

6900-6910. Special Problems. 1–3 hours each. Conference courses for doctoral students. Directed reading and research in fields of special interest. Prerequisite(s): consent of department.

6930. Individual Research. 1–12 hours. Independent doctoral research prior to comprehensive examinations. May be repeated for credit. Pass/no pass only. Prerequisite(s): approval of graduate adviser.

6940. Practicum. 3–6 hours. Pre-dissertation independent research, under faculty supervision. May be repeated for credit up to 6 hours. Partially fulfills the tool requirement. Prerequisite(s): must be near completion of course work.

6950. Doctoral Dissertation. 3, 6 or 9 hours. To be scheduled only with consent of department. 12 hours credit required. No credit assigned until dissertation has been completed and filed with the graduate dean. Doctoral students must maintain continuous enrollment in this course subsequent to passing qualifying examination for admission to candidacy. May be repeated for credit.

Psychology

Psychology, PSYC

5010. Psychology of Human Development. 3 hours. An integrated rather than specialized view of the biophysical, socio-cultural, psychoemotional and intellectual development of human beings in Western culture. Development is viewed as a product of the interaction of genetic endowment with the environment.

5030. Advanced Research Design. 4 hours. (3;3) Principles and techniques of analysis of variance and covariance, experimental designs with applications to randomized groups, factorial, Latin-square, trend analysis and other standard schemes. Experience in laboratory techniques, data collection, data analysis and interpretation. Prerequisite(s): PSYC 5700 or equivalent.

5040. Cultural Aspects of Health: A Behavioral Medicine Approach. 3 hours. Conceptual frameworks for understanding factors that influence patterns of health (psychological, biological and social) in persons from different cultures. Presents a behavioral medicine perspective of health and disease and illustrates their unique and common elements in sociopolitical and environmental contexts.

5050. Seminar in Psychology: Current Issues. 1–4 hours. Issues and topics of current interest to students in the various graduate programs but not covered by course offerings. May be repeated for credit.

5060. Advanced History and Systems of Psychology. 3 hours. Philosophical and physiological roots of psychology; traditional historical systems, including structuralism, functionalism, behaviorism, Gestalt and psychoanalysis; relevance to major contemporary systems.

5070. Medical and Behavioral Disorders. 4 hours. (3;4) Drawing from the knowledge of diverse disciplines, students acquire an understanding of basic physiological functions, their psychological basis and ecological factors that comprise the matrix of person-environment interaction. A concept of health is offered that integrates mind, body and environment and resulting pathological states when this balance is disrupted. Students learn to interact with medical providers to promote a more integrative view of the person. Prerequisite(s): consent of department.

5090. Advanced Social Psychology. 3 hours. A survey of the constructs, methodologies and theories of social psychology including social perception, attitudes, aggression, prejudice, prosocial behavior, conformity, leadership, groups and communication. Prerequisite(s): enrollment in a graduate program in psychology or consent of department.

5100. Psychopathology of Childhood. 3 hours. Normal and psychopathological development in children, focusing on intellectual, emotional and behavioral deviations and their recognition, as well as background in their etiology, dynamics and prognosis. Prerequisite(s): PSYC 5010 or its equivalent, or consent of department.

5121. Sport and Exercise Psychology. 3 hours. An in-depth study of analysis techniques necessary for scientific investigations in exercise and sport. Emphasis is placed on computer applications, advanced data analysis, techniques and interpretation of resulting analyses. (Same as KINE 5121.)

5131. Exercise and Health Psychology. 3 hours. Introduces students to health, leisure and exercise behavior change strategies, and provides knowledge and skills necessary to improve the initiation and adherence of lifetime health and physical activity behaviors among individuals and groups. Offers a comprehensive inquiry into individual behaviors and lifestyles that affect physical and mental health from health promotion, exercise science and psychological perspectives. Topics include enhancement of health, identification of health risk factors, prevention and treatment of disease, improvement of the health care system and shaping of public opinion with regard to health and physical activity. Prerequisite(s): a course in sport psychology or consent of department. (Same as HLTH 5131 or KINE 5131.)

5171. Social Psychology of Sport. 3 hours. The effects of social psychological variables on motor behavior. Topics include social facilitation, social reinforcement, organized youth sports, socialization, group dynamics and leadership. (Same as KINE 5171.)

5181. Applied Sport Psychology. 3 hours. Psychological techniques and strategies for enhancing athletic performance, including imagery, arousal regulation, attentional control, goal setting and self-talk. Practical issues, ethical considerations and coaching athlete-organization interface are addressed. Prerequisite(s): PSYC 5121. (Same as KINE 5181.)

5200. Psychology of Women and Gender. 3 hours. Theories and research on women and gender; psychological, situational, cultural, environmental and biological influences; the influence of gender biases on research methods and interpretation of results; application of theory and research to problems affecting women. Prerequisite(s): minimum of 6 hours of undergraduate psychology.

5230. Personnel Psychology. 3 hours. Problems of personnel selection, job analysis, training, discrimination and appropriate statistical strategies. Prerequisite(s): knowledge of correlational statistics.

5240. Psychological Assessment of Individuals in Organizations. 4 hours. (3;3) This course provides supervised experience in the application of individual psychological assessment techniques to personnel selection problems in business and industry. Assessment of individuals' skills, abilities and occupationally relevant personality structure, using objective, projective and behavioral measures as well as assessment centers and biographical data procedures. Feedback techniques and ethical issues also are reviewed. Prerequisite(s): enrollment in a graduate program in psychology, PSYC 5420 or equivalent, and concurrent or prior enrollment in PSYC 5230.

5300. Psychosocial Issues in HIV/AIDS. 3 hours. Examines the psychosocial factors that are related to health-related behaviors in both healthy people and people living with HIV/AIDS. Prepares students who expect to pursue careers in health service fields (e.g., psychologists, physicians, biologists, dentists, etc.) to be conscious of issues that HIV positive people face daily. Students interested in HIV/AIDS as a social phenomenon are encouraged to enroll. (Same as PSYC 4300.)

5340. Life-Span Developmental Psychology. 3 hours. An examination of developmental behavioral change across the human life span. Special concern is given to the conceptual and empirical bases for such change, with an emphasis on measurement and antecedents. More specific treatments of content areas (e.g., learning, memory, intelligence, personality, stress and coping, mental illness, and death and dying) constitute an integral part of the course.

5350. Counseling for Sexual Dysfunction and Other Psychosexual Disorders. 3 hours. A study of the origins and treatment of sexual dysfunctions and other psychosexual disorders. The study includes physical and psychological considerations in etiology, diagnosis and treatment.

5420. Psychological Assessment I. 4 hours. (3;3) Introduction to and an overview of psychological assessment models, techniques and data collection systems for individuals, groups and organizations with a focus on the assessment of individuals. Emphasis will be on interviews, behavioral observation and tests of intelligence (Wechsler Scales, Stanford-Binet, Illinois Test of Psycho-linguistic Abilities and group intelligence tests); including administration, scoring, interpretation and report writing. Prerequisite(s): admission to a graduate degree program in psychology. Students who have had a similar course without laboratory credit will be required to enroll in a special problems laboratory. Offered fall term/semester only.

5440. Employee Counseling. 3 hours. A practical and theoretical course dealing with the implementation and operation of employee counseling and employee assistance programs in organizations. Combines counseling and organizational psychology with some emphasis on job stress.

5470. Occupational Information and Analysis. 3 hours. The methods of collecting, filing and using information about occupations, education and related areas. An analysis of current materials concerning employment conditions and opportunities, job requirements and training facilities.

5540. Groups in Work Settings. 3 hours. A practical and theoretical course dealing with all forms of work groups. Theories from organizational and social psychology provide a context for skill building related to work team training and development and basic research.

5580. Introduction to Marriage and Family Therapy. 3 hours. Survey of methods and techniques used in the treatment of marital and family problems, and a professional orientation with particular emphasis on legal and ethical implications in the practice of marriage and family counseling. Prerequisite(s): PSYC 5590 or equivalent, or consent of department.

5590. Psychological Aspects of Marital and Family Interaction. 3 hours. Examination of pathological and healthy marital and family systems and subsystems, including marital stress points, parent-child interaction, family development and the implications of these considerations for marriage counseling and parent training.

5620. Psychological Assessment II. 4 hours. (3;3) Focuses on methods of assessing an individual's achievement, aptitude, interests and personality. Considers objective and projective

techniques as well as individual and group approaches. Includes interviewing, administration, scoring, interpretation and report writing. Prerequisite(s): PSYC 5420. Students who have had a similar course without laboratory credit are required to enroll in a special problems laboratory. Offered spring term/semester only.

5640. Cognitive and Affective Bases of Behavior. 3 hours. Theories of research on social, psychological and biological dimensions of learning, cognition, affect, memory and motivation (e.g., culture, self-concept, perception, cognition, emotion, genotype and maturation). Prerequisite(s): PSYC 4690 or 4800 or equivalent, or consent of department.

5680. Counseling Psychology Methods. 3 hours. Introduction to counseling psychology and counseling methods.

5690. Legal and Ethical Issues in Professional Practice. 3 hours. An intensive overview of legal procedures, state regulation and ethical guides relevant to professional practice. Prerequisite(s): consent of department.

5700. Advanced Quantitative Methods in Psychology. 4 hours. (3;3) Includes a review of probability theory and elementary sampling statistics, a discussion of correlational theory and the application of several correlational techniques, a study of several methods appropriate for testing hypotheses about differences among several means, factorial designs in analysis of variance and some consideration of non-parametric procedures. Prerequisite(s): an introductory course in statistics.

5740. Consulting Psychology in Organizations. 4 hours. (3;5) Principles of psychological consultation in organizations. Reviews relevant psychological literature in organizational consulting and also provides supervised field experience in applying these principles to real-world problems. Prerequisite(s): consent of instructor and completion of PSYC 5750.

5750. Organizational Psychology. 3 hours. A psychological approach to organizations, including theories of the nature of the worker, group processes and training, communication, attitudes, motivation and models of leadership.

5780. Advanced Psychopathology. 3 hours. A critical analysis of the classificatory systems, etiology and treatment of psychopathological behavior, with a view toward a sophisticated appreciation of the contemporary status and prospectus of this subject domain. Prerequisite(s): PSYC 4610 and 5010 or equivalents, or consent of department.

5790. Advanced Physiological Psychology. 3 hours. Fundamentals of physiological psychology, including basic neurophysiological laboratory techniques and a survey of current research with an in-depth study in one research area by each student. Prerequisite(s): PSYC 4640 or its equivalent, or consent of department.

5820. Practicum in Psychological Assessment. 1–3 hours. Administer, synthesize, evaluate and communicate the results of psychological tests under supervision in various assessment settings approved by psychology faculty. Prerequisite(s): grade of B or better in PSYC 5420 and 5620 (or consent of department); cumulative B average; no deficiencies; approved degree plan. Open only to graduate students in psychology. May be repeated for credit.

5831-5832. Psychological Methods Practicum. 1–3 hours each. Supervised practicum in a mental health services delivery agency. Experiences vary with mission and population served by the agency. Prerequisite(s): B or better in at least 6 hours of PSYC 5820 and/or recommendation of program committee. Open only to graduate students in psychology. May be repeated for credit.

5840. Psychometric Theory. 3 hours. Systematic treatment of the logic of measurement, including such topics as scaling models, validity, variance and covariance, reliability, theories of measurement error and test construction. Prerequisite(s): PSYC 5700.

5850. Sport and Exercise Psychology Practicum. 1–3 hours. Supervised active participation in sport and exercise psychology activities within a sport or health-related agency/organization. Prerequisite(s): consent of department.

5860. Seminar on the Psychology of Aging. 3 hours. Theoretical and research literature concerned with the psychological aspects of aging. Age-related changes in sensation, perception, learning, cognition and personality are considered from both a conceptual and methodological perspective as they bear on adjustment to late adulthood. Prerequisite(s): PSYC 5010 or advanced study in developmental psychology. May be repeated for credit as topics vary. (Same as AGER 5860.)

5880. Psychological Appraisal. 3 hours. (3;3) Group tests and scales used in the measurement of educational achievement, aptitude, intelligence, interest and personality; administering, scoring and interpreting tests in these areas.

5890. Psychological Counseling for Late Maturity and Old Age. 3 hours. Study of the predictable and normal dependencies of aging; techniques of individual, family and group counseling applied to later life, with emphasis on problems of retirement, health and bereavement. (Same as AGER 5890.)

5900-5910. Special Problems. 1–4 hours each. Open to graduate students who are capable of developing a problem independently. Problems chosen by the student and approved in advance by the instructor. Open only to resident students.

5950. Master's Thesis. 3 or 6 hours. To be scheduled only with consent of department. 6 hours credit required. No credit assigned until thesis has been completed and filed with the graduate dean. Continuous enrollment required once work on thesis has begun. May be repeated for credit.

6000. General Introduction to Psychotherapy. 3 hours. Major models of therapy that emphasize an emotional or cognitive approach to corrective experience. Emphasis on analytic and humanistic theories and techniques, as well as the empirical evidence underlying them. Prerequisite(s): consent of department.

6020. Child Psychotherapy. 3 hours. Theories, techniques and methods of psychotherapy with children. Emphasis on working with a child within the context of the family system. Prerequisite(s): open only to doctoral students in clinical and counseling psychology.

6060. Seminar in Group Psychotherapy. 3 hours. An overview of the use of group psychotherapy. The course involves experience as the leader of a therapeutic or “quasi-therapeutic” group. Prerequisite(s): PSYC 6000; for doctoral candidates in clinical and counseling psychology.

6100. Psychopharmacology. 3 hours. Review of basic principles of pharmacology, major classes of psychoactive drugs, drug side effects, drug interactions and risk-benefit considerations in the use of prescription medications. Practical and ethical issues for the health professional are addressed. Prerequisite(s): consent of instructor.

6110. Professional Issues in Behavioral Medicine Consultation. 3 hours. Issues facing health psychologists practicing in behavioral medicine settings. Themes focus on malpractice risks related to health services, including managed health care; privacy, consent and access to hospital records; quality assurance, quality control and mechanisms

of review; interdisciplinary relationships, hospital privileges, multiple codes of ethics/legal constraints and hierarchical levels of professional responsibility for medical regimes; medical liaison consultation with under-served populations; and anticipating issues for the health psychology/behavioral medicine practitioner. Prerequisite(s): consent of department.

6120. Advanced Psychotherapy Techniques. 3 hours. (2;1) Demonstrations and experiential exercises intended to help the student develop proficiency in a wide range of intervention techniques, including Socratic dialogue, imagery, free recall, role playing, therapeutic writing, relaxation training, dream work and self-awareness exercises. Prerequisite(s): consent of instructor.

6130. Assessment and Treatment of Substance Abuse. 3 hours. History of alcohol and drug use across cultures and the emergence of distinctions, sanctions and prohibitions. The major categories of psychotropic substances are reviewed, along with their chemical and behavioral effects. Characteristics of users and abusers are discussed. Various treatment approaches and their effectiveness are evaluated. Prerequisite(s): consent of instructor.

6150. Marriage and Family Therapy I. 3 hours. (3;1) Examines health and dysfunction in the couple and family systems. Major theories of marital and family therapy is reviewed and several are examined and applied in depth. Emphasis is placed on psychological assessment of the family as a behavioral system, including administration, scoring and interpretation and report writing. Prerequisite(s): PSYC 5420 or the equivalent, or consent of department.

6160. Marriage and Family Therapy II. 3 hours. (3;1) Combines didactic instruction with applied intervention and supervision. Focuses on the application of principles of psychological counseling to facilitate constructive changes in the couple and family systems. Students conduct couple/family assessments and therapy, and receive ongoing weekly supervision. Prerequisite(s): PSYC 6150 or the equivalent, or consent of department.

6200. Advanced Topics Seminar in Psychology. 1–3 hours. Issues and topics of current interest and importance in psychology not covered by current course offerings. Prerequisite(s): consent of department. May be repeated for credit.

6240. Assessment Center Methodology. 3 hours. Introduction to the assessment center method. Students learn how to plan, coordinate, and conduct both developmental and selection oriented assessment centers. Topics areas include basic requirements of assessment centers, dimensions and competencies to be assessed, types of assessment exercises, feedback and evaluation. Prerequisite(s): PSYC 5740.

6300. Theory and Application of Multicultural Counseling. 3 hours. Focuses on increasing understanding and appreciation of human diversity. Survey of different world views, cultural values and treatment strategies for addressing needs of individuals from unique racial/ethnic backgrounds, religious affiliations and sexual orientations. Prerequisite(s): consent of instructor.

6340. Organizational Climate and Culture. 3 hours. Examination of current theory and research in the fields of organizational climate and organizational culture as they pertain to employees experiencing the organizational environment. Topics discussed include the similarities and differences between the climate and culture perspectives, influence of employee perceptions on individual and organizational behavior, societal impact on organizational climate and culture, and methods used to assess and to change climate and culture. Prerequisite(s): PSYC 5750 or equivalent, or consent of department.

6350. Pediatric Psychology. 3 hours. Medical and psychological issues related to childhood illnesses with specific intervention strategies, sample protocols and case examples of many of the childhood disorders encountered in pediatric psychology settings. Focuses on recent advances and research on early childhood diseases; chronic conditions such as asthma, arthritis, diabetes, hemophilia, inflammatory bowel disease, lupus and seizure disorders; potentially fatal illnesses such as cancer, cystic fibrosis and AIDS; traumatic injuries, including burns, head injuries and spinal cord injuries; and special issues such as anorexia and bulimia, somatoform disorders, and suicide. Coverage includes strategies for consultation/liason services, assessing and developing interventions including pain management; treatment adherence and compliance; educating and supporting the patient, family and staff.

6400. Research Methodology Applications. 3 hours. Introduction to research methodology in psychology. Includes measurement theory, latent construct theory, experimental and quasi-experimental design, overview of data analytic strategies and power analysis. Focus on individual student projects. Prerequisite(s): consent of department.

6410. Psychopathology and Treatment of Adolescents and Young Adults. 3 hours. Intensive program, designed primarily for advanced students in clinical or counseling psychology, concerning the nature and causes of psychopathology in adolescents and young adults, as well as current theories and treatments. Prerequisite(s): consent of department.

6420. Neuropsychological Assessment. 4 hours. (3;1) Assessment of brain-behavior relationships frequently encountered in clinical settings, with particular emphasis on the Halstead-Reitan test battery for adults and the Reitan-Indiana test battery for children. Prerequisite(s): PSYC 5420 or equivalent, and consent of department.

6450. Advanced Psychodiagnostic Assessment. 4 hours. (3;3) Current advances in psychodiagnostic assessment emphasizing the core personality battery to evaluate diagnosis, indicate prognosis and inform treatment planning, especially recommendations for psychotherapy. Includes the scientific basis for the selection and use of instruments given their different psychometric properties. Emphasizes consolidation of students' competence with projective methods and the integration of findings across different assessment techniques. Prerequisite(s): PSYC 5620.

6460. Diagnostic and Structured Interviewing: Advanced Assessment Techniques. 4 hours. (3;3) Emphasis will be on theory and applied training with structured and semi-structured interview methods for diagnosis (SADS and SCID), as well as the more focused evaluations of psychopathology. Prerequisite(s): PSYC 5620.

6480. Professional Ethics in Clinical Psychology. 3 hours. Intensive seminar of professional ethics and legal issues confronting clinical psychology. In addition to a theoretical grounding, students are asked to grapple with ethical quandaries via training experiences that include analysis of clinical and legal cases; role playing of ethical and professional-practice dilemmas; and participation in a mock oral examination of ethical and legal issues. Prerequisite(s): a PhD student in psychology and consent of instructor.

6520. Forensic Psychology: Theory and Practice. 3 hours. Combined theoretical and applied emphasis will provide specialization in forensic psychology. The seminar includes criminal (e.g., insanity and sentencing) and civil (e.g., malpractice and personal injury) topics. Prerequisite(s): PSYC 5620 or 5880, or consent of department.

6570. Developmental Health Psychology. 3 hours. Health and illness are explored from a developmental perspective. Psychological symptoms are discussed from a cause/effect perspective along with contributions of psychosocial variables. Medical and behavioral interventions are discussed.

6610. Psychology Research Seminar and Practicum. 4 hours. Will focus on the initiation, conduct and consummation of advanced research projects, as well as dialogues related to the art and practice of publishing. The purpose of the practicum is twofold: to engender an appreciation for scholarship and to engage students in research projects that have a high probability of resulting in journal publications. Prerequisite(s): doctoral standing in psychology. May be repeated for credit.

6640. Theoretical Basis of Counseling Practice. 3 hours. Advanced examination of underlying theory of counseling practice, including review of cultural, analytic and brief therapy influences on treatment applications. Prerequisite(s): consent of department.

6650. Psychoneuroimmunology. 3 hours. Combines information from psychology, endocrinology, immunology and physiology, and the way these relate to disease and/or health. Emphasis is placed on human psychological stress, distress, and immunity and related neuroendocrine pathways. Prerequisite(s): PSYC 5790 or equivalent.

6670. Personality. 3 hours. Analysis and applications of the major personality theories, bodies of research, and current issues to understand personality, including the integration of limited domain theories to develop a model of the whole person.

6700. Psychodynamics. 3 hours. The development of intrapsychic processes and patterns of behavior as a part of adjustment to the stresses of life. Emphasis on defensive mechanisms and learned modes of coping with day-to-day problems. Both conscious and unconscious forces in motivation will be considered. Prerequisite(s): consent of department.

6710. Behavioral Toxicology. 3 hours. An examination of a range of environmental determinants that may be toxic to the human condition. Considers the implications of chemical exposure, overcrowding, nutrition, radiation and various pollutants to neuropsychological, behavioral, cognitive-emotional, other psychopathological processes and health risks.

6730. Strategic Applications of Industrial/Organizational Psychology. 3 hours. This is the capstone course for the doctoral program in industrial/organizational (I/O) psychology. The course utilizes all of the work done by a student in the program up to this point to prepare a plan of study for comprehensive exams and add new material that focuses on working strategically with organizations in introducing change. In addition, there is development of a career vision to guide selection of internship and dissertation emphases. Prerequisite(s): this is the final course in the I/O psychology doctoral program, so all other required I/O courses in the degree program must be complete or taken concurrently.

6740. Organization Transformation. 3 hours. This course focuses on advanced consulting issues. It is a required course for advanced doctoral students in industrial/organizational psychology. The course deals with the challenges of planning, initiating, and guiding change in large work systems. Theoretical frameworks, value and assumptions, and practical issues of change are addressed. Prerequisite(s): this course is limited to advanced students in the I/O doctoral program. Students should have completed PSYC 5740 and two practicum courses.

6760. Psychotherapy Methods and Behavioral Medicine. 4 hours. (3;2) Systematically reviews theories of psychotherapy and related research. Special attention is given to the mind/body relationship and the role of biopsychosocial factors when developing treatment strategies for individuals confronting psychological and medical problems. Laboratory work includes supervised practice in the design and implementation of behavior change paradigms. Prerequisite(s): consent of department.

6810. Multivariate Procedures in Psychology. 3 hours. Multiple regression and factor analysis as applied to psychological research, theory and practical applications using statistical software. Background in statistics and statistical software desirable.

6820-6830. Practicum. 1–3 hours each. Readings, lectures and discussion to develop an appropriate level of knowledge (e.g., relationship of psychological science and practice, ethics, APA). Teaches technical skills necessary for a scientist-practitioner in the student's specialty. (e.g., empirically-based and evidence-based evaluation and intervention, assessment and consultation). Prerequisite(s): open only to students admitted to a graduate program in psychology. May be repeated for credit.

6840-6850. Clinical/Counseling Psychology Internship. 1–3 hours each. A required year-long field placement, 40 hours per week, for all doctoral students in clinical and counseling psychology. The internship is consistent with the objectives of the student's program and current professional practices in a variety of agencies, hospitals, medical schools or other internship settings. Prerequisite(s): completion of all concept and technical courses (including PSYC 6820-6830) on the degree program, and passage of the specialty exam in the area. Open only to PhD candidates in clinical and counseling psychology. Pass/no pass only.

6860. Industrial-Organizational Psychology Internship. 3 hours. A supervised field experience, minimum of 20 hours per week for 24 months or 35 hours per week for 12 months. Required of all doctoral students in industrial-organizational psychology. The internship is consistent with the objectives of the student's program and current professional practices in industrial-organizational psychology. Prerequisite(s): satisfactory progress toward the degree, and completion of 300 hours of pre-internship practicum experience.

6900-6910. Special Problems. 1–3 hours each.

6950. Doctoral Dissertation. 3, 6 or 9 hours. To be scheduled only with consent of department. 12 hours credit required. No credit assigned until dissertation has been completed and filed with the graduate dean. Doctoral students must maintain continuous enrollment in this course subsequent to passing qualifying examination for admission to candidacy. May be repeated for credit.

Public Administration

Emergency Administration and Planning – see *Undergraduate Catalog*

Public Administration, PADM

5010. Public Administration and Society. 3 hours. Examination of the political, institutional, organizational, ethical, social, legal and economic environments in which public administrators operate. Must be taken in the first term/semester of course work.

5020. Leading and Managing Public Organizations. 3 hours. Survey of contemporary theories and applications of managing high performance public organizations. Focus on leadership approaches, strategy, decision making, change management, networks and collaboration, privatization, and groups and teams. Prerequisite(s): PADM 5010 (may be taken concurrently).

5030. Managing Human Resources. 3 hours. The theory and application of managing human behavior in public organizations. Topics include motivation, supervision, conflict management, workplace diversity and the functions of public personnel systems including job design, analysis, and classification; recruitment and selection; compensation, development, training, and evaluation; promotion and discipline; and employee law. Prerequisite(s): PADM 5010 and 5020.

5035. Professional Practice for Public Managers. 3 hours. Capstone workshop that teaches current and future public managers how to operate a government agency on a day-to-day basis. Managerial practices to be covered include the meaning of public service, communication in the public sector, making effective presentations to legislatures and governing boards, group facilitation and effective meetings, executive-legislative relations, citizen relations, media relations, and ethics. To be taken during the last term/semester of course work. Prerequisite(s): completion of all other MPA core courses or consent of department.

5040. Nonprofit Management. 3 hours. Characteristics of and leadership in nonprofit organizations, with emphasis on the chief executive, the board and volunteers in activities such as governance, planning and fund raising.

5050. Legal Issues in Public Administration. 3 hours. Focuses on the relationship between public management and the law. Explores the role of bureaucrats in formulating law and policy through the rule-making process and the control of executive branch agencies by the executive branch, the legislature, and the courts.

5060. Seminar in Intergovernmental Relations. 3 hours. Analysis of political, administrative and fiscal relationships among governments in the American political system. May be repeated for credit as topics vary.

5065. Collaborative Public Management. 3 hours. Managing within public sector collaborative settings, including partnerships, intergovernmental management, networks, consortia, and contracts. Exposes students to the rapidly changing and multi-organizational nature of policy making and management in the public sector.

5100. Local Government Management. 3 hours. Organization and management of American local government, including executive leadership, governance structures and service implementation with emphasis on council-manager government.

5200. Public Personnel Management. 3 hours. Managing human resources in national, state and local governments.

5210. Diversity in Public Management. 3 hours. Focuses on diversity issues in modern public management. Examines the contemporary meaning of workplace diversity, the identification and evaluation of governmental policies, processes, and management techniques for promoting diversity, and the effect of workplace diversity on government performance. Emphasis is given to identifying effective techniques for managing diversity.