Thesis 2                                                1 Credit**
*Prerequisites: INDS-503; PSYC-512.* This course represents the second phase of the thesis. The MA Thesis is a student-directed study conducted in consultation with an assigned Chair in an area of applied psychology with relevance to the curriculum. The research culminates in the completion of a scholarly paper of publishable quality in accordance with Adler University guidelines and standards outlined by the American Psychological Association. This course provides support and structure for the thesis process. Students will build upon the research which they proposed during the INDS 503, Research Methods course, prepare and complete a thesis proposal, conduct research, and defend their thesis.

**PSYC-552    Thesis 3 1 Credit**
*Prerequisites: INDS-503. PSYC-512, PSYC-551.* This course represents the third phase of the thesis. The MA Thesis is a student-directed study conducted in consultation with an assigned Chair in an area of applied psychology with relevance to the curriculum. The research culminates in the completion of a scholarly paper of publishable quality in accordance with Adler University guidelines and standards outlined by the American Psychological Association. This course provides support and structure for the thesis process. Students will build upon the research which they proposed during the INDS 503, Research Methods course, prepare and complete a thesis proposal, conduct research, and defend their thesis.

**Purpose: To update requirements for the completion of the MA Thesis.**

**MA in Psychology – Specialization in Military Psychology Degree Requirements**

## Degree Requirements

### Core Courses (31 Credits)

| | | |
|---|---|---|
| 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. |
| INDS-503 | Research Methods | 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. |
| MAMP-513 | Continuum of Care for the Military, Veterans, and Their Families | 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. |

### Thesis or Capstone Courses (3 credits)

| | | |
|---|---|---|
| PSYC-511 | MA Capstone | 3 cr. |
| *or* | | |
| PSYC-512 | Thesis 1 | 1 cr. |
| PSYC-551 | Thesis 2 | 1 cr. |
| PSYC-552 | Thesis 3 | 1 cr. |

Total Credit Hours Required: 36

**Total Credit Hours Required: 36**

**PSYC-512          Thesis 1                                             1 Credit**
*Prerequisites: INDS-503.* This course represents the first phase of the thesis. The MA Thesis is a student-directed study conducted in consultation with an assigned Chair in an area of applied psychology with relevance to the curriculum. The research culminates in the completion of a scholarly paper of publishable quality in accordance with Adler University guidelines and standards outlined by the American Psychological Association. This course provides support and structure for the thesis process. Students will build upon the research which they proposed during the INDS 503, Research Methods course, prepare and complete a thesis proposal, conduct research, and defend their thesis.

**PSYC-551          Thesis 2                                             1 Credit**
*Prerequisites: INDS-503; PSYC-512.* This course represents the second phase of the thesis. The MA Thesis is a student-directed study conducted in consultation with an assigned Chair in an area of applied psychology with relevance to the curriculum. The research culminates in the completion of a scholarly paper of publishable quality in accordance with Adler University guidelines and standards outlined by the American Psychological Association. This course provides support and structure for the thesis process. Students will build upon the research which they proposed during the INDS 503, Research Methods course, prepare and complete a thesis proposal, conduct research, and defend their thesis.

**PSYC-552     Thesis 3 1 Credit**
*Prerequisites: INDS-503. PSYC-512, PSYC-551.* This course represents the third phase of the thesis. The MA Thesis is a student-directed study conducted in consultation with an assigned Chair in an area of applied psychology with relevance to the curriculum. The research culminates in the completion of a scholarly paper of publishable quality in accordance with Adler University

guidelines and standards outlined by the American Psychological Association. This course provides support and structure for the thesis process. Students will build upon the research which they proposed during the INDS 503, Research Methods course, prepare and complete a thesis proposal, conduct research, and defend their thesis.

# 2020-2021 Catalog Addendum

*Purpose of Addendum: MPPA: (1) MPPA-660 is 1 credit, not 3 credits., (2) change in the curriculum sequence for students; for I-O Psychology: MAIOP-582 replaced MAIOP-585, MIOP-553 replaced MIOP-554 , and the curriculum sequence has changed.*

## VANCOUVER CAMPUS

## MASTER OF PUBLIC POLICY AND ADMINISTRATION

### Degree Requirements

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

**Core Courses**

| | | |
|---|---|---|
| MPPA-500 | Principles of Community Psychology | 3 cr. |
| MPPA-505 | Public Sector Governance | 3 cr. |
| MPPA-510 | Applied Research Methods I: Models and Analytics | 3 cr. |
| MPPA-520 | Applied Research Methods II: Applications | 3 cr. |
| MPPA-530 | Public Policy Analysis and Application | 3 cr. |
| MPPA-540 | Organizational Leadership and Management Practice | 3 cr. |
| MPPA-550 | Economy and Economic Analysis | 3 cr. |
| MPPA-560 | Social Program Planning and Implementation | 3 cr. |
| MPPA-570 | Ethics, Diversity, and Socially Responsible Practice | 3 cr. |
| MPPA-650 | Social Justice Practicum | 1 cr. |
| MPPA-651* | Social Justice Practicum Continued | 0 cr. |

**Social Change Leadership Concentration Courses**

| | | |
|---|---|---|
| MPPA-600 | Foundations of Community Development | 3 cr. |
| MPPA-610 | Advocacy Strategy and Tactics for Social Change | 3 cr. |
| MPPA-655 | Policy Internship – Social Change Leadership | 1 cr. |
| MPPA-656* | Policy Internship – Social Change Leadership Continued | 0 cr. |
| MPPA-670 | Capstone Paper – Social Change Leadership | 1 cr. |
| MPPA-671* | Capstone Paper – Social Change Leadership Continued | 0 cr. |

**International Justice Studies Concentration Courses**

| | | |
|---|---|---|
| MPPA-601 | Global Governance Mechanisms | 3 cr. |
| MPPA-611 | Contemporary Issues in Global Justice | 3 cr. |
| MPPA-660 | Policy Internship – International Justice Studies | 1 cr. |
| MPPA-661* | Policy Internship – International Justice Studies Continued | 0 cr. |
| MPPA-675 | Capstone Paper – International Justice Studies | 1 cr. |
| MPPA-676* | Capstone Paper – International Justice Studies Continued | 0 cr. |

**Total Credit Hours: 36**

## Sample* Curriculum Sequence – Full-Time Model

**YEAR ONE**

**Term One**

| | | |
|---|---|---|
| MPPA 510 | Applied Research Methods I: Models & Analytics | 3 cr. |
| MPPA 530 | Public Policy Analysis and Application | 3 cr. |
| MPPA 650 | Social Justice Practicum | 1 cr. |

**Term Credits = 7**

**Term Two**

| | | |
|---|---|---|
| MPPA 505 | Public Sector Governance | 3 cr. |
| MPPA 520 | Applied Research Methods II: Application | 3 cr. |
| MPPA 651* | Social Justice Practicum Continued | 0 cr. |
| | **Term Credits = 6** | |

**Term Three**

| | | |
|---|---|---|
| MPPA 540 | Organizational Leadership and Management Practice | 3 cr. |
| MPPA 500 | Principles of Community Psychology | 3 cr. |
| MPPA 550 | Economy and Economic Analysis | 3 cr. |
| | **Term Credits = 9** | |

**YEAR TWO**

**Term Four**

| | | |
|---|---|---|
| MPPA 570 | Ethics, Diversity, and Socially Responsible Practice | 3 cr. |
| MPPA 600 | Foundations of Community Development **OR** | 3 cr. |
| MPPA 601 | Global Governance Mechanisms | |
| MPPA 655 | Policy Internship – Social Change Leadership **OR** | 1 cr. |
| MPPA 660 | Policy Internship – International Justice Studies | |
| | **Term Credits = 7** | |

**Term Five**

| | | |
|---|---|---|
| MPPA 610 | Advocacy Strategy and Tactics for Social Change **OR** | 3 cr. |
| MPPA 611 | Contemporary Issues in Global Justice | |
| MPPA 560 | Social Program Planning and Implementation | 3 cr. |
| MPPA 656* | Policy Internship – Social Change Leadership Continued **OR** | 0 cr. |
| MPPA 661* | Policy Internship – International Justice Studies Continued | 0 cr. |
| | **Term Credits = 6** | |

**Term Six**

| | | |
|---|---|---|
| MPPA 670 | Capstone Paper – Social Change Leadership **OR** | 1 cr. |
| MPPA 675 | Capstone Paper – International Justice Studies | |
| | **Term Credits = 1** | |

**Total Credit Hours = 36**

Note: * Only for students who require more than two semesters to complete Social Justice Practicum and Policy Internship hours and Capstone Paper.

# Master of Arts in Industrial and Organizational Psychology (MAIOP)

## 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:

### Core Courses

| | | |
|---|---|---|
| MAIOP-215 | Leadership Development | 3 cr. |
| MAIOP-220 | Consulting Skills | 2 cr. |
| MAIOP-222 | Social Justice Practicum I | 1 cr. |
| MAIOP-225 | Social Justice Practicum II | 1 cr. |
| MAIOP-226 | Social Justice Practicum Continued (as needed) | 0 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-550 | MAIOP Thesis Preparation | 1 cr. |
| MAIOP-551 | MAIOP Thesis I | 1 cr. |
| MAIOP-552 | MAIOP Thesis II | 1 cr. |
| MAIOP-553 | MAIOP Thesis III | 1 cr. |
| MAIOP-554 | MAIOP Thesis Continued (as needed) | 0 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-582 | Organizational/Individual Coaching | 2 cr. |
| MAIOP-586 | Organizational Psychology Practicum | 1 cr. |
| MAIOP-587 | Organizational Psychology Practicum Continued (as needed) | 0 cr. |
| MAIOP-588 | Organizational Psychology Practicum Seminar | 1 cr. |
| MAIOP-591 | Human Resource Development | 2 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**

<u>**YEAR ONE**</u>

**Fall Term**

| | | |
|---|---|---|
| MAIOP-520 | Intro to IO Psychology | 1cr |
| MAIOP-571 | Organizational Systems and Structures | 1cr |
| MAIOP-546 | Research Methods in Organizational Psychology | 3cr |
| MAIOP-215 | Leadership Development | 3cr |
| MAIOP-222 | Social Justice Practicum I | 1cr |
| | | **Term Credits =9** |

**Spring Term**

| | | |
|---|---|---|
| MAIOP-535 | Ethics and Socially Responsible Practice | 1cr |
| MAIOP-582 | Organizational/Individual Coaching | 2cr |
| MAIOP 525 | Statistical Methods at Work | 3cr |
| MAIOP-523 | Psychometrics Lab | 1cr |
| MAIOP-225 | Social Justice Practicum II | 1cr |
| | | **Term Credits = 8** |

**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 | 2cr |
| MAIOP-226 | Social Justice Practicum Continued | 0cr |
| | | **Term Credits = 9** |

<u>**YEAR TWO**</u>

**Fall Term**

| | | |
|---|---|---|
| MAIOP-551 | MAIOP Thesis I | 1cr |
| MAIOP-515 | Communication Theory and Practice | 3cr |
| MAIOP-641 | Social Psychology and Well-Being | 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 | 2cr |

**Term Credits = 9**


**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)

## 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 | 2 cr. |
| MAIOP-222 | Social Justice Practicum I | 1 cr. |
| MAIOP-225 | Social Justice Practicum II | 1 cr. |
| MAIOP-226 | Social Justice Practicum Continued (as needed) | 0 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-550 | MIOP Project Preparation | 1 cr. |
| MIOP-551 | MIOP Project I | 2 cr. |
| MIOP-552 | MIOP Project II | 1 cr. |
| MIOP-553 | MIOP Project Continued (as needed) | 0 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-582 | Organizational/Individual Coaching | 2 cr. |
| MAIOP-586 | Organizational Psychology Practicum | 1 cr. |
| MAIOP-587 | Organizational Psychology Practicum Continued (as needed) | 0 cr. |
| MAIOP-588 | Organizational Psychology Practicum Seminar | 1 cr. |
| MAIOP-591 | Human Resource Development | 2 cr. |
| MAIOP-641 | Social Psychology and Well-Being | 3 cr. |

Total Credit Hours Required: 45

## MASTER OF INDUSTRIAL AND ORGANIZATIONAL PSYCHOLOGY (MIOP)

### Curriculum Sequence

### YEAR ONE

**Fall Term**

| MAIOP-520 | Intro to IO Psychology | 1cr |
|-----------|------------------------|-----|
| MAIOP-571 | Organizational Systems and Structures | 1cr |
| MAIOP-546 | Research Methods in Organizational Psychology | 3cr |
| MAIOP-215 | Leadership Development | 3cr |
| MAIOP-222 | Social Justice Practicum I | 1cr |

**Term Credits = 9**

**Spring Term**

| MAIOP-535 | Ethics and Socially Responsible Practice | 1cr |
|-----------|------------------------------------------|-----|
| MAIOP-582 | Organizational/Individual Coaching | 2cr |
| MAIOP 525 | Statistical Methods at Work | 3cr |
| MAIOP-523 | Psychometrics Lab | 1cr |
| MAIOP-225 | Social Justice Practicum II | 1cr |

**Term Credits = 8**

**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 | 2cr |
| MAIOP-226 | Social Justice Practicum Continued | 0cr |

**Term Credits = 9**

**Fall Term**

| MAIOP-551 | MIOP Project I | 2cr |
|-----------|----------------|-----|
| MAIOP-515 | Communication Theory and Practice | 3cr |
| MAIOP-641 | Social Psychology and Well-Being | 3cr |

**Term Credits = 8**

**Spring Term**

| MIOP 552 | MIOP Project II | 1cr |
|----------|-----------------|-----|
| MAIOP-576 | Strategic Human Resource Management | 3cr |
| MAIOP-547 | Group Theory and Team Practice | 3cr |
| MAIOP-591 | Human Resource Development | 2cr |

**Term Credits = 9**

**Summer Term**

| MIOP 553 | MIOP Project Continued | 0cr |
|----------|------------------------|-----|
| MAIOP-586 | Organizational Psychology Practicum | 1cr |
| MAIOP-588 | Organizational Psychology Practicum Seminar | 1cr |

**Term Credits = 2**

**TOTAL CREDIT HOURS: 45**

MAIOP-582         Organizational/Individual Coaching                    2 Credits
**(Vancouver Campus)**

This course is designed to provide students with an understanding of the principles and practices in coaching in organizations and to examine the contemporary state of the field in the context of current theory and practice. It addresses the organizational issue of developing the capacity of leaders to engage in coaching conversations, identifying and developing leadership potential, and the establishment of coaching as an appropriate response to such development. The course will focus on evidence-based coaching and teach the methodologies that coaches/consultants use to advise and assist leaders, managers, and employees in their professional development.

**Masters of Counselling Psychology: Art Therapy Program**

Purpose of addendum: change to Graduation Requirement #2 for students enrolled in the Masters of Counselling Psychology: Art Therapy Program within the 2020 Calendar year.

*2. Satisfactory completion of a minimum of 700 clock hours of clinical practicum (which includes 300 direct client contact hours\* and 70 hours of clinical supervision) and completion of 200 minimum hours of Social Justice Practicum.*

\* Students expecting to register with Art Therapy Associations outside of the Canadian Art Therapy Association (CATA) and the British Columbia Art Therapy Association (BCATA) will be responsible for ensuring that their practicum hours match those particular Association requirements.

This change is only in effect for those students enrolled and completing practicum during the COVID 19 Pandemic and will be updated as required by the Associations.