Message from the Dean

Welcome to the Paul H. O'Neill School of Public and Environmental Affairs at IU Indianapolis!
At the O'Neill School, people learn how to work in government, nonprofit and business roles to make positive changes in their communities, their states, their countries and the world. O'Neill graduates lead the organizations that make and enforce laws, keep communities livable and safe, shape smart public policy, protect the planet and help our fellow citizens. Through the combined study of civic leadership, management, policy studies, sustainability management, criminal justice and public safety, O'Neill students develop both the practical and philosophical skills that prepare them to craft solutions to society's problems.

Indiana University founded the Paul H. O'Neill School of Public and Environmental Affairs at IU Indianapolis 50 years ago to prepare students to address the issues of modern society in ways that more traditional schools overlooked. O'Neill operates as a "core schools" model, with programs in Indianapolis and Bloomington.

O'Neill students major in making a difference.

Accreditation & Licenses
The Master of Public Affairs program is accredited by the National Association of Schools of Public Affairs and Administration (NASPAA).

O'Neill is also a member of the American Society for Public Administration (ASPA) and the Association for Public Policy Analysis and Management (APPAM).

Indiana University, a member of North Central Association (NCA), is accredited by the Higher Learning Commission.

Contact Information
O'Neill School of Public and Environmental Affairs
Business/SPEA Building (BS) 3025
801 W. Michigan Street
Indianapolis, IN 46202
Web: click here

O'Neill Student Services
BS 3025
Phone: (317) 274-4656

For all undergraduate and graduate program inquiries, email oneillqa@iu.edu

Facilities
The O'Neill School of Public and Environmental Affairs is located in the Business/SPEA Building.

Street Address 801 W. Michigan St., Indianapolis, IN

Building Code BS

Nearest Guest Parking Garage North Street

Campus map available here.

BS 1000 is the O'Neill student lounge for undergraduate and graduate O'Neill students. All current O'Neill students will be given access to the lounge at the beginning of each term. Students will enter using their Crimson Card. The lounge includes a computer lab (available to students except when class is taking place in lab), lockers, and study space. Students can use the lounge for independent study, group study, or O'Neill student organization. BS 1000 is open during normal BS building hours.

History
Welcome to O'Neill!

At O'Neill, people learn how to work in government, nonprofit and business roles to make positive changes in their communities, their states, their countries and the world. O'Neill IU Indianapolis graduates lead the organizations that make and enforce laws, keep communities livable and safe, shape smart public policy, protect the planet and help our fellow citizens. Through the combined study of civic leadership, management, policy studies, media and public affairs, sustainability management, criminal justice and public safety, O'Neill students develop both the practical and philosophical skills that prepare them to craft solutions to society's problems.

Indiana University founded the O'Neill School of Public and Environmental Affairs (O'Neill) in 1972 to prepare students to address the issues of modern society in ways that more traditional schools overlooked. O'Neill operates as a "core school" model, with programs at two locations: Indiana University Bloomington and Indiana University Indianapolis (IU Indianapolis).

O'Neill is located on the busy IU Indianapolis campus in the heart of downtown Indianapolis. For students learning how to make a difference in business, government and nonprofit organizations, what better place to study than a major city where such organizations are headquartered? IU Indianapolis is just a short walk or ride from bustling city, state and federal government centers as well as hundreds of corporations and nonprofit organizations. Internships, mentors and active learning opportunities are right around the corner. Well-connected to these institutions, O'Neill's faculty members are recognized for their credentials, experience, involvement and impact worldwide. With the entire Central Indiana community as their learning lab, O'Neill students have unmatched access to the people and places where change happens first.

O'Neill students major in making a difference.

Overview
The O'Neill School of Public and Environmental Affairs is a professional school dedicated to applied interdisciplinary learning combining the study of public affairs, public policy, management, criminal justice, public safety, emergency management, sustainability, and environmental policy. The interests of the faculty and professional staff typically fall into one or more of the following areas:

- Criminal justice
- Emergency management
- Environmental policy
- Finance and economics
- Law

- Nonprofit management
- Policy and administration
- Public safety
- Sustainability
- Urban affairs

O'Neill is located on the busy IU Indianapolis campus in the heart of downtown Indianapolis. For students learning how to make a difference in business, government and nonprofit organizations, what better place to study than a major city where such organizations are headquartered? IU Indianapolis is just a short walk or ride from bustling city, state and federal government centers as well as hundreds of corporations and nonprofit organizations. Internships, mentors and active learning opportunities are right around the corner. Well-connected to these institutions, O'Neill's faculty members are recognized for their credentials, experience, involvement and impact worldwide. With the entire Central Indiana community as their learning lab, O'Neill students have unmatched access to the people and places where change happens first.

The school's faculty, staff, and students work individually and collaboratively to solve problems that require O'Neill's unique combination of in-depth knowledge in the natural, behavioral, social, and administrative sciences.

O'Neill is a resource to many Indiana communities. Public and private organizations, as well as all levels of government, benefit from the knowledge and expertise of O'Neill faculty, staff, and students.

Graduate Admission

Graduate Admission Procedure
Application Information about graduate study, including literature and application materials, may be obtained from the Paul H. O'Neill School of Public and Environmental Affairs Web site here.

Eligibility For most programs, applicants with bachelor's degrees in any field from an accredited institution are eligible to apply for admission to the graduate programs of the O'Neill School.

Application Submission Applicants should apply to a degree or certificate program and request financial assistance as early as possible before the desired semester of enrollment. All forms must be completed and received by the O'Neill Graduate Admissions Office at IU Indianapolis before May 15 to attend the fall semester, before September 15 to attend the spring semester, and by March 15 to attend the summer sessions. O'Neill accepts late applications for admission.

Admission Each application for admission is carefully evaluated by the admissions committee for the appropriate degree. Applicants to all O'Neill degree programs must do the following:

1. Submit applications to the graduate program office. Application instructions can be found at https://oneill.iupui.edu; select Admissions and click on How to Apply for instructions and information.
2. Submit complete official transcripts from any other colleges and universities attended. Exception: Students who have taken course work on any Indiana University campus do not need to submit an Indiana University transcript.

3. Submit proof of bachelor's degree certification (official transcripts) from an accredited institution. Students who have not completed undergraduate course work at the time of application may be admitted based on the strength of previous work, but a final transcript attesting to the award of a bachelor's degree must be submitted before the student can enroll.
4. Pay a nonrefundable application fee to Indiana University.
5. When applying to degree programs Master of Public Affairs (M.P.A.) or Master of Science in Criminal Justice and Public Safety (M.S.C.J.P.S.), required documentation includes:
     - online application, all sections completed,
     - official transcripts for all colleges and universities attended. Students who have taken course work on any Indiana University campus do not need to submit an Indiana University transcript.
     - One Application Reference Form completed by faculty and professionals familiar with applicant's activities and potential to succeed in graduate work.
     - resume
     - complete personal statement and departmental question sections on application,
     - supplemental questions in the application under departmental questions section
6. When applying to certificate programs, the following documentation is required:
     - online application
     - official transcripts from all colleges and universities attended. Students who have taken course work on any Indiana University campus do not need to submit an Indiana University transcript.
     - resume
     - complete personal statement and departmental question sections on application, and
     - supplemental questions in the application under departmental questions section.
7. International students must apply to O'Neill using the online application, complete the international section, and pay the nonrefundable international application fee (subject to change). You are required to provide official scores of one of the English proficiency exams.

International application priority deadlines are March 1 for fall semester application and September 15 for spring semester application. Visit the O'Neill web site here or the OIA Web site here for more information.

Admission Status

Regular (Unconditional) Admission Status Applicants with this status have met all admission requirements for the specific degree program and may enroll in accordance

with the entry date contained in the application for admission.

Deferred Admission Following notice of regular admission, applicants may defer enrollment for a maximum of one year. Transcripts of course work completed during the deferral period must be submitted, and the admissions committee may request additional letters of recommendation. Should the additional material prove unsatisfactory, the admission may be canceled. Applicants who fail to enroll within one year may need to reapply for admission.

Conditional Admission Applicants may be admitted on a provisional basis if prior grade point averages are below admission criteria. Conditional status is removed upon fulfillment of conditions stipulated by the relevant degree program admissions committee.

Nondegree Enrollment Applicants who have a bachelor's degree and who have not been admitted to the graduate program may enroll in O'Neill courses as nondegree graduate students. Procedures may vary across campuses. **Please note that nondegree students are not eligible for financial aid.**

If nondegree students later wish to obtain O'Neill graduate degrees, they must apply for admission to the specific degree program. Note that not more than 12 hours of graduate credit completed as a nondegree student may be credited toward an O'Neill graduate degree. Not more than 9 hours of O'Neill graduate credit earned as a nondegree student may be credited toward O'Neill certificate programs.

Admission

- Credit for police and firefighter training
- Graduate Admission
- Probationary Admission
- Undergraduate Admission

Credit for Police and Fire training

Credit for Police and Fire Training
O'Neill IU Indianapolis grants credit for graduates of the Indianapolis Fire Department Training academies and graduates of five certified Indiana police training academies. Qualified firefighters receive 9 hours for designated O'Neill courses, and qualified law enforcement academy graduates receive 12 hours for designated courses. This credit is awarded by written notification from O'Neill to Admissions. The individual must either (1) be currently enrolled or (2) applied and accepted for admission. Once graduation from the academy with a 77% or better has been confirmed by O'Neill, the credit is posted as transfer credit and there becomes "official" once the student completes one additional IU Indianapolis course. There is no charge for this credit. Individuals who believe they qualify should contact O'Neill Student Services. Recipients of firefighter and law enforcement credit should be directly admitted to O'Neill when they apply for the credit.

Credit for law enforcement training
Sworn full-time police officers who have graduated from any of the five law enforcement academies in Indiana are eligible for 12 undergraduate credit hours from SPEA IU Indianapolis. You can apply these credits towards

any of O'Neill's undergraduate degree programs. The course credit is for Criminal Law SPEA-J 311, Criminal Investigation SPEA-J 220 and six hours of Internship in Criminal Justice SPEA-J 380. For more information contact the O'Neill Recorder at 317-274-4656.

Credit for fire training
Full-time firefighters who are trained and employed by the following departments are eligible for nine undergraduate credit hours from the Paul H. O'Neill School of Public and Environmental Affairs. You can apply these credits towards any of O'Neill's undergraduate degree programs. The course credit is for Principles of Public Safety SPEA-J 376, Emergency Management SPEA-J 382 and Internship in Public Affairs SPEA-V 380.

Participating fire departments:

- Indianapolis
- Decatur Township
- Franklin Township
- Lawrence Township
- Perry Township
- Pike Township
- Warren Township
- Washington Township
- Wayne Township
- Avon
- Beech Grove
- Brownsburg
- Carmel
- Fishers
- City of Franklin
- City of Lawrence
- Noblesville
- Speedway

For more information, contact the O'Neill Recorder at 317-274-4656.

Probationary Admission

Probationary Admission
Applicants (undergraduate and graduate) may be admitted, case-by-case, on a probationary basis.

Undergraduate Admissions

Undergraduate Admissions
The Paul H. O'Neill School of Public and Environmental Affairs considers dual admission of beginning students with University College (UCOL) and direct admission of transfer students. Students can be considered for any term.

Beginners (Direct Admission to O'Neill)
Beginner students will receive Direct (Dual) Admission to O'Neill and University College (UCOL), if they meet the following criteria:

1. Have completed Core 40 or Academic Honors diploma.
2. Have a 3.00 GPA or 1000+ SAT combined total of critical reasoning and math score or ACT composite of 21.

Transfer Admission

Students transferring from other institutions will receive Direct Admission to O'Neill, if they meet the following criteria:

1. Cumulative GPA of 2.0 and above.
2. Last completed semester with a GPA of 2.0 and above.
3. Completed 12 or more transferable credit hours.

- O'Neill reserves the right to review and withhold admission in those cases where students have been granted forgiveness, exclusion, or similar exemptions that remove from the cumulative GPA calculation grades that would typically be included in the GPA. O'Neill does recognize grade replacements for courses that have been retaken at an institution where the higher of the course grades has been used to compute the cumulative GPA.
- O'Neill reserves the right to review and withhold admission in those cases where students are seeking to transfer to O'Neill from another institution, but they also have a previous record at IU Indianapolis which does not meet good standing requirements.

Intercampus Transfer, Temporary or Permanent
O'Neill students at any campus of Indiana University may transfer permanently to O'Neill on another campus, provided they meet the requirements for admission and good academic standing.

Good academic standing requires the following:

1. Cumulative GPA – 2.0 and above.
2. Semester GPA – 2.0 and above.

Permanent intercampus transfer students, who do not meet the regular admission requirements, may be considered for admission to University College.

Transferring to O'Neill from University College or another IU Indianapolis academic unit
Students who start out in University College or another academic school at IU Indianapolis are eligible to certify or transfer into O'Neill after they have declared a major in O'Neill and completed a 2.0 cumulative and prior term GPA.

Returning Students
Students who were previously in the O'Neill school or another academic unit and were in good academic standing (semester and cumulative GPA's above 2.0) when they left and currently do not have a service indicator (probation with impact or academic dismissal) will be regularly admitted.

Students who were previously in O'Neill and were not in good academic standing when they left may be considered for admission on probation.

Students dismissed from O'Neill or another IU school will need to submit a readmission petition to be considered for admission on probation.

Second Undergraduate Degree Applicants
Students who are seeking a second undergraduate degree are encouraged to explore O'Neill graduate programs or graduate certificate programs.

Students must petition to O'Neill for approval to pursue a second bachelor's degree.

Graduate and Professional Policies
- **Confidentiality of Student Records**
- **Student Rights and Responsibility**
- **Applicability of Degree and Certificate Requirements**
- **Academic Standing**
- **Academic Probation**
- **Dismissal**
- **Grading System**
- **Incomplete**
- **Withdrawals**
- **Intercampus Transfer**
- **Transfer of Credit**
- **Credit Earned in Nondegree Status**
- **Course Waivers**
- **Program Deviations**
- **Academic Integrity**
- **Academic Appeals**
- **Course Revalidation**

The following academic regulations of the O'Neill School of Public and Environmental Affairs are applicable to all graduate programs. Additional policies can be accessed in our O'Neill Indianapolis Graduate Student Handbook.

Confidentiality of Student Records In accordance with Indiana University regulations, student records are confidential and are available to other persons only under specific conditions as outlined in university regulations.

Student Rights and Responsibility Students are responsible for planning their own academic programs and for meeting the requirements for their degree or certificate programs. Faculty and academic advisors may assist students in meeting their responsibilities. Due process is followed in the event of disciplinary or other actions. Students should read the *IU Indianapolis Code of Student Rights, Responsibilities, and Conduct*, which can be accessed here, to ensure they are aware of these rights and responsibilities.

Applicability of Degree and Certificate Requirements
  Students may choose to complete either the specific degree and certificate requirements published in the appropriate bulletin at the time of entry into the university or those in the bulletin current at the time of graduation.

Academic Standing Students are considered to be in good standing during any semester in which their academic grade point average is at least 3.0 (B) both for their last semester's course work and for the cumulative average of all course work completed. Only courses with grades of C (2.0) or above may be counted toward degree requirements. However, grades below C are used in computing the cumulative grade point average, even if a course is repeated and a higher grade is earned.

Academic Review Students are placed on academic review following a semester in which their cumulative or semester grade point average falls below 3.0. Students in academic review or admitted provisionally are required to attain an average of at least 3.0 for all work completed by

the end of the next semester. Failure to do so is cause for dismissal.

Dismissal Graduate students who do not maintain a 3.0 cumulative GPA face dismissal. Students who are dismissed may appeal their dismissal but must sit out at least one semester before returning to the program. A readmission petition is required for students who have been formally dismissed from O'Neill or have been placed on continuing academic probation for multiple semesters.

Grading System O'Neill follows the official grading system of Indiana University described in the introductory section of the bulletin.

Incomplete A grade of Incomplete ("I") can only be given to a student facing a hardship such that it would be unjust to hold the student to the established time limits for completing the work. To be eligible for the incomplete in a O'Neill course, the student's work must be of passing quality, and the student must have completed 75% of the course requirements. The incomplete must be removed within the time specified by the instructor of the course; if not, the grade automatically changes to an F one calendar year after the Incomplete was given.

Withdrawals Students must formally withdraw from courses in the timeframe allowed by the Registrar's office. This information can be found in the academic calendar.

Intercampus Transfer Students enrolled in the O'Neill School of Public and Environmental Affairs at any campus of Indiana University may transfer to O'Neill on another campus, provided they are in good standing.

Transfer of Credit A maximum of 6 credit hours of applicable graduate course work with grades of B (3.0) or better may be transferred from degree programs of other academic units within Indiana University or other accredited colleges and universities. The transfer must be approved by the appropriate graduate program director. Students must complete at least 50% of graduate coursework at O'Neill Indianapolis.

Credit Earned in Nondegree Status Not more than 9 hours of graduate credit completed as a nondegree student may be credited toward an O'Neill graduate degree. Not more than 6 hours of O'Neill graduate credit earned as a nondegree student may be credited toward O'Neill certificate programs.

Course Waivers Requests for waiver of specific courses or requirements on the basis of previous course work are to be submitted in writing to the appropriate faculty member or program director.

Program Deviations Requests for deviation from O'Neill programs or school requirements are granted only with written approval from an academic advisor and a campus or program director. Disposition by the O'Neill program or campus director is final.

Academic Integrity Academic integrity requires that students take credit only for their own ideas and efforts. Misconduct, including cheating, fabrication, plagiarism, interference, or facilitating academic dishonesty, is prohibited because it undermines the bonds of trust and cooperation among members of this community and between us and those who may depend on our knowledge and integrity. Complete details are contained in the Indiana University .

Academic Appeals Students may appeal academic decisions made by O'Neill faculty members. Attempts to resolve such issues should be made first at the class/ instructor level. If necessary, written appeals should be submitted to relevant program directors. Appeals must be submitted before the last day of classes in the semester following the point at which the events in question occurred.

Course Revalidation For O'Neill IU Indianapolis graduate programs, it is required for master's and certificate students, courses older than 10 years at time of graduation must be revalidated. Students should contact Student Services for acceptable forms of revalidation, in accordance with program director approval.

Academic Policies and Procedures

The links to the left showcase O'Neill undergraduate and graduate policies.

Undergraduate Policies
Undergraduate Policies & Procedures

- Academic Standing
  - Good Standing
  - Academic Warning
  - Probation
  - Dismissal
  - Reinstatement/Readmission

- Academic Integrity
- Acceptance of Grade Replacement
- Application for Degree
- Bulletin Policy
- Dean's List
- Degrees awarded with Distinction
- Double Counting
- Forgiveness Policy
- Grade Appeals
- Grade Point Average Requirement
- Grading Policies
- Incomplete Policy
- Independent Study Credits
- Internship Credits
- Other academic programs
- Pass/Fail Credit
- Post Auto-W Period
- Repeat Rule
- Requirements for a second bachelor's degree
- Residency/ Hours Requirements
- Criminal Charges
- Statement on Civility
- Student Rights and Responsibilities
- Transfer Course Policy

Academic Standing

Good Standing Students are in good academic standing when their cumulative grade point average is 2.0 or above. Students must be in good academic standing to graduate.

Academic Warning Students will receive a formal academic warning from O'Neill Student Services when any individual semester GPA falls below a 2.0 but their cumulative GPA remains above a 2.0. Students are encouraged to meet with an advisor if they receive a formal academic warning.

Academic Review

1. Students whose cumulative grade point average (GPA) falls below a 2.0 will be placed on academic review. Students will be informed of the probationary status by letter.
2. Students may remain in an academic review status when their semester GPA is at least a 2.0 but their cumulative GPA remains below a 2.0.
3. Students will be removed from academic review status once their cumulative GPA is at least 2.0.

Academic Dismissal

1. Students on academic review who have completed a minimum of 12 IU Indianapolis GPA hours are subject to dismissal if they fail to attain a GPA of at least 2.0 in any two consecutive semesters (fall and spring) and their cumulative GPA is below 2.0.
2. Students who are dismissed for the first time cannot enroll until one full (fall or spring) semester has elapsed since dismissal and must petition by the established deadlines to be reinstated.
3. Students dismissed two or more times will remain ineligible for enrollment at O'Neill Indianapolis for the following two consecutive full academic (fall and spring) semesters and petition by the established deadlines to be reinstated.

Reinstatement

1. Reinstatement will be the decision of the academic unit to which the students are petitioning.
2. Students who are reinstated will return in academic review standing until their cumulative GPA is at least 2.0. In each subsequent semester on academic review, the student must achieve a semester GPA of at least 2.0. Failure to meet the semester GPA requirement while in academic review will result in dismissal.
3. Reinstatement after a second dismissal is extremely rare.
4. Student's chances of reinstatement will be enhanced by taking advantage of campus wide resources, removing grades of incomplete, undertaking assessment of their academic problems, and providing evidence of their ability to complete successful academic work upon their reinstatement to IU Indianapolis.

Academic Integrity This is a basic principle of intellectual life that holds students responsible for taking credit only for ideas and efforts that are their own. Academic dishonesty violates that principle and undermines the bonds of trust and cooperation among members of the university community, and it is not tolerated. Academic misconduct includes cheating, fabrication, plagiarism, interference, violation of course rules, and facilitating academic dishonesty. Students are responsible for knowing what behaviors and activities constitute these different forms of academic misconduct. Penalties and procedures that are applicable when academic misconduct or dishonesty occurs are described in the IU Indianapolis .

Application for Graduation All students must fill out an application for graduation on their campus in order to have their degree awarded. This application should be completed by October 15 for those intending to graduate in May, by January 15 for August graduates, and by May 15 for December graduates. The O'Neill graduation application can be found online or by reaching out to the O'Neill Student Services Office. To be considered for distinction, students must apply for graduation by the January 15 deadline.

Bulletin Policy Students are expected to complete the requirements for their undergraduate degree within 10 years of admission to the O'Neill School of Public and Environmental Affairs. Students are allowed to continue beyond this time period only at the discretion of the undergraduate program director or campus director. If a student has not taken classes for three years or more, that student must satisfy program requirements of the School of Public and Environmental Affairs in effect at the time of reactivation. Requests for deviation from requirements listed in the bulletin must be approved in writing by the program director, whose decision is final.

Dean's List The Dean's List is calculated after every fall and spring semester. To qualify, a student must complete 12 IU Indianapolis credit hours with a semester GPA of 3.50 or higher.

Degrees Awarded with Distinction O'Neill recognizes outstanding performance by awarding bachelor's degrees with three levels of distinction to students who rank in the upper 10 percent of their O'Neill graduating class (including December, May and August graduates) and have completed a minimum of 60 hours at Indiana University for a B.S. The levels of distinction are as follows: the top 1% for Highest, the next highest 4% for High, and the remaining 5% for Distinction. To be considered for distinction, students must apply for graduation by the January 15 deadline.

Double Counting 1) Courses may be used to satisfy requirements of another O'Neill major or minor outside students' primary major, 2) O'Neill students may not earn a certificate or minor in the same area as their major.

Grade Appeals Resolution of the issue with the class instructor must be attempted before submitting a written appeal to the appropriate program director.

Grade Point Average Requirement A minimum cumulative GPA of 2.0 is required for the B.S. degrees.

For students seeking certificates from O'Neill, the minimum cumulative GPA requirement is a 2.0 or higher.

Grading Policies O'Neill follows the official grading system of Indiana University, described in the introductory section of the bulletin.

Residency/ Hours Requirements Students must successfully complete a minimum of 120 credit hours. Students may transfer no more than 90 credit hours (60 credits from a junior college) toward a Bachelor of Science degree.

No more than 50 percent of courses taken to satisfy the requirements of the Criminal Justice and Public Safety Management majors may be transfer courses from other accredited institutions of higher learning, including all IU campuses (this policy is specific to the program requirements of the major).

Incomplete Policy A grade of Incomplete ("I") can only be given to a student facing a hardship such that it would be unjust to hold the student to the established time limits for completing the work. To be eligible for the incomplete in an O'Neill course, the student's work must be of passing quality, and the student must have completed 75% of the course requirements. The incomplete must be removed within the time specified by the instructor of the course; if not, the grade automatically changes to an F one calendar year after the Incomplete was given.

Independent Study credits With O'Neill faculty approval, a student in good standing may earn a maximum of 9 credit hours of independent study credit. Students must complete the Readings and Research Contract to initiate the registration process.

Internship credits A student may earn a maximum of 9 credit hours of internship credit. Students must complete the internship proposal form to initiate the registration process.

Other academic programs O'Neill students may choose to pursue a **minor** or **certificate** from another school or department or within O'Neill in an area other than their degree or major/concentration. Students interested in an non-O'Neill minor should contact that department for additional information.

Pass/Fail credit A student in good academic standing may choose to take a maximum of eight elective courses (two per academic year) of pass/fail for a B.S. degree. Deadlines for exercising this option are published on the Registrar's website. Students must complete the O'Neill pass/fail request form to initiate the registration process.

Post Auto-W Period After the automatic W deadline, students can only drop a class for serious, extenuating circumstances, and must submit the eDrop request and submit documentation and/or write an explanation of circumstances to O'Neill's recorder. Requires approval of advisor, professor, and dean.

Extenuating circumstances would include:

- Medical/hospital stay/accident
- accident
- incarceration
- psychological/emotional issues
- death of family or friend

- issues with a class/faculty (this has to be a well-documented situation)
- eviction/homelessness
- other major life events that severely impacts the student/family

Students must provide a written explanation of extenuating circumstances and/or supporting documentation. Once received, it will be routed to the professor to decide to give a grade of W or F. Dropping at this time does not preclude a student from receiving a failing grade. The drop request will be reviewed by the Associate Dean who will provide the final decision. Documentation and/or written explanation of circumstances must be received within 7 days.

Repeat Rule O'Neill students who repeat a course will have only the best attempt count in their GPA, though only one of the attempts will count toward graduation hours. There are some courses that are an exception to this policy such as SPEA J380/V380 or J260/V260.

Requirements for a second bachelor's degree O'Neill encourages students to work toward a graduate degree or graduate certificate rather than a second bachelor's degree.

Criminal Charges Indianapolis students and applicants should be aware that criminal convictions may result in ineligibility for participation in certain courses/activities within the O'Neill School of Public and Environmental Affairs. Questions regarding school policy on such matters should be addressed to the appropriate program director.

Statement on Civility O'Neill, which is a professional school, expects students to conduct themselves in a courteous and civil manner in interactions with professors, staff and fellow students. Examples of discourteous behavior during class include using a phone, listening to headphones, using computers to surf the Web or for other non-class activities, talking or laughing with others, arriving late, and so forth. These behaviors are distracting to the instructor and to classmates, and O'Neill faculty and staff will address these problems as they arise either in class or on an individual basis. Disorderly conduct that interferes with teaching, research, administration, or other university or university-authorized activity will not be tolerated, and it may result in disciplinary action, including possible suspension and/or expulsion from the university.

Student Rights and Responsibilities O'Neill IU Indianapolis fully supports the rights and responsibilities of students as defined in the IU Indianapolis . The *Student Code* spells out the expectations for faculty and students, and it provides the framework for O'Neill's judicial process.

A student is entitled to rights in the pursuit of his or her education; freedom from discrimination and harassment; and freedom of association, expression, advocacy, and publication. A student also has the right to contribute to university governance, to receive accommodations for disabilities, and to access records and facilities. In accordance with federal law, student records are confidential and are available to other persons only under specific conditions as outlined in university regulations.

A student is responsible for upholding and following all applicable codes of conduct, including the IU Indianapolis *Student Code* and O'Neill's policy on classroom etiquette and disorderly conduct, and for obeying all applicable policies and procedures and all local, state, and federal laws. A student is responsible for facilitating the learning process, attending class regularly, completing class assignments, and coming to class prepared. In addition, a student is responsible for planning his or her own academic program, planning class schedules, and for meeting the requirements for his or her degree or certificate programs. Faculty and academic advisors are available to assist students in meeting this responsibility. A student is responsible for maintaining and regularly monitoring his or her university accounts, including e-mail and bursar accounts. A student is responsible for using university property and facilities in the pursuit of his or her education, while being mindful of the rights of others to do the same. A student is responsible for upholding and maintaining academic and professional honesty and integrity.

Transfer Course Policy (also stated in Residency/Hours Requirement) Students may transfer no more than 90 credit hours (60 credits from a junior college) toward a Bachelor of Science degree.
On the Indianapolis campus, no more than 50 percent of courses taken to satisfy the requirements of the Criminal Justice and Public Safety Management majors may be transfer courses from other accredited institutions of higher learning, including all IU campuses (this policy is specific to the program requirements of the major).

Criminal Justice (BSCJ)

Criminal Justice (BSCJ)
The Bachelor of Science in Criminal Justice requires 120 credit hours. The program includes four main areas: I. IU Indianapolis Common Core, II. O'Neill General Education/baccalaureate requirements, III. Program/Major requirements, and IV. Open electives.

I. IU Indianapolis Common Core (30 Credits)
Students at IU Indianapolis will complete 30 hours of general education coursework prior to graduation with a baccalaureate degree. The coursework is aligned with the Indiana Common Core (formerly known as INSTGEC). For more information, please click here.

1. Core Communication (2 courses; 6 credits) From approved list, students must take at least one writing course (ENG-W 131 - Reading, Writing and Inquiry I or ENG-W 140 Honors Composition I) and one speaking and listening course (COMM-R 110 - Public Speaking) for a total of two courses and six credits.
2. Analytical Reasoning (2 courses, 6 credits) From approved list, at least one college level math course. It is recommended that O'Neill students take Math-M 118 (finite) and SPEA-K 300 (Statistical Techniques).
3. Life and Physical Sciences (2 courses, 6 credits) From approved list, at least two courses and six credits toward the life and physical sciences.
4. Cultural Understanding (1 course; 3 credits) From approved list, at least one course. O'Neill students

are encouraged to complete first year competency in a foreign language.
5. Arts & Humanities and Social Sciences (3 courses; 9 credits) From approved list, students must take at least three credits from the Arts & Humanities list and at least 3 credits from the Social Sciences list for a total of nine credits.

II. Baccalaureate Requirements: O'Neill Core General Education Requirements (21 credits)
Classes in this area must be a minimum of three credits each.

Choose **one** course:

- ENG-W 231 Professional Writing Skills (3 cr.)
- ENG-W 270 Argumentative Writing (3 cr.)
- BUS-X 204 Business Communications (3 cr.)

Choose **one** course:

- SPEA-V 261 Using IT in Public Affairs (3 cr.)
- BUS-K 201 Computers in Business (3 cr.)

Required Courses:

- HIST-H 105 - American History I (3 cr.)
- HIST-H 106 - American History II (3 cr.)
- Select from any approved list of IU Indianapolis Common Core courses (9 cr.)

**If HIST-H 106, HIST-H 106, and/or SPEA-K 300 are used to meet a core requirement, the student must take additional credits from any of the core curriculum general areas (Core Communication, Mathematics/Analytical Reasoning, Life and Physical Sciences, Cultural Understanding, Arts & Humanities, Social Sciences) to achieve the additional O'Neill core general education requirement credits. Though, students are not limited to only the core course listings and are encouraged to take higher level courses in those areas, depending on interests, minors, or certificates. Course selection and approval should be done in consultation with a O'Neill Academic Advisor.*

All O'Neill students are encouraged to complete First Year Competency in a foreign language.

Students cannot double count courses in this area with their major requirements.

III. Criminal Justice Major (16 courses; 48cr.)

Criminal Justice Core Courses (11 courses; 33 credits)

- SPEA-J 101 The American Criminal Justice System (3 cr.)
- SPEA-J 150 Public Safety in America (3 cr.)
- SPEA-J 201 Theoretical Foundations of Criminal Justice Policies (3 cr.)
- SPEA-J 202 Criminal Justice Data, Methods, and Resources (3 cr.)
- SPEA-J 206 The Criminal Courts (3 cr.)
- SPEA-V 252 Career Development and Planning (3 cr.)
- SPEA-J 275 Diversity Issues in Criminal Justice (3 cr.)
- SPEA-J 311 Criminal Law and Procedure (3 cr.)
- SPEA-J 321 American Policing (3 cr.)

- SPEA-J 331 Corrections (3 cr.)
- SPEA-J 439 Crime and Public Policy Capstone (3 cr.)

Choose **FIVE** Criminal Justice Electives from approved list (15 credits- 9 credits must be at 300/400 level)

- SPEA-J 205 Juvenile Justice (3 cr.)
- SPEA-J 211 Introduction to Criminal Law and Procedure (3 cr.)
- SPEA-J 220 Criminal Investigation (3 cr.)
- SPEA-J 232 Investigating Post-Blast Crime Scenes (1-3 cr.)
- SPEA-J 238 Introduction to Modern Police Practices (3 cr.)
- SPEA-J 260* Topics in Criminal Justice (1-3 cr.)
- SPEA-J 272 Terrorism and Public Policy (3 cr.)
- SPEA-J 303 Evidence (3 cr.)
- SPEA-J 380/SPEA-V 380* Internship in Criminal Justice (0-6 cr.)
- SPEA-J 327/SPEA-V 328 Applied Research Experience (0-3 cr.)
- SPEA-J 376 Principles of Public Safety (3 cr.)
- SPEA-J 382 Foundations of Emergency Management (3 cr.)
- SPEA-J 387 Foundations of Homeland Security (3 cr.)
- SPEA-J 426 (if not used for computer requirement) Mapping & Analysis-Public Safety (3 cr.)
- SPEA-J 470 Seminar in Criminal Justice (1-3 cr.)
- SPEA-J 480/SPEA-V 480 Research in Criminal Justice (1-6 cr.)
- SPEA-V 221 Nonprofit and Voluntary Sector (3 cr.)
- SPEA-V 263 Public Management (3 cr.)
- SPEA-V 264 Community Structures and Policy (3 cr.)
- SPEA-V 265 Challenges in Social Policy (3 cr.)
- SPEA-V 280 Understanding Policy Making (3 cr.)
- SPEA-V 362 Nonprofit Management and Leadership (3 cr.)
- SPEA-V 366 Managing Behavior in Public Organizations (3 cr.)
- SPEA-V 367 Project Planning and Management (3 cr.)
- SPEA-V 376 Law and Public Policy (3 cr.)
- SPEA-V 408 Individual Rights, Common Goods, and Public Policy (3 cr.)
- SPEA-V 412 Leadership and Ethics (3 cr.)
- SPEA-V 435 Negotiation and Alternative Dispute Resolution (3 cr.)
- SPEA-V 443 Managing Workforce Diversity (3 cr.)
- SPEA-V 450* Contemporary Issues in Public Affairs (3 cr.)
- SPEA-V 482* Overseas Study(Review AAR or iGPS to view course titles)

With approval by the faculty advisor, other non-criminal justice O'Neill courses may be substituted.

IV. Open Electives (credit hours vary)
Additional courses beyond the IU Indianapolis Common Core, O'Neill General Education requirements, and Major requirements to total 120 credit hours (these are not required to be O'Neill courses but could be).

Only college level course work will count toward open electives. Remedial courses in areas such as math and English do not count.

Important notes:
Students may transfer to O'Neill School of Public & Environmental Affairs once they acquire 12 credit hours, an overall cumulative GPA of 2.0 and a previous semester GPA of 2.0.

On the Indianapolis campus, no more than 50 percent of courses taken to satisfy the requirements of the Criminal Justice major may be transfer courses from other accredited institutions of higher learning; including all IU campuses.

O'Neill Good Standing requires: a previous semester 2.0 GPA and a cumulative 2.0 GPA.

Please see your O'Neill Academic Advisor with any questions. To make an appointment with your advisor, call O'Neill Student Services at 317-274-4656.

Public Safety Management (BSCJ)

Public Safety Management (BSCJ)
The Bachelor of Science in Criminal Justice in Public Safety Management requires 120 credit hours. The program includes four main areas: I. IU Indianapolis Common Core, II. O'Neill General Education/ baccalaureate requirements, III. Program/Major requirements, and IV. Open electives. Criminal Justice and Public Safety majors learn to protect communities and their citizens. Students who major in Public Safety Management focus on large-scale disaster preparedness, homeland security, and delivery of lifesaving services including fire fighting, emergency medical services and disaster recovery.

I. IU Indianapolis Common Core (30 Credits)
Students at IU Indianapolis will complete 30 hours of general education coursework prior to graduation with a baccalaureate degree. The coursework is aligned with the Indiana Common Core (formerly known as INSTGEC). For more information, please click here.

1. Core Communication (2 courses; 6 credits) From approved list, students must take at least one writing course (ENG-W 131 - Reading, Writing and Inquiry I or ENG-W 140 - Reading, Writing and Inquiry I Honors Version) and one speaking and listening course (COMM-R 110 - Fundamentals of Speech Communication) for a total of two courses and six credits.
2. Analytical Reasoning (2 courses, 6 credits) From approved list, at least one college level math course. It is recommended that O'Neill students take Math-M 118 (Finite) or higher, and SPEA-K 300 (Statistical Techniques). Required for O'Neill, regardless if INSTGEC Milestone is complete. *SPEA-K 301 (1 cr.) is optional, but recommended to help with SPEA-K 300.
3. Life and Physical Sciences (2 courses, 6 credits) From approved list, at least two courses and six credits toward the life and physical sciences.

4. [Cultural Understanding](#) (1 course; 3 credits) From approved list, at least one course. O'Neill students are encouraged to complete first year competency in a foreign language.
5. [Arts & Humanities](#) or [Social Sciences](#) (3 courses; 9 credits) From approved list, students must take at least three credits from the Arts & Humanities list, at least three credits from the Social Sciences list for a total of nine credits.

II. Baccalaureate Requirements: O'Neill Core General Education Requirements (21 credits)

Classes in this area must be a minimum of three credits each.

Choose **one** course:

- BUS-X 204 Business Communications (3 cr.)
- ENG-W 231 Professional Writing Skills (3 cr.)
- ENG-W 270 Argumentative Writing (3 cr.)

Choose **one** course:

- SPEA-V 261 Using IT in Public Affairs (3 cr.)
- BUS-K 201 Computers in Business (3 cr.)

O'Neill Core Requirements

- HIST-H 105 - American History I (3 cr.)
- HIST-H 106 - American History II (3 cr.)
- Choose from approved list of IU Indianapolis Common Core options (9 cr.)

If HIST-H 105, HIST-H 106, and/or SPEA-K 300 are used to meet a core requirement, the student must take additional credits from any of the core curriculum general areas (Core Communication, Mathematics/ Analytical Reasoning, Life and Physical Sciences, Cultural Understanding, Arts & Humanities, Social Sciences) to achieve the additional O'Neill general education requirement credits. Though, students are not limited to only the core course listings and are encouraged to take higher level courses in those areas, depending on interests, minors, or certificates. Course selection and approval should be done in consultation with a O'Neill Academic Advisor.

All O'Neill students are encouraged to complete First Year Competency in a foreign language.

Students cannot double count courses in this area with their major requirements.

III. Public Safety Management Major (16 courses; 48 cr.)

Public Safety Management Core (11 courses; 33 cr.)

- SPEA-J 101 The American Criminal Justice System (3 cr.)
- SPEA-J 150 Public Safety in America (3 cr.)
- SPEA-J 202 Criminal Justice Data, Methods, and Resources (3 cr.)
- SPEA-V 252 Career Development and Planning (3 cr.)
- SPEA-J 272/V 272 Terrorism and Public Policy (3 cr.)
- SPEA-J 275 Diversity Issues in Criminal Justice (3 cr.)
- SPEA-J 376 Principles of Public Safety (3 cr.)

- SPEA-J 382 Emergency Management (3 cr.)
- SPEA-J 387 Foundations of Homeland Security (3 cr.)
- SPEA-J 426 Mapping and Analysis for Public Safety (3 cr.)
- SPEA-J 429 Public Safety Management Capstone (3 cr.)

Choose **five** Public Safety Management electives from the list below (15 cr.; 9 cr. must be 300/400 level)

- SPEA-J 201 Theoretical Foundations of Criminal Justice Policies
- SPEA-J 205 Juvenile Justice
- SPEA-J 206 The Criminal Courts
- SPEA-J 220 Criminal Investigation
- SPEA-J 232 Investigating Post-Blast Crime Scenes (1-3 cr.)
- SPEA-J 238 Introduction to Modern Police Practices
- SPEA-J 260* Topics in Criminal Justice (1-3 cr.)
- SPEA-J 303 Evidence
- SPEA-J 311 Criminal Law and Procedure
- SPEA-J 321 American Policing
- SPEA-J 331 Corrections
- SPEA-J 380/SPEA-V 380* Internship in Criminal Justice(1-3 cr.)
- SPEA-J 327/SPEA-V 328* Applied Research Experience (1-3 cr.)
- SPEA-J 480/SPEA-V 480 Research in Criminal Justice (1-6 cr.)
- SPEA-V 221 Nonprofit and Voluntary Sector (3 cr.)
- SPEA-V 263 Public Management
- SPEA-V 264 Community Structures and Policy (3 cr.)
- SPEA-V 265 Challenges in Social Policy (3 cr.)
- SPEA-V 280 Understanding Policy Making (3 cr.)
- SPEA-V 362 Nonprofit Management and Leadership
- SPEA-V 366 Managing Behavior in Public Organizations
- SPEA-V 367 Project Planning and Management (3 cr.)
- SPEA-V 376 Project Planning and Management
- SPEA-V 408 Individual Rights, Common Goods, and Public Policy (3 cr.)
- SPEA-V 412 Leadership and Ethics
- SPEA-V 435 Negotiation and Alternate Dispute Resolution
- SPEA-V 443 Managing Workforce Diversity
- SPEA-V 450* Contemporary Issues in Public Affairs (3 cr.)
- SPEA-V 482 Overseas Study* *With approval by the faculty advisor, other non-criminal justice O'Neill courses may be substituted.*

With approval by the faculty advisor, other non-criminal justice O'Neill courses may be substituted.

IV. Open Electives (credit hours vary)

Additional courses beyond the IU Indianapolis Common Core, O'Neill General Education requirements, and Major requirements to total 120 credit hours.

- Only college level course work will count toward open electives. Remedial courses in areas such as math and English do not count.
- Review "Verify 120 credit hours" within your AAR to see how many *credits/*open electives remain after current semester.
- Transfer students, please also review the "Residency Requirement at IU Indianapolis" area on your AAR.
- How to calculate open electives: Take "credits needed," subtract the credits you have left for your degree. If credits remain, this is open electives.
- Open electives can include minors/certificates. If minor/certificate is with O'Neill, you can double count two courses from you major and the minor/certificate.

Important notes:

Students may transfer to O'Neill School of Public & Environmental Affairs once they acquire 12 credit hours, an overall cumulative GPA of 2.0, and a previous semester GPA of 2.0.

On the Indianapolis campus, no more than 50 percent of courses taken to satisfy the requirements of the Public Safety Management Concentration may be transfer courses from other accredited institutions of higher learning; including all IU campuses.

O'Neill Good Standing requires: a previous semester 2.0 GPA, a cumulative 2.0 GPA.

Please see your O'Neill Academic Advisor with any questions. To make an appointment with your advisor, call O'Neill Student Services at 317-274-4656.

Management and Civic Leadership (BSPA)

Management and Civic Leadership (B.S.P.A.)
The Bachelor of Science in Public Affairs requires 120 credit hours. The program includes five main areas: I. IU Indianapolis Common Core, II. O'Neill General Education/baccalaureate requirements, III. Public Affairs Core, IV. Program/Major requirements, and V. Open electives.

Public Affairs focuses on how we provide for our citizens, making our communities better places to live, work and raise a family. Public Affairs students study and analyze government policies, and learn how to manage government and nonprofit organizations.

A Management and Civic Leadership major teaches some of the things you'd learn in a business school, but you get the additional benefit of leaning how public agencies and nonprofit organizations operate. This holistic approach helps graduates move seamlessly between business, nonprofit and government management roles.

I. IU Indianapolis Common Core (30 Credits)
Students at IU Indianapolis will complete 30 hours of general education coursework prior to graduation with a baccalaureate degree. The coursework is aligned with the Indiana College Core (formerly INSTGEC). For more information, please click here.

1. Core Communication (2 courses; 6 credits) From approved list, students must take at least one writing course (ENG-W 131 - Reading, Writing and Inquiry I or ENG-W 140 Honors Composition I) and one speaking and listening course (COMM-R 110 Fundamentals of Speech Communication) for a total of two courses and six credits.
2. Analytical Reasoning (2 courses, 6 credits) From approved list, at least one college level math course. It is recommended that O'Neill students take Math-M 118 (finite) and SPEA-K 300 (Statistical Techniques).
3. Life and Physical Sciences (2 courses, 6 credits) From approved list, at least two courses and six credits toward the life and physical sciences.
4. Cultural Understanding (1 course; 3 credits) From approved list, at least one course. O'Neill students are encouraged to complete first year competency in a foreign language.
5. Arts & Humanities and Social Sciences (3 courses; 9 credits) From approved list, students must take at least three credits from the Arts & Humanities list and at least three credits from the Social Sciences list for a total of nine credits.

II. Baccalaureate Requirements: O'Neill Core General Education Requirements (15 credits)
Classes in this area must be a minimum of three credits each

Choose **one** course:

- BUS-X 204 Business Communication (3 cr.)
- ENG-W 231 Professional Writing (3 cr.)
- ENG-W 270 Argumentative Writing (3 cr.)

Choose **one** course:

- ECON-E 201 Introduction to Microeconomics (3 cr.)

Choose **one** course:

- POLS-Y 103 Introduction to American Politics (3 cr.)
- POLS-Y 217 Comparative Politics (3 cr.)

Choose **one** course:

- BUS-F 260 (or BUS-F 151 or BUS-F 152 or BUS-F 251) Personal Finance (3 cr.)
- PSY-B 110 Introduction to Psychology (3 cr.)
- ECON-E 202 Introduction to Macroeconomics (3 cr.)
- SOC-R 100 Introduction to Sociology (3 cr.)
- SOC-R 121 Social Problems (3 cr.)
- OLS 25200 Human Behavior in Organizations (3 cr.)
- OLS 26300 Ethical Decisions in Leadership (3 cr.)
- OLS 27400 Applied Leadership (3 cr.)
- PHST-P 210 Philanthropy in Social Sciences (3 cr.)

Choose **one** course:

- Select from any IU Indianapolis Common Core (from cultural understanding or social sciences domain) (3 cr.)

If ECON-E 201, ECON-E 202, and/or POLS-Y 103 are used to meet a core requirement, the student must take additional credits from any of the core curriculum general areas (Core Communication, Mathematics/Analytical Reasoning, Life and Physical Sciences, Cultural

Understanding, Arts & Humanities, Social Sciences) to achieve the additional O'Neill general education requirement credits. Though, students are not limited to only the core course listings and are encouraged to take higher level courses in those areas, depending on interests, minors, or certificates. Course selection and approval should be done in consultation with an O'Neill Academic Advisor.

All O'Neill students are encouraged to complete First Year Competency in a foreign language.

Students cannot double count courses in this area with their major requirements.

III. Public Affairs Core (8 courses; 21-26 credits)
- SPEA-V 170 Introduction to Public Affairs (3 cr.)
- SPEA-V 252 Career Development and Planning (3 cr.)
- SPEA-V 261 Using IT in Public Affairs (3 cr.)
- SPEA-V 264 Community Structures and Policy (3 cr.)
- SPEA-V 370 Research Methods (3 cr.)
- SPEA-V 376 Law and Public Affairs (3 cr.)
- SPEA-V 380 Internship in Public and Environmental Affairs (0-6 cr.)
- SPEA-V 473 Management, Leadership, and Policy Capstone (3 cr.)

IV. Management and Civic Leadership Major (Required Courses 27 cr.; Major 33 cr.)

Required courses:
- SPEA-V 221 Nonprofit and Voluntary Sector (3 cr.)
- SPEA-V 361 Financial Management (3 cr.)
- SPEA-V 366 Managing Behavior in Public Organizations (3 cr.)
- SPEA-V 367 Project Planning and Management (3 cr.)
- SPEA-V 382 Political Action and Civic Engagement (3 cr.)
- SPEA-V 412 Ethics and Leadership (3 cr.)
- SPEA-V 435 Negotiation and Alternative Dispute Resolution (3 cr.)
- SPEA-V 443 Managing Workforce Diversity (3 cr.)

Choose **one** course:
- SPEA-V 263 Public Management (3 cr.)
- SPEA-V 362 Nonprofit Management & Leadership (3 cr.)

Choose One Track (9 cr.) - approved course lists can be found on the degree map
- Human Resource
- Nonprofit Management
- Public Management

*If courses are selected that are also on the IU Indianapolis Common Core, only 3 courses can double for the IU Indianapolis Common Core and for the major.

V. Open Electives (credit hours vary)

Additional courses beyond the IU Indianapolis Common Core, O'Neill General Education requirements, and Major requirements to total 120 credit hours (these are not required to be O'Neill courses but could be).

Only college level course work will count toward open electives. Remedial courses in areas such as math and English do not count.

Important notes:
Students may transfer to O'Neill School of Public & Environmental Affairs once they acquire 12 credit hours, an overall cumulative GPA of 2.0, and a previous semester GPA of 2.0.

O'Neill Good Standing requires: a previous semester 2.0 GPA and a cumulative 2.0 GPA.

Please see your O'Neill Academic Advisor with any questions. To make an appointment with your advisor, call O'Neill Student Services at 317-274-4656.

Public Policy (BSPA)

Public Policy (BSPA)

The Bachelor of Science in Public Affairs requires 120 credit hours. The program includes five main areas: I. IU Indianapolis Common Core, II. O'Neill Core General Education/baccalaureate requirements, III. Public Affairs Core, IV. Program/Major requirements, and V. Open electives.

Public Affairs focuses on how we provide for our citizens, making our communities better places to live, work and raise a family. Public Affairs students study and analyze government policies, and learn how to manage government and nonprofit organizations.

A Public Policy major prepares students to analyze and assess the usefulness of existing and proposed laws. This major emphasizes critical thinking skills. Graduates often go on to law school or directly into positions in government or government relations.

I. [IU Indianapolis Common Core](#) (30 Credits)
Students at IU Indianapolis will complete 30 hours of general education coursework prior to graduation with a baccalaureate degree. The coursework is aligned with the Indiana Common Core (formerly known as INSTGEC). For more information, please click [here](#).

1. [Core Communication](#) (2 courses; 6 credits) From approved list, students must take at least one writing course (ENG-W 131 - Reading, Writing and Inquiry I or ENG-W 140 - Reading, Writing and Inquiry I Honors version) and one speaking and listening course (COMM-R 110 - Fundamentals of Speech Communication) for a total of two courses and six credits.
2. [Analytical Reasoning](#) (2 courses, 6 credits) From approved list, at least one college level math course (Math-M 118 - Finite Mathematics or higher) and SPEA-K 300 (Statistical Techniques). SPEA-K 301 (Statistical Techniques) is optional but recommended to help with SPEA-K 300.
3. [Life and Physical Sciences](#) (2 courses, 6 credits) From approved list, at least two courses and six credits toward the life and physical sciences.
4. [Cultural Understanding](#) (1 course; 3 credits) From approved list, at least one course and 3 credits. O'Neill students are encouraged to complete first year competency in a foreign language.

5. [Arts & Humanities](#) and [Social Sciences](#) (3 courses; 9 credits) From approved list, students must take at least three credits from the Social Sciences list (SPEA-V 170 - Introduction to Public Affairs), at least 3 credits from the Arts & Humanities list, and at least another three credits from either list for a total of nine credits.

II. Baccalaureate Requirements: O'Neill Core General Education Requirements (15 credits)

Classes in this area must be a minimum of 3 credits each.

Choose **one** course:

- BUS-X 204 Business Communications (3 cr.)
- ENG-W 231 Professional Writing (3 cr.)
- ENG-W 270 Argumentative Writing (3 cr.)

Choose **one** course:

- SPEA-V 379 Performance Measurement and Program Evaluation (3 cr.)
- ECON-E 201 Introduction to Microeconomics (3 cr.)

Choose **one** course:

- POLS-Y 103 Introduction to American Politics (3 cr.)
- POLS-Y 217 Comparative Politics (3 cr.)

Choose **one** course:

- BUS-F 260 (or BUS-F 151 or BUS-F 152 or BUS-F 251) Personal Finance (3 cr.)
- PSY-B 110 Intro to Psychology (3 cr.)
- ECON-E 202 Intro to Macroeconomics (3 cr.)
- SOC-R 100 Intro to Sociology (3 cr.)
- SOC-R 121 Social Problems (3 cr.)
- PHST-P 210 Philanthropy and the Social Sciences (3 cr.)
- PHST-P 212 Philanthropy and Civic Engagement (3 cr.)

O'Neill Core Requirement (3 cr.)

- Select from any IU Indianapolis Common Core (from cultural understanding or social sciences domain) (3 cr.)

If ECON-E 201 and or ECON-E 202 and/or POLS-Y 103 and/r POLS-Y 217 are used to meet a core requirement, the student must take additional credits from any of the core curriculum general areas (Core Communication, Mathematics/Analytical Reasoning, Life and Physical Sciences, Cultural Understanding, Arts & Humanities, Social Sciences) to achieve the additional O'Neill general education requirement credits. Though, students are not limited to only the core course listings and are encouraged to take higher level courses in those areas, depending on interests, minors, or certificates. Course selection and approval should be done in consultation with a O'Neill Academic Advisor.

All O'Neill students are encouraged to complete First Year Competency in a foreign language.

Students cannot double count courses in this area with their major requirements.

III. Public Affairs Core (8 courses; 21-26 credits)

- SPEA-V 170 Intro to Public Affairs (3 cr.)
- SPEA-V 252 Career Development and Planning (3 cr.)
- SPEA-V 261 Using IT in Public Affairs (3 cr.)
- SPEA-V 264 Community Structures and Policy (3 cr.)
- SPEA-V 370 Research Methods (3 cr.)
- SPEA-V 376 Law and Public Affairs (3 cr.)
- SPEA-V 380 Internship in Public and Environmental Affairs (0-6 cr.)
- SPEA-V 473 Management, Leadership, and Policy Capstone (3 cr.)

IV. Public Policy Major (30 cr.)

Required Courses (18 cr.):

- SPEA-V 265 Challenges in Social Policy (3 cr.)
- SPEA-V 280 Understanding Policy Making (3 cr.)
- SPEA-V 367 Project Planning and Management (3 cr.)
- SPEA-V 382 Political Action and Civic Engagement (3 cr.)
- SPEA-V 408 Individual Rights, Common Goods and Public Policies (3 cr.)

Choose **one** course:

- SPEA-V 263 Public Management (3 cr.)
- SPEA-V 362 Nonprofit Management and Leadership (3 cr.)

Choose One Track (12 cr.) - approved course lists can be found on the degree map

- Criminal Justice
- Environmental Policy
- Public Health
- Social Equity

If course(s) are selected that are also on the IU Indianapolis Common Core, only 3 courses can double for the IU Indianapolis Common Core and for the major.

V. Open Electives (approx. 16 cr.)

Additional courses beyond the IU Indianapolis Common Core, O'Neill General Education requirements, and Major requirements to total 120 credit hours (these are not required to be, but can be, O'Neill courses).

Only college level course work will count toward open electives. Remedial courses in areas such as math and English do not count.

Important notes:

Students may transfer to the O'Neill School of Public & Environmental Affairs once they acquire 12 credit hours, an overall cumulative GPA of 2.0, and a previous semester GPA of 2.0.

O'Neill Good Standing requires: a previous semester 2.0 GPA, a cumulative 2.0 GPA.

Please see your O'Neill Academic Advisor with any questions. To make an appointment with your advisor, call O'Neill Student Services at 317-274-4656.

Sustainability Practice and Policy (BSPA)

Sustainability Practice and Policy (BSPA)

The Bachelor of Science in Public Affairs requires 120 credit hours. The program includes five main areas: I. IU Indianapolis Common Core, II. O'Neill Core General Education/baccalaureate requirements, III. Public Affairs Core, IV. Program/Major requirements, and V. Open electives.

Public Affairs focuses on how we provide for our citizens, making our communities better places to live, work and raise a family. Public Affairs students study and analyze government policies, and learn how to manage government and nonprofit organizations.

A Sustainability Practice and Policy major focuses on the development and implementation of policies that help communities meet the needs of the present without compromising the future. O'Neill prepares people to lead and manage sustainability efforts in government, nonprofits and businesses.

I. IU Indianapolis Common Core (30 Credits)
Students at IU Indianapolis will complete 30 hours of general education coursework prior to graduation with a baccalaureate degree. The coursework is aligned with the Indiana Common Core (formerly known as INSTGEC). For more information, please click here.

1. Core Communication (2 courses; 6 credits) From approved list, students must take at least one writing course (ENG-W 131 - Reading, Writing and Inquiry I or ENG-W 140 Honors Composition I) and one speaking and listening course (COMM-R 110 - Fundamentals of Speech Communication) for a total of two courses and six credits.
2. Analytical Reasoning (2 courses, 6 credits) From approved list, at least one college level math course. It is recommended that O'Neill students take Math-M 118 (finite) and SPEA-K 300 (Statistical Techniques).
3. Life and Physical Sciences (2 courses, 6 credits) From approved list, at least two courses and six credits toward the life and physical sciences. Recommended: GEOG-G 107; GEOG-G 108; GEOG-G 114; GEOL-G 107; GEOL-G 117; GEOL-G 115; GEOL-G 130; GEOL-G 132
4. Cultural Understanding (1 course; 3 credits) From approved list, at least one course. O'Neill students are encouraged to complete first year competency in a foreign language.
5. Arts & Humanities and Social Sciences (3 courses; 9 credits) From approved list, students must take at least three credits from the Arts & Humanities list and at least three credits from the Social Sciences list for a total of nine credits. It is recommended that O'Neill students take SPEA-V 222 (Principles of Sustainability), and SPEA-V 170 (Introduction to Public Affairs).

II. Baccalaureate Requirements: O'Neill Core General Education Requirements (15 credits)
Classes in this area must be a minimum of three credits each.

Choose **one** of the following courses:

- BUS-X 204 Business Communication (3 cr.)
- ENG-W 231 Professional Writing (3 cr.)
- ENG-W 270 Argumentative Writing (3 cr.)

Choose **one** of the following courses:

- SPEA-V 379 Performance Measurement and Program Evaluation (3 cr.)
- ECON-E 201 Introduction to Microeconomics (3 cr.)

Choose **one** of the following courses:

- POLS-Y 103 Introduction to American Politics (3 cr.)
- POLS-Y 217 Comparative Politics (3 cr.)

Choose **one** of the following courses:

- ECON-E 202 Introduction to Macroeconomics (3 cr.)
- PBHL-H 101 Influencing the Public's Health (3 cr.)
- PSY-B 110 Introduction to Psychology (3 cr.)

O'Neill Core Requirements

- Select from any IU Indianapolis Common Core (from the life and physical science domain) (3 cr.)

If ECON-E 201, ECON-E 202, and/or POLS-Y 103 are used to meet a core requirement, the student must take additional credits from any of the core curriculum general areas (Core Communication, Mathematics/ Analytical Reasoning, Life and Physical Sciences, Cultural Understanding, Arts & Humanities, Social Sciences) to achieve the additional O'Neill general education requirement credits. Though, students are not limited to only the core course listings and are encouraged to take higher level courses in those areas, depending on interests, minors, or certificates. Course selection and approval should be done in consultation with an O'Neill Academic Advisor.
All O'Neill students are encouraged to complete First Year Competency in a foreign language.

Students cannot double count courses in this area with their major requirements.

III. Public Affairs Core (8 courses; 21-26 credits)
- SPEA-V 170 Intro to Public Affairs (3 cr.)
- SPEA-V 252 Career Development and Planning (3 cr.)
- SPEA-V 261 Using IT in Public Affairs (3 cr.)
- SPEA-V 264 Community Structures & Policy (3 cr.)
- SPEA-V 370 Research Methods (3 cr.)
- SPEA-V 376 Law and Public Policy (3 cr.)
- SPEA-V 380 Internship in Public Affairs (0-6 cr.)
- SPEA-V 473 Management, Leadership, and Policy Capstone (3 cr.)

IV. Sustainability Practices and Policy Major (33 cr.)

Required courses (24 cr.)
- SPEA-V 222 Principles of Sustainability (3 cr.)
- SPEA-V 265 Challenges in Social Policy (3 cr.)
- SPEA-V 310 Environmental Justice (3 cr.)
- SPEA-V 311 Natural Resources and Environmental Policy (3 cr.)
- SPEA-V 322 Sustainable Management (3 cr.)
- SPEA-V 367 Project Planning and Management (3 cr.)
- SPEA-V 419 Community Development (3 cr.)
- SPEA-J 426 GIS Mapping and Analysis (3 cr.)

Choose **three** sustainability electives from the list below (9 cr.)

- SPEA-V 280 Understanding Policy Making (3 cr.)
- SPEA-V 366 Managing Behavior in Public Organizations (3 cr.)
- SPEA-V 372 Government Finance and Budgets (3 cr.)
- SPEA-V 382 Political Action and Civic Engagement (3 cr.)
- SPEA-V 443 Managing Workforce Diversity (3 cr.)
- SPEA-E 476 Environmental Law and Regulation (3 cr.)
- LSTU-L 331 Global Problems, Local Solutions (3 cr.)
- GEOG-G 303 Weather and Climate (3 cr.)
- GEOG-G 310 Human Impact on the Environment (3 cr.)
- GEOL-G 306 Earth Materials (3 cr.)
- HIST-H 410 American Environmental History (3 cr.)
- PBHL-A 316 Environmental Health Science (3 cr.)

To enhance your degree, we recommend considering adding courses that would count toward any of the following minors: 1. Geology, 2. Environmental Health Science, 3. Geochemistry, 4. Environmental Science, 5. Geography

For the complete list of minors and certificates, click here

V. Open Electives (credits vary)

Additional courses beyond the IU Indianapolis Common Core, O'Neill General Education requirements, and Major requirements to total 120 credit hours (these are not required to be O'Neill courses but could be).

Only college level course work will count toward open electives. Remedial courses in areas such as math and English do not count.

Important notes:
Students may transfer to the O'Neill School of Public & Environmental Affairs once they acquire 12 credit hours, an overall cumulative GPA of 2.0, and a previous semester GPA of 2.0.

O'Neill Good Standing requires: a previous semester 2.0 GPA and a cumulative 2.0 GPA.

Please see your O'Neill Academic Advisor with any questions. To make an appointment with your advisor, call O'Neill Student Services at 317-274-4656.

Degree Programs

Undergraduate Degree Programs
Indiana University's O'Neill School of Public and Environmental Affairs helps students prepare for careers that change the world.

As an O'Neill student, you learn how people in public, private, and nonprofit organizations work together. You get a versatile degree that can lead to jobs and careers in public service, business, government, and nonprofit organizations.

At O'Neill, a better world starts with you.

Majors

- Community and Organizational Leadership Studies (BSCOLS)
- Criminal Justice (BSCJ)

- Management and Civic Leadership (BSPA)
- Public Policy Studies (BSPA)
- Public Safety Management (BSCJ)
- Sustainability Practices and Policy (BSPA)

For more information about the above majors visit the O'Neill website or O'Neill Student Portal.

Students pursuing the **Bachelor of Science in Community and Organizational Leadership** (BSCOLS) will learn the skills to lead teams, motivate people, articulate a compelling vision, foster positive communication, make strategic decisions, resolve conflicts, and create the positive work climate and culture needed to thrive through continuous organization change.

Students pursuing the **Bachelor of Science in Criminal Justice** (BSCJ) may major in Criminal Justice or Public Safety Management. Criminal Justice students learn to protect communities and their citizens.

- Students majors in **Criminal Justice** study law enforcement, the judicial system, corrections and national security.
- Students who major in **Public Safety Management** focus on large-scale disaster preparedness, homeland security and delivery of lifesaving services including firefighting, emergency medical services and disaster recovery.

Students pursuing the **Bachelor of Science in Public Affairs** (BSPA) may major in Management and Civic Leadership, Public Policy, or Sustainability Practice and Policy. Public Affairs students study and analyze policies, and learn how to manage government and nonprofit organizations.

- A **Management and Civic Leadership** major teaches how public agencies, private organizations, and nonprofit organizations operate. This approach helps graduates move seamlessly between business, nonprofit and government management roles.
- A **Public Policy** major prepares students to analyze and assess existing and proposed laws. This major emphasizes critical thinking skills. Graduates often go on to law school, or directly into positions in government or government relations. They also work in organizations focused on specific social or policy concerns.
- A **Sustainability Practices and Policy** major gives students a solid understanding of public affairs, finance, policy-making and civic engagement, combined with specialized classes in the principles of sustainability, environmental justice and green technologies. Graduates of the program will find employment in the growing field of sustainability by assuming community and government roles, working for environmental nonprofit groups, owning or managing "green" businesses, and conducting research and legislative analysis. This major is also an excellent choice for a pre-law student.

Community and Organizational Leadership Studies

Community and Organizational Leadership Studies (BSCOLS)

The Bachelor of Science in Community and Organizational Leadership requires 120 credit hours. The program includes five main areas: I. IU INDIANAPOLIS Common Core, II. O'Neill COLS Core degree requirements, III. O'Neill COLS Major requirements, IV. Open electives.

Situated in the O'Neill School of Public and Environmental Affairs, the COLS major equips students with practical leadership and communication skills, organizational and community understanding, and specialized knowledge tailored to their intended career paths. The program offers a wide variety of learning opportunities and includes accelerated and dual degree options with other academic programs at IU Indianapolis. COLS graduates are prepared for supervisory or leadership roles in public, private, nonprofit, and community organizations.

Learning Outcomes:

- Implement strategies for personal, professional, and organizational success.
- Illustrate ways human behaviors influence organizational culture and success.
- Differentiate responsibilities of supervisors, managers, and leaders.
- Identify how ethical issues influence organizational activities and decisions.
- Distinguish ways diverse workplace contexts affect organizational behavior and leadership.
- Apply project management techniques to the completion of organizational initiatives.
- Demonstrate an understanding of the ethics and values of public service.
- Apply techniques for effective communication in a variety of workplace contexts.
- Design research studies to identify a problem, define a research purpose, create a research question or hypothesis, collect, analyze and interpret data, and arrive at reasoned conclusions

I. IU Indianapolis Common Core (30 Credits)
Students at IU Indianapolis will complete 30 hours of general education coursework prior to graduation with a baccalaureate degree. The coursework is aligned with the Indiana Common Core (formerly known as INSTGEC). For more information, please click here.

1. Core Communication (2 courses; 6 credits) From approved list, students must take at least one writing course (ENG-W 131 - Reading, Writing and Inquiry I or ENG-W 140 Honors Composition I) and one speaking and listening course (COMM-R 110 - Public Speaking) for a total of two courses and six credits.
2. Analytical Reasoning (2 courses, 6 credits) From approved list, at least one college level math course. It is recommended that O'Neill students take Math-M 118 (finite) and SPEA-K 300 (Statistical Techniques).
3. Life and Physical Sciences (2 courses, 6 credits) From approved list, at least two courses and six credits toward the life and physical sciences.
4. Cultural Understanding (1 course; 3 credits) From approved list, at least one course. O'Neill students are encouraged to complete first year competency in a foreign language.

5. Arts & Humanities and Social Sciences (3 courses; 9 credits) From approved list, students must take at least three credits from the Arts & Humanities list and at least 3 credits from the Social Sciences list for a total of nine credits.

II. O'Neill COLS Major Requirements (13 courses; 32-39 credits)

Students in the Community and Organizational Leadership Studies B.S. degree must complete all Core Requirements. Required courses are listed in the recommended order of completion:

- SPEA-V 101 O'Neill First Year Seminar or equivalent (1-2 cr.)
- SPEA-L 121 Introduction to Organizational Leadership (1 cr.)
- SPEA-V 203 The Call to Public Service: History, Philosophy, Values, and Outcomes (3 cr.)
- SPEA-V 252 Career Development and Planning (3 cr.)
- SPEA-V 366 Human Behavior in Public Organizations (3 cr.)
- SPEA-V 367 Project Planning and Management (3 cr.)
- SPEA-V 373 Human Resource Management in Public Organizations or equivalent (3 cr.)
- SPEA-L 377 Foundations of Leadership (3 cr.)
- SPEA-V 380 Internship in Public and Environmental Affairs (0-6 cr.)
- SPEA-V 412 Leadership and Ethics (3 cr.)
- SPEA-V 443 Managing Workforce Diversity (3 cr.)
- SPEA-L 477 Leadership Applications (3 cr.)
- SPEA-V 473 Management, Leadership, and Policy Capstone (3 cr.)

III. O'Neill COLS Elective Requirements

a. Organizational Understanding: (9 credits)

Choose**one**#course from the following:

- SPEA-V 263 Public Management (3 cr.)
- SPEA-V 362 Nonprofit Management & Leadership (3 cr.)

Choose a minimum of **two**#courses that demonstrate understanding of organizations, business processes, or management. Examples include:

- BUS-W 200 Introduction to Business and Management (3 cr.) or BUS-X 100 Business Administration (3 cr.)
- BUS-P 300 Introduction to Operations Management (3 cr.)
- COMM-C 380 Organizational Communication (3 cr.)
- INFO-I 303 Organizational Informatics (3 cr.)
- PSY-I 358 Introduction to Industrial/Organizational Psychology (3 cr.)

Students admitted to an O'Neill accelerated graduate certificate or degree may substitute up to 6 credits of approved graduate courses in the Organizational Understanding requirement area.

b. Community Understanding: (9 credits)

Choose a minimum of **three**#courses that demonstrate understanding of community, social, societal, political, or cultural challenges or systems. Examples include

- SPEA-V 221 Nonprofit and Voluntary Sector (3 cr.)
- SPEA-V 264 Community Structures and Policy (3 cr.)
- SPEA-V 265 Challenges in Social Policy (3 cr.)
- AMST-A 200 Comparative American Identities (3 cr.)
- COMM-R 310 Rhetoric, Society, and Culture (3 cr.)
- COMM-C 482 Intercultural Communication (3 cr.)
- PHST-P 201 Introduction to Philanthropic Studies#(3 cr.)
- POLS-Y 280 Leadership, Civil Society, and Public Policy (3 cr.)
- PSY-B 370 Social Psychology (3 cr.)
- SOC-R 100 Introduction to Sociology (3 cr.) or SOC-R 121 Social Problems (3 cr.)
- SWK-S 102 Understanding Diversity in a Pluralistic Society (3 cr.)

Students admitted to an O'Neill accelerated graduate certificate or degree may substitute up to 6 credits of approved graduate courses in the Organizational Understanding requirement area.

c. Leadership Skills Electives: (18 credits)

Choose**one**#business or professional communication course: **(3 credits)**

- ENG-W 231 Professional Writing (3 cr.) or ENG-W 270 Argumentative Writing (3 cr.)
- BUS-X 204 Business Communication (3 cr.)

Choose **2 additional** communication skills electives: **(6 credits)**

- COMM-C 322 Advanced Interpersonal Communication (3 cr.)
- COMM-C 325 Interviewing Principles and Practices (3 cr.)
- COMM-R 320 Public Communication (3 cr.)
- ENG-W 365 Theories and Practices of Editing (3 cr.)
- SPEA-V 435 Negotiation and Alternative Dispute Resolution (3 cr.)

Students with communication or writing electives from previous colleges may apply transfer credit towards communication leadership skills electives.

Choose a minimum of **three**#courses to build conceptual leadership knowledge or skills: **(9 credits)**

- HER-U 101 Design Thinking 101 (3 cr.)
- SPEA-L 327 Leadership for a Global Workforce (3 cr.)
- SPEA-L 383 Coaching and Mentoring in Organizations (3 cr.)
- *SPEA-L 384 Employee Relations (3 cr.)
- SPEA-L 385 Leadership for Quality and Productivity (3 cr.)
- *SPEA-L 386 Employment Planning and Processes (3 cr.)
- SPEA-L 482 Leading through Change (3 cr.)

- *SPEA-L 484 Foundations of Human Resource Development (3 cr.)
- *SPEA-L 486 Compensation and Benefits for HR Leaders (3 cr.)
- SPEA-V 372 Government Finance and Budgets#(3 cr.)
- SPEA-V 379 Performance Measurement and Program Evaluation#(3 cr.)

*Indicates a course elective for the O'Neill Human Resource Management Minor

Students admitted to the Accelerated GRAD Certificate or MPA program may substitute up to 6 cr. of approved graduate courses in the Leadership Skills requirement area.

d. Specialty Focus Area (15 credits)

COLS majors will choose a minimum of **15 credit hours** related to their career goals. At least **three** courses must be at the **300-level or higher**. Students are encouraged to select courses that will result in completion of an O'Neill or other IU Indianapolis minor or certificate. Leadership Skills electives taken beyond the required 18 credit hours will apply to the Specialty Focus Area requirement. Students completing an A.S. or A.A.S. 2+2 degree may apply coursework required for their associates degree to the COLS specialty/focus area. Examples include:

- Courses to fulfill the IU Indianapolis Kelley School Business Minor or Business Foundations Certificate.
- Courses to fulfill requirements for any IU Indianapolis School of Liberal Arts Dual Degree.
- Courses to fulfill an approved IU Indianapolis undergraduate minor or certificate.
- Excess credit hours taken as part of an accelerated graduate certificate or master's program that do not count towards other COLS core or elective requirements.

IV. Open Electives (0-7 credits)
Additional courses beyond the IU INDIANAPOLIS Common Core, O'Neill COLS Core degree requirements, and COLS Major requirements, may be required to reach a total 120 credit hours. Remedial courses in areas such as math and English prerequisites and duplicated or repeat courses will not count. See important notes below for other O'Neill COLS requirements and limits.

Important notes:

Students may transfer to O'Neill School of Public & Environmental Affairs once they acquire 12 credit hours, an overall cumulative GPA of 2.0, and a previous semester GPA of 2.0. O'Neill Good Standing requires: a previous semester 2.0 GPA and a cumulative 2.0 GPA.

Students may apply a maximum of 64 credit hours from a 2-year college (C or higher grades are required for all transfer credit). The minimum residency at IU Indianapolis is 30 credit hours.

Students must complete 30 credit hours of 300-level or higher coursework.

Please see your O'Neill Academic Advisor with any questions. To make an appointment with your advisor,

login to the Student Appointment Scheduler from ONE-IU or call O'Neill Student Services at#317-274-4656.

Certificate in Nonprofit Management

Certificate in Nonprofit Management
Description of certificate: This certificate will teach students how to work with and in nonprofit organizations, including general business and management skills.

Admission to the certificate program in nonprofit management requires the following: Admission to the O'Neill School of Public and Environmental Affairs OR current enrollment in any IU degree program. Complete intent to pursue form.

The certificate in Nonprofit Management requires satisfactory completion of the following: A total of 18 credit hours, with a 2.0 GPA in all required coursework toward the certificate.

Certificate Requirements:
- SPEA V221 Nonprofit and Voluntary Sector (3 cr.)
  - For Philanthropic Studies students – taking 6 hours of intro courses will substitute V221 for purposes of this certificate. (Choose PHST P201 or P105; & choose one of PHST P210, PHST P211, or PHST P212)

- SPEA V346 Introduction to Government Accounting and Financial Reporting (P: BUS A200 or A201 or consent of instructor) or V356 Introduction to Nonprofit Financial Accounting and Reporting (3 cr.) (p: BUS A200 or A201 or consent of instructor)
- SPEA V362 Nonprofit Management and Leadership (3 cr.)
- SPEA V458 Fund Development for Nonprofit Organizations (3 cr.)
- 2 classes chosen from the following (6 credits)*:
  - SPEA V170 Introduction to Public Affairs
  - SPEA V261 Using IT in Public Affairs
  - SPEA V263 Public Management
  - SPEA-V 265 Challenges in Social Policy
  - SPEA V322 Sustainable Management
  - SPEA V361 Financial Management (P: BUS A200, A201, or consent of instructor)
  - SPEA V366 Managing Behavior in Public Organizations
  - SPEA V373 Human Resources Management in the Public Sector
  - SPEA V376 Law and Public Policy
  - SPEA V382 Political Action and Civic Engagement
  - SPEA V408 Individual Rights, Common Goods and Public Policies
  - SPEA V412 Leadership and Ethics
  - SPEA V435 Negotiation and Alternative Dispute Resolution
  - SPEA V443 Managing Workforce Diversity
  - SPEA J206 Criminal Courts
  - SPEA J321 American Policing (P: SPEA J101)
  - SPEA J331 Corrections (P: SPEA J101)
  - SPEA J376 Principles of Public Safety (P: SPEA J101)
  - SPEA J382 Emergency Services Management (P: SPEA J101)

- PHST P375 Philanthropy, Calling, and Community
- Other courses as approved by O'Neill Academic Advisor and Program Director

Important notes:
- A maximum of 6 hours of credit from another institution may be applied toward this certificate. Credit work for this certificate may be taken on any campus of Indiana University.
- O'Neill students cannot earn a certificate in the same area as their major/concentration.
- Students must apply for graduation, during the last semester of certificate coursework, to be awarded the certificate.
- Students may certify into the O'Neill School of Public & Environmental Affairs once they have a prior term and cumulative GPA of 2.0 and in O'Neill certificate courses.
- O'Neill Good Standing requires: a previous semester 2.0 GPA and a cumulative 2.0 GPA.
- Please see an O'Neill Academic Advisor with any questions. To make an appointment with an advisor, call O'Neill Student Services at 317-274-4656, complete the online request form or stop by BS 3025.

Certificate in Public Affairs

Certificate in Public Affairs
This certificate focuses on the study of public policy and law.

Admission to the certificate program in nonprofit management requires the following: Admission to the School of Public and Environmental Affairs or current enrollment in any IU degree program.

The certificate in Public Affairs requires satisfactory completion of the following: Student must complete a total of 18 credit hours, with at least a 2.0 GPA in all required coursework toward the certificate.

Certificate Course Requirements (18 cr.):

- SPEA V170 Introduction to Public Affairs (3 cr.)
- SPEA V264 Community Structures and Policy (3 cr.)
- SPEA V378 Policy Process in the United States (3 cr.)
- **One** law course (3 cr.):
  - SPEA-J 311 Criminal Law and Procedure (3 cr.)
  - SPEA-V 280 Understanding Policy Making (3 cr.)
  - SPEA V376 Law and Public Policy (3 cr.)
- **One** Research Methods Course (3 cr.):
  - SPEA V370 Research Methods and Statistical Modeling (3 cr.) P: SPEA K300 or equivalent
  - SPEA J202 Criminal Justice Data, Methods, and Research (3 cr.) P: SPEA J101

- **One** course chosen from the following (3 cr.):
  - SPEA J101 American Criminal Justice System (3 cr.)
  - SPEA J205 Juvenile Justice (3 cr.) P: SPEA-J 101
  - SPEA J206 Criminal Courts (3 cr.) P: SPEA-J 101
  - SPEA J272 Terrorism and Public Policy (3 cr.)
  - SPEA J321 American Policing (3 cr.) P: SPEA-J 101
  - SPEA J331 Corrections (3 cr.) P: SPEA-J 101
  - SPEA J376 Principles of Public Safety (3 cr.) P: SPEA J101
  - SPEA-J382 Emergency Management (3 cr.)
  - SPEA V222 Principles of Sustainability (3 cr.)
  - SPEA-V265 Challenges in Social Policy (3 cr.)
  - SPEA V310 Environmental Justice (3 cr.)
  - SPEA V311 Natural Resources and Environmental Policy (3 cr.)
  - SPEA V322 Sustainable Management (3 cr.)
  - SPEA V408 Individual Rights, Common Goods and Public Policies (3 cr.)
  - SPEA V419 Sustainable Community Development (3 cr.)
  - SPEA V435 Negotiation and Alternative Dispute Resolution (3 cr.)
  - Other courses as approved by O'Neill Academic Advisor and Program Director

Important notes:
- A maximum of 6 hours of credit from another institution may be applied toward this certificate. Credit work for this certificate may be taken on any campus of Indiana University.
- The O'Neill double counting policy allows O'Neill students to double count courses between any combination of O'Neill majors, minors, and certificates.
- O'Neill students cannot earn a certificate in the same area as their major/concentration.
- Students must apply for graduation, during the last semester of certificate coursework, to be awarded the certificate.
- Students may certify into the O'Neill School of Public & Environmental Affairs once they have a prior term and cumulative GPA of 2.0 and a 2.0 in O'Neill certificate courses.
- O'Neill Good Standing requires: a previous semester 2.0 GPA and a cumulative 2.0 GPA.
- Please see an O'Neill Academic Advisor with any questions. To make an appointment with an advisor, call O'Neill Student Services at 317-274-4656, complete the online request form or stop by BS 3025.

Certificate in Public Management

Certificate in Public Management

This certificate will teach students how to work in and with public and private organizations, including general business and management skills.

Admission to the certificate program in nonprofit management requires the following: Admission to the School of Public and Environmental Affairs (if not pursuing another degree program, see bulletin for admission requirements) OR current enrollment in any IU degree program.

The certificate in Public Management requires satisfactory completion of the following: Student must complete a total of **18** credit hours, with at least a 2.0 GPA in all required coursework toward the certificate.

Certificate Course Requirements (18 cr.):
- SPEA V263 Public Management (3 cr.)
- SPEA V346 Introduction to Government Accounting and Financial Reporting or V356 Introduction to Nonprofit Financial Accounting and Reporting (3 cr.)
- SPEA V366 Managing Behavior in Public Organizations (3 cr.)
- SPEA V372 Government Finance and Budgets (3 cr.)
- 2 courses chosen from the following (6 credits):
  - SPEA V170 Introduction to Public Affairs
  - SPEA V261 Computers in Public Affairs
  - SPEA V263 Public Management
  - SPEA V265 Challenges in Social Policy
  - SPEA V280 Understanding Social Policy
  - SPEA V322 Sustainable Management
  - SPEA V348 Management Science
  - SPEA V361 Financial Management
  - SPEA V367 Project Planning and Management
  - SPEA V373 Human Resources Management in the Public Sector
  - SPEA V376 Law and Public Policy
  - SPEA V382 Political Action and Civic Engagement
  - SPEA V408 Individual Rights, Common Goods and Public Policies
  - SPEA V412 Leadership and Ethics
  - SPEA V435 Negotiation and Alternative Dispute Resolution
  - SPEA V443 Managing Workforce Diversity
  - SPEA J206 Criminal Courts
  - SPEA J321 American Policing
  - SPEA J331 Corrections
  - SPEA J376 Principles of Public Safety
  - SPEA J382 Emergency Management
  - Other courses as approved by O'Neill Academic Advisor and Program Director

Important notes:
- A maximum of 6 hours of credit from another institution may be applied toward this certificate. Credit work for this certificate may be taken on any campus of Indiana University.
- The O'Neill double counting policy allows O'Neill students to double count courses between any combination of O'Neill majors, minors, and certificates.

- O'Neill students cannot earn a certificate in the same area as their major/concentration.
- Students must apply for graduation, during the last semester of certificate coursework, to be awarded the certificate.
- Students may certify into the O'Neill School of Public & Environmental Affairs once they have a prior term and cumulative GPA of 2.0 and a 2.0 in O'Neill certificate courses.
- O'Neill Good Standing requires: a previous semester 2.0 GPA, a cumulative 2.0 GPA, as well as 2.0 GPA in O'Neill major courses.
- Please see an O'Neill Academic Advisor with any questions. To make an appointment with an advisor, call O'Neill Student Services at 317-274-4656, complete the online request form or stop by BS 3025.

Minors and Certificates

Minors
Any Indiana University student enrolled in a baccalaureate program may pursue one or more of the minors offered by the O'Neill School of Public and Environmental Affairs. Individuals interested in one or more of these minors should inquire in the O'Neill undergraduate advising office for additional details. Students who successfully complete the requirements will have the minor conferred with their degree. O'Neill's multidisciplinary faculty and curricula address environmental, public policy, and management issues from a variety of perspectives. A minor in O'Neill can enhance career opportunities for liberal arts and other majors.

- Civic Leadership
- Community and Organizational Leadership Studies
- Criminal Justice
- Criminal Justice Accounting
- Human Resources Management
- Management
- Policy Studies
- Public and Nonprofit Financial Management
- Public Safety Management
- Sustainable Management

Certificates

General Requirements
1. Students must be in good academic standing and enrolled in a baccalaureate program to be eligible to apply for most of these certificates. Interested students must apply for a certificate before completing 15 credit hours of applicable course work.
2. O'Neill students cannot earn a certificate in the same area as their major concentration.
3. A grade point average of 2.0 or higher is required in all course work credited toward the certificate.
4. Students earning an O'Neill certificate and O'Neill major may double-count courses across any allowable combination of these programs.

- Community and Organizational Leadership Studies
- Public Affairs
- Nonprofit Management

- Public Management

Minor in Civic Leadership

Minor in Civic Leadership
Any Indiana University students enrolled in a baccalaureate program, except those pursuing a Bachelor of Science in Public Affairs with a major in Civic Leadership, may pursue the minor in Civic Leadership. Students who successfully complete the requirements will have the minor conferred with their degree.

Students must declare their intentions to receive a minor by completing the intent form. A minimum cumulative GPA of 2.0 is required in courses taken specifically for the minor. At least 9 of the 15 credit hours must be taken on the IU Indianapolis campus.

Curriculum (5 courses/15 credit hours)
Complete the following courses 6 credit hours):

- SPEA-V 170 Introduction to Public Affairs (3 cr.)
- SPEA-V 412 Leadership and Ethics (3 cr.)

Select **one** of the following (3 credit hours):

- SPEA-V 221 Nonprofit and Voluntary Sector (3 cr.) **OR**
- SPEA-V 265 Challenges in Social Policy (3 cr.)

Select **two** of the following courses (6 credit hours):

- SPEA-V 263 Public Management (3 cr.)
- SPEA-V 264 Community Structures & Policy (3 cr.)
- SPEA-V 280 Understanding Policy Making (3 cr.)
- SPEA-V 362 Nonprofit Management and Leadership (3 cr.)
- SPEA-V 367 Project Planning and Management (3 cr.)
- SPEA-V 376 Law and Public Policy (3 cr.)
- SPEA-V 382 Political Action and Civic Engagement (3 cr.)
- SPEA-V 408 Individual Rights, Common Goods, and Public Policies (3 cr.)
- SPEA-V 435 Negotiation and Alternative Dispute Resolution (3 cr.)
- SPEA-V 450 Contemporary Issues in Public Affairs (3 cr.) - **as approved**
- SPEA-V 458 Fund Development for Nonprofit Organizations

Minor in Criminal Justice Accounting

Minor in Criminal Justice Accounting
Any Indiana University students enrolled in a Kelley School of Business baccalaureate program pursuing the accounting major may pursue the minor in criminal justice accounting. Students who successfully complete the requirements will have the minor conferred with their degree.

Students must apply for the minor during their final term prior to graduating. Students are also encouraged to declare their intent to minor by contacting O'Neill Student Services.

Curriculum (5 Courses/15 credit hours)
Required courses:

- SPEA-J 101- The American Criminal Justice System (3 cr.)
- SPEA-J 220 – Criminal Investigation (3 cr.)
- SPEA-J 311- Criminal Law and Procedure (3 cr.)
- SPEA-J 303 – Evidence (3 cr.)
- FIS-I 205 – Concepts of Forensic Science I (3 cr.)

A cumulative grade point average of 2.0 or above is required, in all course work, credited toward the minor.

Minor in Criminal Justice

Minor in Criminal Justice
Any Indiana University students enrolled in a baccalaureate program, except those pursuing a major in criminal justice, may pursue the minor in criminal justice. Students who successfully complete the requirements will have the minor conferred with their degree.

Students must declare their intentions to receive a minor by completing the intent form. A minimum cumulative GPA of 2.0 is required in courses taken specifically for the minor. At least 9 of the 18 credit hours must be taken on the IU Indianapolis campus.

Curriculum (6 courses/18 credit hours) Required Courses (2 courses/6 credit hours)
- SPEA-J 101 The American Criminal Justice System (3 cr.)
- SPEA-J 201 Theoretical Foundations of Criminal Justice Policies (3 cr.)

Criminal Justice Core Courses (2 courses/6 credit hours).
Choose **two** courses from the following:

- SPEA-J 202 Criminal Justice Data, Methods, and Resources (3 cr.)
- SPEA-J 205 Juvenile Justice (3 cr.)
- SPEA-J 206 The Criminal Courts (3 cr.)
- SPEA-J 311 Criminal Law and Procedure (3 cr.)
- SPEA-J 321 American Policing (3 cr.)
- SPEA-J 331 Corrections (3 cr.)
- SPEA-J 439 Crime and Public Policy (3 cr.)

Electives Courses (2 courses/6 credit hours minimum)
Take two other criminal justice courses ("J" prefix). These may be drawn from the courses in the above list NOT used to fulfill that requirement. At least one of these two courses must be at the 300 or 400 level. Only one of the following courses may be used to meet this requirement: J370, J380, J470, or J480.

NOTE: At least 9 of the 18 credit hours must be taken on the IU Indianapolis campus.

Minor in Human Resources Management

Minor in Human Resources Management

Any Indiana University students enrolled in a baccalaureate program may pursue the minor in Human Resources Management (HRM). Students who successfully complete the requirements for the public service or professional HRM track will have the minor conferred with their undergraduate degree.

Students who are pursuing the BSPA Management major should consult with their academic advisor to ensure they are following the policy on double counting courses.

Students must declare their intentions to receive a minor by completing an application, which is available online. A minimum GPA of 2.0 is required in courses taken specifically for the minor. At least 9 of the 15 credit hours must be taken on the IU Indianapolis campus. During their final term of enrollment, students must also apply to have the minor conferred with their degree by completing the O'Neill Graduation Application.

Public Service Track Curriculum (5 courses/15 credit hours)

Complete the following two courses:

- SPEA-V 170 Introduction to Public Affairs (3 cr.)
- SPEA-V 373 Human Resources Management in the Public Sector (3 cr.)

Choose **three** of the following courses:

- SPEA-V 265 Challenges in Social Policy (3 cr.)
- SPEA-V 366 Managing Behavior in Public Organizations (3 cr.)
- SPEA-V 367 Project Planning and Management (3 cr.)
- SPEA-V 435 Negotiation and Alternative Dispute Resolution (3 cr.)
- SPEA-V 443 Managing Workforce Diversity (3 cr.)
- SPEA-V 450 Contemporary Issues in Public Affairs (3 cr.) - Approved Topics ONLY

Professional Track Curriculum (5 courses/15 credit hours)

Complete the following five courses:

- SPEA-V 373 Human Resource Management in the Public Sector or any approved 200-level or higher human resource management foundations course (3 cr.)
- SPEA–L 384 Employee Relations
- SPEA–L 386 Employment Planning and Processes
- SPEA–L 484 Foundations of Human Resource Development
- SPEA–L 486 Compensation and Benefits for HR Leader

Minor in Management and Civic Leadership

Minor in Management and Civic Leadership
Any Indiana University students enrolled in a baccalaureate program, except those pursuing a Bachelor of Science in Public Affairs with a major in Management and Civic Leadership, may pursue this minor. Students who successfully complete the requirements will have the minor conferred with their degree.

Students must declare their intentions to receive a minor by completing the intent form. A minimum cumulative GPA of 2.0 is required in courses taken specifically for the minor. At least 9 of the 15 credit hours must be taken on the IU Indianapolis campus.

Curriculum (5 courses/15 credit hours)

Complete the following course:

- SPEA-V 367 Project Planning and Management (3 cr.)

Select **one** of the following:

- SPEA-V 263 Public Management (3 cr.)
- SPEA-V 362 Nonprofit Management and Leadership (3 cr.)

Select **three** of the following:

- SPEA-V 203 Call of Public Service (3 cr.)
- SPEA-V 265 Challenges in Social Policy (3 cr.)
- SPEA-V 280 Understanding Policy Making (3 cr.)
- SPEA-V 346 Introduction to Government Accounting and Financial Reporting (3 cr.)
- SPEA-V 348 Management Science (3 cr.)
- SPEA-V 356 Introduction to Nonprofit Accounting and Reporting (3 cr.)
- SPEA-V 361 Financial Management (3 cr.) *If not taken to satisfy the requirement above.*
- SPEA-V 366 Managing Behavior in Public Organizations (3 cr.)
- SPEA-V 372 Government Finance and Budgets (3 cr.)
- SPEA-V 373 Human Resources Management in the Public Sector (3 cr.)
- SPEA-V 412 Leadership and Ethics (3 cr.)
- SPEA-V 435 Negotiation and Alternative Dispute Resolution (3 cr.)
- SPEA-V 443 Managing Workforce Diversity (3 cr.)
- SPEA-V 450 Contemporary Issues in Public Affairs (3 cr.) - **as approved**
- SPEA-V 458 Fund Development for Nonprofit Organizations (3 cr.)
- SPEA-L 327 Leadership in Global Workforce (3 cr.)
- SPEA-L 384 Employee Relations (3 cr.)
- SPEA-L 385 Leadership Quality in Production (3 cr.)
- SPEA-L 386 Employee Planning and Processes (3 cr.)

Minor in Public Policy Studies

Minor in Public Policy Studies
Any Indiana University students enrolled in a baccalaureate program, except those pursuing a Bachelor of Science in Public Affairs with a concentration in Policy Studies, may pursue the Policy Studies minor. Students who successfully complete the requirements will have the minor conferred with their degree.

Students must declare their intentions to receive a minor by completing the intent form. A minimum cumulative GPA of 2.0 is required in courses taken specifically for the minor. At least 9 of the 15 credit hours must be taken on the IU Indianapolis campus.

Curriculum (5 courses/15 credit hours)

- SPEA-V 264 Community Structures and Policy (3 cr.)
- SPEA-V 265 Challenges in Social Policy (3 cr.)
- SPEA-V 280 Understanding Policy Making (3 cr.)
- SPEA-V 376 Law and Public Policy (3 cr.)

- SPEA-V 382 Political Action and Civic Engagement (3 cr.)

Minor in Public and Nonprofit Financial Management

Minor in Public and Nonprofit Financial Management
Any Indiana University students enrolled in a baccalaureate program may pursue the Public and Nonprofit Financial Management minor. Students who successfully complete the requirements will have the minor conferred with their degree.

Students must declare their intentions to receive a minor by completing the intent form. A minimum cumulative GPA of 2.0 is required in courses taken specifically for the minor. At least 9 of the 15 credit hours must be taken on the IU Indianapolis campus.

Curriculum (5 courses/15 credit hours)
Complete the following courses:

- SPEA-V 170 Introduction to Public Affairs (3 cr.)
- SPEA-V 346 Introduction to Government Accounting and Financial Reporting (3 cr.)
- SPEA-V 361 Financial Management (3 cr.)
- SPEA-V 372 Government Finance and Budgets (3 cr.)

Choose **one** of the following courses:

- SPEA-V 362 Nonprofit Management and Leadership (3 cr.)
- SPEA-V 367 Project Planning and Management (3 cr.)
- SPEA-V 458 Fund Development for Nonprofits (3 cr.)

Minor in Public Safety Management

Minor in Public Safety Management
Any Indiana University students enrolled in a baccalaureate program, except those pursuing a major in public safety management, may pursue the minor in public safety management. Students who successfully complete the requirements will have the minor conferred with their degree.

Students must declare their intentions to receive a minor by completing the intent form. A minimum cumulative GPA of 2.0 is required in courses taken specifically for the minor. At least 9 of the 15 credit hours must be taken on the IU Indianapolis campus.

Curriculum (5 courses/15 credit hours)
Complete the following courses:

- SPEA-J 150 Public Safety in America (3 cr.)
- SPEA-J 272 Terrorism and Public Policy (3 cr.)
- SPEA-J 376 Principles of Public Safety (3 cr.)
- SPEA-J 382 Emergency Management (3 cr.)
- SPEA-J 387 Foundations of Homeland Security (3 cr.)

Minor in Sustainability Practices and Policy

Minor in Sustainability Practices and Policy

Any Indiana University students enrolled in a baccalaureate program, except those pursuing a major in sustainability practices and policy may pursue this minor. Students who successfully complete the requirements will have the minor conferred with their degree.

Students must declare their intentions to receive a minor by completing the intent form. A minimum cumulative GPA of 2.0 is required in courses taken specifically for the minor. At least 9 of the 15 credit hours must be taken on the IU Indianapolis campus.

Curriculum (5 courses/15 credits)

Complete **five** of the following courses:

- SPEA-V 222 Principles of Sustainability (3 cr.)
- SPEA-V 310 Environmental Justice (3 cr.)
- SPEA-V 311 Natural Resources and Environmental Policy (3 cr.)
- SPEA-V 322 Sustainable Management (3 cr.)
- SPEA-V 310 Environmental Justice (3 cr.)
- SPEA-V 419 Sustainable Community Development (3 cr.)
- SPEA-E 476 Environmental Law and Regulation (3 cr.)

Minor in Community and Organizational Leadership Studies

Minor in Community and Organizational Leadership Studies

Any Indiana University students enrolled in a baccalaureate program, except those pursuing a Bachelor of Science in Community and Organizational Leadership Studies (COLS), may pursue the Minor. Students who successfully complete the requirements will have the minor conferred with their degree. A minor in COLS provides students with the skills to lead teams, motivate people, articulate a compelling vision, foster positive communication, make strategic decisions, resolve conflicts, and create the positive work climate.

Students must declare their intentions to receive a minor by completing an application, which is available online. A minimum GPA of 2.3 is required in courses taken specifically for the minor. At least 9 of the 15 credit hours must be taken on the IU Indianapolis campus. Transfer credit, including eligible leadership credit for prior learning (military transcripts, industry certifications) may be used to fulfill up to 6 of the 15 credit hours. During their final term of enrollment, students must also apply to have the minor conferred with their degree by completing the O'Neill Graduation Application.

Curriculum (5 courses/15 credit hours)

Complete the following courses (12 credit hours):

- SPEA-V 203 The Call of Public Service (3 cr.)
- SPEA-L 377 Foundations of Leadership (3 cr.)
- SPEA-V 412 Leadership and Ethics (3 cr.)
- SPEA-L 477 Leadership Applications (3 cr.)

Select **one** or more of the following electives:

- SPEA-V 366 Managing Behavior in Organizations (3 cr.)

- SPEA-V 367 Project Planning and Management (3 cr.)
- SPEA-V 373 Human Resource Management in Public Organizations (3 cr.)
- SPEA-L 383 Coaching and Mentoring for Leaders (3 cr.)
- SPEA-L 385 Leadership for Quality and Productivity (3 cr.)
- or other approved elective (3 cr.)

Certificate in Community and Organizational Leadership Studies

Certificate in Community and Organizational Leadership Studies
The certificate in Community and Organizational Leadership Studies (COLS) provides students with leadership skills necessary to affect positive change in community, nonprofit, or public sectors.

Admission to the certificate program in community and organizational leadership studies requires the following: Admission to the School of Public and Environmental Affairs (if not pursuing another degree program, see bulletin for admission requirements) OR current enrollment in any IU Indianapolis undergraduate degree program.

The certificate in COLS requires satisfactory completion of the following: Student must complete a total of **18** credit hours, with at least a 2.0 GPA in all required coursework toward the certificate. At least 9 credit hours must be taken on the IU Indianapolis campus. Transfer credit, including eligible leadership credit for prior learning (military transcripts, industry certifications) may be used to fulfill up to 6 of the 18 credit hours. During their final term of enrollment, students must also apply to have the minor conferred with their degree by completing the O'Neill Graduation Application.

Curriculum (6 courses/18 credit hours)

Complete the following courses (12 credit hours):

- SPEA-V 203 The Call of Public Service (3 cr.)
- SPEA-L 377 Foundations of Leadership (3 cr.)
- SPEA-V 412 Leadership and Ethics (3 cr.)
- SPEA-L 477 Leadership Applications (3 cr.)

Select **one** or more of the following **organizational understanding** electives:

- SPEA–V 263 Public Management (3 cr.)
- SPEA–V 362 Nonprofit Management and Leadership (3 cr.)
- SPEA-V 366 Managing Behavior in Organizations (3 cr.)
- SPEA-V 367 Project Planning and Management (3 cr.)
- SPEA-V 373 Human Resource Management in Public Organizations (3 cr.)
- SPEA–L 384 Human Relations (3 cr.)
- SPEA–L 385 Leadership: Quality and Productivity (3 cr.)
- SPEA-L 482 Leading through Change (3 cr.)
- SPEA-L 484 Foundations of Human Resource Development (3 cr.)

- BUS–Z 302 Managing & Behavior in Organizations
- COMM–C 380 Organizational Communication
- SWK–S 423 Organizational Theory and Practice
- PSY–B 358 Introduction to Industrial/Organizational Psychology
- PSY–B 366 Concepts and Applications in Organizational Psychology

Select **one** or more of the following **community understanding** electives:

- SPEA–V 264 Community Structures and Policy
- SPEA–V 365 Challenges in Social Policy
- SPEA–L 382 Political Action and Civic Engagement
- AMST–A 200 Comparative American Identities
- COMM–C 484 Intercultural Communication
- POLS–Y 280 Leadership, Civil Society and Public Policy
- SOC–R 100 Introduction to Sociology
- SOC–R 121 Social Problems
- PSY–B 370 Social Psychology
- SWK–S 102 Understanding Diversity in a Pluralistic Society

Important notes:
- A maximum of 6 hours of credit from another institution may be applied toward this certificate. Credit work for this certificate may be taken on any campus of Indiana University.
- The O'Neill double counting policy allows O'Neill students to double count courses between any combination of O'Neill majors, minors, and certificates.
- O'Neill students cannot earn a certificate in the same area as their major/concentration.
- Students must apply for graduation, during the last semester of certificate coursework, to be awarded the certificate.
- In order for the certificate to be awarded, the student must be in good academic standing. O'Neill Good Standing requires:a cumulative 2.0 GPA.
- Please see an O'Neill Academic Advisor with any questions. To make an appointment with an advisor, call O'Neill Student Services at 317-274-4656, complete the online request form or stop by BS 3025.

Honors Minor in Leadership

Honors Minor in Leadership

Any students enrolled in the IU Indianapolis Honors College or possessing a cumulative IU GPA of at least 3.5 may pursue the Honors Minor in Leadership.

Students must declare their intentions to receive a minor by completing an application online. A minimum GPA of 3.0 is required in each credit-bearing course and students must maintain a 3.5 overall GPA.

Students admitted to the Honors Minor in Leadership will complete five courses/leadership learning experiences (15 credits). All courses must be completed for honors credit. Students must enroll in the Honors Portfolio course in their senior year. Due to the interdisciplinary intent of this program, no more than two courses (6 credit hours) can be in the same subject prefix.

Complete the following course:

- SPEA-L 377 Foundations of Leadership (3 cr.)

Choose one course from at least three of the following leadership competency areas:

- Leadership Communication (3-6 cr.)
- Conceptual Leadership (3-6 cr.)
- Community Leadership (3-6 cr.)
- Applied Leadership Skills (0-6 cr.)

Complete the Honors Portfolio course:

- HON-H 496 Honors Senior E-Portfolio (0-1 cr.)

Bachelor of Science in Criminal Justice (BSCJ & BSPS)

Bachelor of Science in Criminal Justice (BSCJ & BSPS) Learning Outcomes

Describe major elements of the criminal justice system, policing, courts and corrections

- Summarize basic terms and definitions critical to criminal justice
- Define crime, legally and socially, discuss how it is measured, and current trends in crime.
- Interpret contemporary events, people, trends, social movements within the broader context of criminal justice.
- Examine the criminal justice system using multi-disciplinary perspectives that recognize both formal and informal ways of giving

Evaluate ethics, values, norms, and motivations in criminal justice, policing, courts, and corrections

- Examine meanings and motivations of different actors in the criminal justice system through diverse perspectives
- Explain critiques of the criminal justice system
- Recognize and interpret key ethical concepts and dilemmas
- Evaluate and apply ethical schools of thought in relation to activities and decision-making in the criminal justice system

Analyze elements of the criminal justice system considering the diverse experiences and view points present in society (PLUS: Innovator)

- Identify the size, scope, types, roles and limitations of the criminal justice system
- Differentiate the roles and relationships among institutions and actors in the criminal justice system
- Explain the role of competing viewpoints and systemic pressures and change
- Gather and analyze data related to the criminal justice sector from credible sources to inform, research, practice, and/or decision-making
- Evaluate theories that explain the origins and purposes of different elements of the criminal justice system
- Compare and contrast the approaches and impact of criminal justice systems on the local, national, and global levels.

Communicate about criminal justice issues effectively with varied audiences (PLUS: Communicator)

- Discuss the constitutional foundations of the criminal justice system, especially the tensions between individual rights and public order
- Demonstrate the ability to listen to, question, and articulate ideas through discussions, interviews, and research
- Demonstrate principles of effective written and verbal communication

Engage with individuals, organizations and communities to address the operation of and challenges in the criminal justice system (PLUS: Problem Solver)

- Describe personal orientations and positions on criminal justice questions
- Produce leadership and consensus-building strategies for addressing issues in the criminal justice system
- Evaluate and develop diverse collaborative approaches for addressing issues of justice and the criminal justice system

Translate understanding of the criminal justice system into strategies to resolve problems or issues in the criminal justice system (PLUS: Community Contributor)

- Apply criminal justice knowledge to theory to analyze, evaluate and contribute to the development of solutions for criminal justice problems and issues.
- Describe their capacity to participate in system change and problem solving
- Identify career options that aligned with their values and civic identity
- Critique personal and professional experiences related to the roles and actions of elements of the criminal justice system to inform future actions

Students will be able to demonstrate additional learning specific to their major.

Criminal Justice Major

The criminal justice major is concerned with the functioning of the major elements of the criminal justice system, policing, courts and corrections, including both public and non-governmental agencies. Students learn what crime is, why and how often it occurs, how we attempt to prevent it, and how we punish those who commit crimes. Criminal justice graduates will be able to:

- Define crime, legally and socially, discuss how it is measured, and current trends in crime.
- Describe major theories of crime and discuss corresponding public policies to reduce crime.
- Discuss the constitutional foundations of the criminal justice system, especially the tension between individual rights and public order.
- Discuss the history and evolution of policing, the role of discretion, the nature and effectiveness of police activities, and issues of police misconduct.
- Describe the structure, process, and actors in the court system, as well as current issues in processing criminal cases.

- Describe the major philosophies of punishment, the history and evolution of corrections systems, and the current issues in corrections.
- Describe current crime control strategies, and discuss the strengths and limitations of various approaches.
- Read criminal justice research and communicate findings clearly, and apply basic research methods to criminal justice research questions.

Public Safety Management Major

The public safety management major is intended to prepare students to work in agencies that ensure public safety, such as fire departments, emergency management and homeland security agencies. Public safety management graduates will be able to:

- Define public safety, and discuss the major components of the public safety system and how they operate.
- Define and describe homeland security, how federal state and local agencies work to maintain homeland security, and how it relates to public safety, in theory and in practice.
- Discuss the constitutional foundations of public safety, especially the tension between individual rights and public order.
- Discuss the history and evolution of terrorism, the motivations that lead to terrorism, and the nature and effectiveness of responses to terrorism.
- Describe emergency service agencies, and current issues and trends in emergency service in the United States and around the world.
- Discuss technology and how it relates to maintaining public safety, particularly the use of geographic information systems.
- Describe current public safety strategies, and discuss the strengths and limitations of various approaches.
- Read public safety research, communicate findings clearly, and apply basic research methods to criminal justice research questions.
- Articulate methods of recognizing and resolving crisis situations, including crisis planning, crisis management and ethical decision making processes and practices.
- Describe the dynamics and processes (individual, group, institutional bureaucratic and psychological) that can impact decision making during crises, and articulate methods of learning from past approaches/ experience to build future strategies for managing disasters or crises.

Bachelor of Science in Public Affairs (BSPA)

Bachelor of Science in Public Affairs (BSPA)- Program Learning Outcomes

Describe the intellectual depth, breadth, and mental agility of learning to anticipate, recognize, evaluate, and solve problems in public affairs

- Recognize, characterize and analyze issues and problems in public affairs using appropriate

technology to collect, collate and assess data through statistics and other quantitative tools
- Evaluate information using different analytical methods and tools

Develop an awareness of one's personal responsibility and service to the public, and to seek principled solutions to problems in public affairs.

- Recognize and demonstrate sensitivity to diverse points of view
- Work effectively as a team

Recognize and incorporate concerns, theories, concepts and other information rooted in the broader concepts of globalization, civic engagement, sustainability, and management in working with public affairs issues and problems.

- Recognize different approaches to civic engagement practiced in different communities
- Design responses to public problems that incorporate diverse needs and priorities

Communicate effectively important information and ideas in public affairs both with individuals and in group settings, and using oral, written, visual, and electronic modes.

- Communicate ideas using written and oral modes
- Communicate ideas using data in various formats

Recognize, characterize and analyze issues and problems in public affairs using appropriate technology to collect, collate and assess data through statistics and other quantitative tools.

- Understand basic quantitative approaches to gather and analyzing data
- Use common quantitative methods to guide inquiry and decision making
- Demonstrate familiarity with the ethical considerations associated with data gathering and data use

Apply knowledge and theory of the public, nonprofit and private sectors (e.g., microeconomics) to analyze, evaluate and contribute to the development of solutions for public affairs issues and problems.

- Recognize the components of a healthy civil society
- Learn the structures and stages of the political process and anticipate the ways that the political process impacts civic engagement
- Understand and apply the theoretical and practical foundations of leadership
- Learn and use negotiation and conflict resolution skills.
- Evaluate the costs and benefits of different approaches to addressing a civic problem through the lenses of economics and effective policy making

Students will be able to demonstrate additional learning specific to their major.

Sustainability Practice and Policy Major

The concept of sustainability arises from three distinct intellectual origins: (1) the understanding of ecosystems and the natural systems of the Earth; (2) concerns about ethics, especially social responsibility and intergenerational justice in the structure and functioning of society; (3) and economic approaches to the problems of relying on free or regulated markets in regard to common-pool resources and pure public goods—many of which include the natural resources and systems of the Earth. This major introduces and investigates the interrelationships between these approaches as a system to synthesize a basic understanding that can lead to sustainable solutions across organizations and policy through real-life learning opportunities, namely by using IU Indianapolis' campus as a living laboratory of sustainability by which to develop, test, and apply sustainable solutions.

- Understand, describe, and in an informed manner discuss, what sustainability is and provide tangible examples of implementing sustainable practices across sectors and topic areas
- Understand how best sustainable practices are implemented across sectors and topic areas
- Be scientifically literate in areas pertaining to sustainability, specifically the science of climate change and the carbon cycle
- Be familiar with different perspectives and theoretical models of organizational management and the policy process and be able to discuss them in relation to sustainability
- Be aware of the various channels available for active participation in organizational management and the policy process as they relate to sustainability
- Demonstrate an understanding of the grant writing process and apply learned material to a real-life application
- Understand how to conduct a greenhouse gas emissions assessment and craft plans for reduction efforts
- Identify common sustainability measures and the common methods or analysis used to assess and track targets
- Develop an orientation toward systems thinking

Management and Civic Leadership Major

The management major is concerned with the functioning of organizations, whether public, private or nonprofit. Students electing the management major will study resource allocation, organizational design, accountability, and other generally applicable principles involved in all organizational structures, with an emphasis on issues specific to public and nonprofit organizations. Students in management will be able to:

- Understand and participate in the management of public and nonprofit organizations.
- Understand the principles of finance and budgeting in the public sector, and be able to undertake basic finance and budgeting activities in that context.
- Understand the principles of finance and budgeting in the nonprofit sector, and be able to undertake basic finance and budgeting activities in that context.
- Understand the principles of human resource management, and be able to apply them in the context of a public or nonprofit organization.
- Manage diversity in a changing workforce.

- Understand the decision-making in public and nonprofit organizations, and be able to contribute to that process in those organizations.

Public Policy Major

The policy studies major is concerned with the exercise of power and the nature and wisdom of the rules that constrain the use of power. In contrast to the management student, whose focus in on the organization, and the civic leadership student, whose focus is on the community and community networks, the policy studies student will primarily be concerned with the rules we establish to govern our communal endeavors. Students in policy studies will be able to:

- Understand, explain and apply common models of the policy process to problems in public affairs.
- Understand the options for public input into public decision-making and policy implementation.
- Read, understand and evaluate program evaluations and policy analyses reported by others, and communicate those digested findings clearly and concisely.
- Understand and apply basic methods of program evaluation using common quantitative, qualitative and mixed tools.
- Understand and apply basic methods of public policy analysis using common quantitative, qualitative and mixed tools.
- Understand a policy area in depth.

Undergraduate Certificates

Undergraduate Certificates

Nonprofit Management Certificate

Upon completion of this certificate program, students should:

- Demonstrate their grasp of the distinctive attributes of the three sectors: private, nonprofit and public.
- Be able to describe the mechanisms through which nonprofit organizations interact with and influence the public and private sectors.

Public Affairs Certificate

Upon completion of this certificate program, students should:

- Demonstrate an understanding of the legal and political context within which American policy formation occurs.
- Demonstrate understanding of the policy process, including the interplay between constitutional norms and majority opinion.

Public Management Certificate

Upon completion of this certificate program, students should:

- Demonstrate understanding of the differences between the public, private and nonprofit sectors, and be able to identify the responsibilities unique to the public sector.
- Be able to identify the basic principles of management that are applicable to the public sector.

Student Learning Outcomes

Student Learning Outcomes

Criminal Justice

- Bachelor of Science in Criminal Justice
    - Criminal Justice Major
    - Public Safety Management Major

Public Affairs

- Bachelor of Science in Public Affairs
    - Management and Civic Leadership Major
    - Public Policy Major
    - Sustainability Practice and Policy Major

Certificates

- Nonprofit Management
- Public Affairs
- Public Management

Accelerated Masters

Accelerated Masters

The Accelerated Masters Program is a competitive program for outstanding O'Neill undergraduate students. Students may apply to the Master of Public Affairs (M.P.A.) or the Master of Science in Criminal Justice and Public Safety (M.S.C.J.P.S.) early in their junior year.

Participation in this program allows students to fulfill some graduate program requirements during undergraduate studies. Graduate courses count for both graduate and undergraduate degree requirements.

Admission

The program admits students from among the top tier of O'Neill undergraduate majors. To be considered, a student must:

- Complete a minimum of 60 credit hours
- Complete the Intent to Pursue form
- Have a 3.3 undergraduate GPA
- Submit one letter of recommendation from faculty members
- Submit a personal statement

Please contact O'Neill Student Services to set an appointment with your academic advisor to discuss the accelerated programs at oneillqa@iu.edu or 317-274-4656.

Scholarships

Undergraduate Scholarships

For a list of undergraduate student scholarships for current and incoming students, please click here.

Credit for Fire Training

Credit for Fire Training

Full-time firefighters who are trained and employed by the following departments are eligible for nine undergraduate credit hours from the O'Neill School of Public and

Environmental Affairs. You can apply these credits towards any of O'Neill's undergraduate degree programs. The course credit is for Principles of Public Safety SPEA-J 376, Emergency Management SPEA-J 382 and Internship in Public Affairs SPEA-V 380.

To be awarded credits for fire training, you must be admitted to IU Indianapolis and you must have completed at least 12 IU Indianapolis credits with a 2.0 GPA prior to being awarded the fire training credits and complete the form. Fire training credits will not be awarded until O'Neill verifies that you have successfully completed 12 credits of coursework at IU Indianapolis.

Participating fire departments:

- Indianapolis
- Decatur Township
- Franklin Township
- Lawrence Township
- Perry Township
- Pike Township
- Warren Township
- Washington Township
- Wayne Township
- Avon
- Beech Grove
- Brownsburg
- Carmel
- Fishers
- City of Franklin
- City of Lawrence
- Noblesville
- Speedway

For more information, contact the O'Neill Student Services at 317-274-4656. Complete the application.

Honors Program

Honors Program
The O'Neill Honors Program offers select students across all O'Neill majors an opportunity to enroll in a challenging academic program that will enhance learning opportunities. Benefits include:

- Increased opportunities to interact with faculty members.
- Greater depth of learning in your major through additional challenges.
- Enhanced relationships with other motivated, high-achieving students.
- Enriched classroom discussions.
- Access to the IU Indianapolis Honors College facility such as dedicated study space, computer lab, group-work rooms, interaction with other honors students, and access to the honors college advisors.
- Opportunity to pursue the Honors Minor in Leadership.

Admission Requirements
1. Be admitted to O'Neill.
2. Have 15 IU Indianapolis GPA hours completed with at least a 3.5 cumulative GPA.
3. Be enrolled at IU Indianapolis full time.
4. Complete O'Neill Honors Program application.

5. Have at least four semesters remaining before graduation.

Program Requirements
To successfully complete the O'Neill Honors Program, a student must:

- Maintain a cumulative and term GPA or 3.3 or above.
- Maintain a 3.3 or above in honors courses.
- Complete 24 total honors credit hours (15 hours of required O'Neill honors courses plus 9 hours of honors electives).
- Complete an Honors course or experience every semester
- Complete HON-H 200 - Introduction to Honors
- Complete the senior portfolio course (HON-H 496)

Probation
Any student who fails to maintain the GPA requirements will be put on probation status for one semester, will be required to meet with the O'Neill Honors Advisor to discuss his or her standing in the program and must complete an Honors Probation Contract. If the student is unable to meet the GPA requirements in subsequent terms, he or she may be dismissed from the O'Neill Honors program

Honors Courses
1. Complete 15 hours of O'Neill Major courses for Honors credit.
   1. We recommend working with the O'Neill Honors Advisor to plan these courses. Taking courses from full-time O'Neill faculty will be preferred for Honors credit O'Neill courses.
   2. O'Neill classes being taken for Honors credit will include additional requirements beyond those in the regular course offering. Examples of additional requirements include (applicable paperwork must be submitted and approved prior to the experience in order to receive Honors credit):
      - A major paper not required in the regular course
      - Additional readings not required in the regular course
      - Additional or different questions on exams; these questions may cover additional material or require mastery of material beyond the level required in the regular course
      - Other additional assignments not required in the regular course
      - Adding an Honors component to study abroad, service learning, senior capstone, or internship experiences

2. Complete 9 hours of Honors elective courses.

A student is encouraged to meet with the O'Neill Honors Advisor each term to complete the contract required to enroll in an honors course. Students then will submit the contract to the Honors College no later than the third week of classes, though we recommend submitting paperwork prior to the start of the semester.

Undergraduate Programs

General Information
The O'Neill School of Public and Environmental Affairs on the Indianapolis campus offers a wide range of undergraduate programs. The following is a list of bachelor's degrees offered through O'Neill:

- Bachelor of Science in Public Affairs (B.S.P.A.) with majors in:

    - Management and Civic Leadership
    - Public Policy
    - Sustainability Practice and Policy

- Bachelor of Science in Criminal Justice (B.S.C.J.) with majors in:

    - Criminal Justice
    - Public Safety Management

Minors are available in the following areas:

- Management and Civic Leadership
- Criminal Justice
- Criminal Justice Accounting (for accounting students admitted to the Kelley School of Business)
- Human Resource Management
- Management
- Public Policy Studies
- Public and Nonprofit Financial Management
- Public Safety Management
- Sustainable Management and Policy

In addition, O'Neill offers three undergraduate certificates:

- Nonprofit Management
- Public Affairs
- Public Management

General information concerning these programs can be obtained by visiting our website here or from the O'Neill Student Services:

O'Neill Student Services
O'Neill School of Public and Environmental Affairs
Business/SPEA Building 3025
Indiana University-Purdue University Indianapolis
801 W. Michigan Street
Indianapolis, IN 46202-5152
Phone: (317) 274-4656
Toll-free: (877) 292-9321
E-mail: @
Web: click here

Off Campus Study

Off Campus Study
Education is all about new experiences, and O'Neill offers several ways to gain different perspectives while remaining an IU Indianapolis student:

Study abroad
Both O'Neill and IU Indianapolis offer opportunities to study abroad, and offer scholarships to help you do so! O'Neill's Overseas Education Programs are detailed here, and IU Indianapolis's offerings can be found here. Most O'Neill students who are accepted into an O'Neill study abroad program will be awarded an O'Neill Overseas

Education Scholarship. Awards range from $1000 to $2000. Additional scholarships are also available. Please visit O'Neill's scholarships page.

O'Neill has a diverse range of locations and programs, from Beijing to Berlin, Moscow to Kenya, Paris to Pamplona. If you are considering international study, make an appointment with an O'Neill advisor to explore the possibilities and find a fit that's right for you.

Study in Washington, DC
O'Neill offers the Washington Leadership Program in Washington, DC during the spring and fall semesters. Junior and senior undergraduate students from all majors at all IU campuses are eligible to apply. This program consists of two senior-level seminars (each worth 3 credit hours) and an internship (worth 5-6 credit hours). Students complete internships by working four days per week at a congressional office, trade association or federal agency, or at a health, environmental or nonprofit organization.

Study at other universities
IU Indianapolis participates in National Student Exchange (NSE), a nonprofit education consortium that allows students to spend a summer, a semester or an academic year at one of the nearly 200 NSE institutions in the U.S., Canada or U.S. territories. Students pay tuition and fees at IU Indianapolis rates even while they are on exchange, and all course credits transfer back to IU Indianapolis. To qualify, students must:

- Have completed 24 credit hours
- Have a GPA of 2.5 or higher
- Be a full-time student at IU Indianapolis.

For more information, visit the National Student Exchange site.

Take a course at another IU campus and transfer credits to IU Indianapolis
Select the IU campus that you plan to attend. Make sure the courses you plan to take are being offered. Complete an intercampus transfer form with the IU campus you plan to attend. Once you have registered and completed your courses, they should appear on your IU Academic Advising Report. If you are unsure how a course will transfer to IU Indianapolis, contact IU Indianapolis Admissions at 317-274-4591 or the Admissions website. Check with your academic advisor to ensure the class you want to take will fulfill a requirement in your major.

Credit for Law Enforcement Training

Credit for Law Enforcement Training
Sworn full-time police officers who have graduated from any of the five law enforcement academies in Indiana are eligible for 12 undergraduate credit hours from O'Neill. Students can apply these credits towards any of O'Neill's undergraduate degree programs. The course credit is for Criminal Law SPEA-J 311, Criminal Investigation SPEA-J 220 and six hours of Internship in Criminal Justice SPEA-J 380.

To be awarded credits for law enforcement training, you must be admitted to IU Indianapolis and you must have completed at least 12 IU Indianapolis credits with a 2.0 GPA prior to being awarded the law enforcement training credits. Law enforcement training credits will not

be awarded until O'Neill verifies that you have successfully completed 12 credits of coursework at IU Indianapolis.

For more information contact O'Neill Student Services at 317-274-4656. Complete an application for credit.

Washington Leadership Program

Washington Leadership Program

The O'Neill School of Public and Environmental Affairs offers the Washington Leadership Program each fall and spring semester in Washington, D.C. This program consists of two seminar courses (each worth 3 credit hours) and an internship (6 credit hours). Students complete internships by working four days per week in an assigned congressional office, public interest group, federal agency, or nonprofit organization.

Students attend classes and reside in Washington, D.C. Tuition is based on the regular fees for Indiana University, plus any special program charges. Students in the program remain eligible for any scholarships or financial aid they would normally receive as Indiana University students. For specific costs on tuition and room and board within the Washington Leadership Program, contact O'Neill at oneillqa@iu.edu.

Admissions

For most programs, applicants with bachelor's degrees in any field from an accredited institution are eligible to apply for admission to the graduate programs of the O'Neill School of Public and Environmental Affairs.

Application Submission

Applicants should apply to a degree or certificate program and request financial assistance as early as possible before the desired semester of enrollment.

All application forms must be completed and received by the O'Neill Graduate Admissions Office at IU Indianapolis **before May 15** to attend the fall semester, **before September 15** to attend the spring semester, and **by March 15** to attend the summer sessions. O'Neill accepts late applications.

International application deadlines for the Master of Public Affairs are **March 15** to attend the fall semester and **September 15** to attend the spring semester.

To receive **priority attention** for **financial aid** for the fall semester, send all Free Application for Federal Student Aid (FASFA) and renewal forms to the Office of Student Financial Aid Services by **February 1**.

Graduate Assistantship

The O'Neill application priority date for graduate research assistantships is **February 1**.

Admission

Each application for admission is carefully evaluated by the admissions committee for the appropriate degree. Applicants to all O'Neill degree programs must do the following:

- Submit applications to the graduate program office.
- Pay a nonrefundable application fee to Indiana University.

- Carefully read the applicable sections in this bulletin for any specific program or campus admission requirements.
- Submit proof of bachelor's degree certification from an accredited institution. Students who have not completed undergraduate course work at the time of application may be admitted based on the strength of previous work, but a final transcript attesting to the award of a bachelor's degree must be submitted before the student can enroll.
- When applying to **degree** programs required documentation includes:
  - Online application, all sections completed.
  - Official transcripts from all colleges and universities attended. Students who have taken course work on any Indiana University campus do not need to submit an Indiana University transcript.
  - One Application Reference Form completed by faculty and professionals familiar with applicant's activities and potential to succeed in graduate work.
  - MPA and MSCJPS requirements: minimum GPA (3.2), or 2 years of relevant work experience, or official test scores for the GRE, GMAT or LSAT.
  - Resumes are required for all programs.
  - Complete personal statement and departmental question sections on application.
  - Supplemental questions in the application under departmental questions section.

- When applying to **certificate** programs the following documentation is required:
  - Online application (References are not required).
  - Official transcripts from all colleges and universities attended. Students who have taken course work on any Indiana University campus do not need to submit an Indiana University transcript.
  - Complete personal statement and departmental question sections on application.
  - Supplemental questions in the application under departmental questions section.
  - Resumes are required for all certificate programs.

- International Students must apply to O'Neill using the online application, completing the international section, and paying the nonrefundable international application fee (subject to change). O'Neill will accept the same paper application that you have submitted to the Office of International Affairs (OIA), along with additional required O'Neill documents, but the online application is preferable. You are required to provide TOEFL scores. International application priority deadlines: for fall semester apply by February 1; for spring semester apply by September 15. Visit the O'Neill Web site or the OIA Web site for more information.

GRE and LSAT Information

Applicants may submit LSAT (Law School Admission Test) scores in lieu of GRE (Graduate Record

Examination) scores. Applicants must mail a copy of their LSAT score report to O'Neill Graduate Admissions.

Information concerning the GRE is available from Graduate Record Examination, Educational Testing Service, P.O. Box 6000, Princeton, NJ 08541, (609) 771-7670 or (866) 473-4373.

Information concerning the LSAT is available from Law School Admission Services, P.O. Box 2000, Newtown, PA 18940, (215) 968-1001.

Master of Public Affairs

Applications for O'Neill's graduate programs are processed on a year-round basis for admission in any academic semester. Each application to O'Neill's graduate programs is carefully evaluated by the admissions committee for the appropriate degree. Admission to O'Neill's graduate programs is competitive. Each program has its own admissions criteria and meeting these criteria does not guarantee admission to that program.

Admission Deadlines
Fall: May 15
Spring: November 15
Summer: March 15

O'Neill accepts late applications.

Graduate Research Assistantships: February 1*

*O'Neill degree program application must be submitted and an admission decision made to be eligible for the upcoming fall/spring term assistantships and fellowships.

Admission Requirements
Minimum preferred requirements for admission include:

1. A baccalaureate degree from an accredited college or university with a grade point average of B+ (3.2) or higher
2. Apply online
3. All transcripts for work that was done outside of the Indiana University system*
4. A resume*
5. A personal statement*
6. One letter of recommendation*

If your GPA is lower than 3.2, you can request a waiver of GPA requirement in one of three ways:

1. If you have at least 2 years of relevant work experience;
2. By submitting official test scores from the GRE, GMAT, or LSAT that meet the following criteria:
   1. A combined score of 300 or more (verbal and quantitative) on the GRE or
   2. A total score of 500 or higher on the GMAT or
   3. A total score of 150 or higher on the LSAT

O'Neill considers results from the GRE, GMAT or LSAT, but the GRE is the most common among our applicants. Preparing to take the test and getting official test scores can be a lengthy process, so plan accordingly.

3. If you have already earned a master's degree from an accredited college or university in the United States or if you have completed at least three

classes towards a O'Neill graduate certificate with a 3.5 GPA or higher

To discuss options regarding the GPA requirement, contact O'Neill Graduate Admissions, oneillga@iu.edu.

*These documents will be kept on file until we receive your online application. Materials may be submitted via the online application portal or mailed to:

O'Neill Graduate Admissions
BS 3025
801 West Michigan Street
Indianapolis, IN 46202

MS in Criminal Justice and Public Safety

Applications for O'Neill's graduate programs are processed on a year-round basis for admission in any academic semester. Each application to O'Neill's graduate programs is carefully evaluated by the admissions committee for the appropriate degree. Admission to O'Neill's graduate programs is competitive. Each program has its own admissions criteria and meeting these criteria does not guarantee admission to that program.

Admission Deadlines
Fall: May 15
Spring: September 15
Summer: March 15

Admission Requirements
Admission Requirements
Minimum preferred requirements for admission include:

1. A baccalaureate degree from an accredited college or university with a grade point average of B+ (3.2) or higher
2. Apply online
3. All transcripts for work that was done outside of the Indiana University system*
4. A resume*
5. A personal statement*
6. One letter of recommendation*

If your GPA is lower than 3.2, you can request a waiver of GPA requirement in one of three ways:

1. If you have at least 2 years of relevant work experience;
2. By submitting official test scores from the GRE, GMAT, or LSAT that meet the following criteria:
   1. A combined score of 300 or more (verbal and quantitative) on the GRE or
   2. A total score of 500 or higher on the GMAT or
   3. A total score of 150 or higher on the LSAT

O'Neill considers results from the GRE, GMAT or LSAT, but the GRE is the most common among our applicants. Preparing to take the test and getting official test scores can be a lengthy process, so plan accordingly.

3. If you have already earned a Master's degree from an accredited college or university in the United States or if you have completed at least three classes towards an O'Neill graduate certificate with a 3.5 GPA or higher

To discuss options regarding the GPA requirement, contact O'Neill Graduate Admissions, oneillga@iu.edu.

*These documents will be kept on file until we receive your online application. Materials may be submitted via the online application portal or mailed to:

O'Neill Graduate Admissions
BS 3025
801 West Michigan Street
Indianapolis, IN 46202

Certificate Programs

Eleven graduate certificates are offered by the Paul H. O'Neill School of Public and Environmental Affairs at IU Indianapolis:

- Analytics in Public Affairs
- Crime Analysis
- Criminal Justice Leadership & Management
- Environmental Policy and Sustainability
- Homeland Security and Emergency Management
- Innovation and Social Change
- Nonprofit Management
- Policy Analysis
- Public Finance
- Public Management
- Urban and Regional Governance

Admissions

Admission Eligibility The student must have a bachelor's degree from an accredited college or university to apply.

Application Application and program information can be found online here. Students should apply to an O'Neill graduate program using the online application.

Application Deadlines Application deadlines for the certificate programs are May 15 for the fall semester, Sept. 15 for the spring semester, and March 15 for the summer sessions.

Application Fee Students must pay a nonrefundable application fee.

Program Restrictions

1. Students admitted to an O'Neill graduate degree program are not eligible for admission nor awarding of a certificate in the same concentration of their graduate degree.
2. Transfer credit, course substitutions, or course waivers are not accepted for fulfilling the certificate requirements.
3. Students enrolled in a certificate program can only confer the certificate with a minimum cumulative GPA of 3.0 (B) in all required coursework.
4. A student may be dismissed if, after 9 credit hours of coursework, the GPA is below a 3.0.
5. Admission to or successful completion of a certificate program does not guarantee subsequent admission to an O'Neill graduate degree program.
6. Students enrolled in a certificate program who apply to an O'Neill graduate degree programs must meet all existing admission requirements, or may request a waiver if they complete at least three classes towards the certificate with a 3.5 GPA or higher.

Analytics in Public Affairs

The Graduate Certificate in Analytics in Public Affairs is a 15 credit hour program of study. Courses in cost-benefit analysis, public finance, and data analysis in public affairs are focused on application and practice, not on theoretical knowledge.

There is an increasing need at the regional, national, and global levels to harvest data that is newly available through the increasing use of technology and the rapid progress in technology. Every sector, including public affairs, is being exposed to a wealth of new data and possibilities.

Armed with an understanding of data analytics, students in the program will develop the tangible skills necessary to provide analytical support for decision-makers at all levels of government and to support organizations that provide policy information to the public more broadly.

Eligibility and Application Procedure

1. Any holder of a baccalaureate of higher degree from an accredited college or university is eligible for admission
2. An online application and information may be obtained here. Application deadlines for the certificate programs are before May 15 for the fall semester, before September 15 for the spring semester, and before March 15 for summer sessions. Students must pay a nonrefundable application fee.

Program Restrictions

1. Students admitted to an O'Neill graduate degree program are not eligible for admission nor awarding of a certificate in the same concentration of their graduate degree.
2. Transfer credit, course substitutions, or course waivers are not accepted for fulfilling the certificate requirements.
3. Students enrolled in a certificate program can only confer the certificate with a minimum cumulative GPA of 3.0 (B) in all required coursework.
4. A student may be dismissed if, after 9 credit hours of coursework, the GPA is below a 3.0.
5. Admission to or successful completion of a certificate program does not guarantee subsequent admission to an O'Neill graduate degree program.
6. Students enrolled in a certificate program who apply to an O'Neill graduate degree programs must meet all existing admission requirements, or may request a waiver if they complete at least three classes towards the certificate with a 3.5 GPA or higher.

Certificate Requirements (15 credit hours)
Required Courses (12 credit hours)
FOUR of the following courses:

- SPEA-V 506 Statistical Analysis for Effective Decision Making
- SPEA-V 507 Data Analysis and Modeling for Public Affairs
- SPEA-V 541 Benefit Cost-Analysis of Public and Environmental Policies
- SPEA-V 562 Public Program Evaluation

- SPEA-V 663 Policy Analysis

Electives (3 credit hours)
ONE additional O'Neill graduate public affairs course from the following options:

- SPEA-V 531 Urban Planning and Placemaking
- SPEA-V 560 Public Finance and Budgeting
- SPEA-E 529 Application of Geographic Information Systems

Student Learning Outcomes
Upon completion of this certificate program, students shall:

- demonstrate a firm understanding of fundamental statistical terms,
- test and interpret hypotheses about sample means and goodness of fit
- derive and interpret regression analyses
- understand and apply "logic models" and a theory of change
- identify and explain alternative data sources and (data) analytical approaches common to program evaluation

Crime Analysis
The Certificate in Crime Analysis is a 18-credit-hour program of study. The certificate program is flexible enough to be adapted to the needs of pre-career and in-service individuals. Graduates completing the Graduate Certificate in Crime Analysis can expect to be competitive for jobs in government agencies and other organizations that work strategically to prevent crime and problems related to crime.

Completing the graduate certificate will prepare students to take the exam for Certified Law Enforcement Analysts, offered by the International Association of Crime Analysts. In addition, students can earn approximately 60 points toward the required 100 points needed to become a Certified Law Enforcement Analysts by completing the certificate.

Eligibility and Application Procedure

1. Any holder of a baccalaureate of higher degree from an accredited college or university is eligible for admission
2. An online application and information may be obtained here. Application deadlines for the certificate programs are before May 15 for the fall semester, before September 15 for the spring semester, and before March 15 for summer sessions. Students must pay a nonrefundable application fee.

Program Restrictions

1. Students admitted to an O'Neill graduate degree program are not eligible for admission nor awarding of a certificate in the same concentration of their graduate degree.
2. Transfer credit, course substitutions, or course waivers are not accepted for fulfilling the certificate requirements.
3. Students enrolled in a certificate program can only confer the certificate with a minimum cumulative GPA of 3.0 (B) in all required coursework.

4. A student may be dismissed if, after 9 credit hours of coursework, the GPA is below a 3.0.
5. Admission to or successful completion of a certificate program does not guarantee subsequent admission to an O'Neill graduate degree program.
6. Students enrolled in a certificate program who apply to an O'Neill graduate degree programs must meet all existing admission requirements, or may request a waiver if they complete at least three classes towards the certificate with a 3.5 GPA or higher.

Certificate Requirements (18 credit hours)

Required Courses (12 credit hours)

EACH of the following courses:

- SPEA-J 502 Research Methods in Criminal Justice and Public Affairs
- SPEA-J 503 Crime Analysis
- SPEA-J 520 Mapping and Analysis for Public Safety
- SPEA-V 506 Statistical Analysis for Effective Decision Making

Electives (6 credit hours)

TWO additional O'Neill graduate courses that cannot include independent research studies, readings, or internship classes.

Student Learning Outcomes

- execute primary types of crime analysis and processes
- use appropriate methodological techniques and discuss findings effectively
- synthesize different sources and types of information to make recommendations
- demonstrate a firm understanding of fundamental statistics skills and applications

Environmental Policy and Sustainability
The Graduate Certificate in Environmental Policy and Sustainability is a 15 credit hour program of study. The certificate program is designed to increase awareness of environmental and sustainability issues from a public affairs/public policy perspective.

Protecting the environment has become a critical goal for numerous companies across all sectors of the economy. Graduates of this certificate program will be positioned to play a crucial role in advancing sustainability and social responsibility initiatives within their organizations.

Admission Eligibility
The student must have a bachelor's degree from an accredited college or university to apply.

Application
An online application and information may be obtained here. Application deadlines for the certificate programs are May 15 for the fall semester, September 15 for the spring semester, and March 15 for summer sessions. Students must pay a nonrefundable application fee.

Program Restrictions

1. Students admitted to a O'Neill graduate degree program are not eligible for admission nor awarding of a certificate in the same concentration of their graduate degree.
2. Transfer credit, course substitutions, or course waivers are not accepted for fulfilling the certificate requirements.
3. Students enrolled in a certificate program can only confer the certificate with a minimum cumulative GPA of 3.0 (B) in all required coursework.
4. A student may be dismissed if, after 9 credit hours of coursework, the GPA is below a 3.0.
5. Admission to or successful completion of a certificate program does not guarantee subsequent admission to an O'Neill graduate degree program.
6. Students enrolled in a certificate program who apply to an O'Neill graduate degree programs must meet all existing admission requirements, or may request a waiver if they complete at least three classes towards the certificate with a 3.5 GPA or higher.

Certificate Requirements (15 credit hours)
Required Courses (12 credit hours)
FOUR of the following courses:

- SPEA-V 502 Public Management
- SPEA-V 512 Public Policy Process
- SPEA-V 519 Seminar in Environmental Policy
- SPEA-V 520 Environmental Policy Analysis
- SPEA-V 527 Urban Sustainability
- SPEA-V 560 Public Finance and Budgeting
- SPEA-E 529 Application of Geographic Information Systems

Elective (3 credit hours)
ONE additional O'Neill graduate public affairs course from the following list:

- SPEA-V 507 Data Analysis and Modeling for Public Affairs
- SPEA-V 511 Collaborative Governance
- SPEA-V 517 Public Management Economics
- SPEA-V 531 Urban Planning and Placemaking
- SPEA-V 541 Benefit-Cost Analysis of Public and Environmental Affairs
- SPEA-V 547 Negotiation and Dispute Resolution for Public Affairs

Student Learning Outcomes
Upon completion of this certificate program, students shall:

- demonstrate the ability to rigorously analyze public policies using a variety of tools, including microeconomics, institutional analysis, and other common public affairs models of policy analysis
- understand and define urban sustainability
- understand core factors explaining urban and community development

Homeland Security and Emergency Management

The Certificate in Homeland Security and Emergency Management is a 15-credit-hour program of study. The certificate program is flexible enough to be adapted to the needs of pre-career and in-service individuals. Graduate students in other disciplines can use the program to supplement their primary fields with course work in homeland security and emergency management, possibly using the certificate courses as part of a doctoral or master's degree minor. Career employees of public and private sector agencies seeking courses in homeland security and emergency management, especially those changing from professional or technical roles to managerial roles, should find the certificate program beneficial.

Admission Eligibility
The student must have a bachelor's degree from an accredited college or university to apply.

Application
An online application and information may be obtained from the Web site here. Students should apply to the O'Neill admissions office on the IU Indianapolis campus. Students must pay a nonrefundable application fee.

Program Restrictions

1. Students enrolled in a certificate program must complete 15 credit hours of approved O'Neill course work with a minimum cumulative GPA of 3.0 (B). Failure to do so may result in dismissal from the certificate program.
2. Transfer credit, course substitutions, or course waivers are not accepted for meeting certificate requirements.
3. Students admitted to O'Neill's MSCJPS graduate degree program are not eligible for admission to the HSEM certificate program or eligible for the awarding of the certificate.
4. Admission to or successful completion of a certificate program does not guarantee subsequent admission to an O'Neill graduate degree program.
5. Students enrolled in the certificate program who apply to O'Neill's graduate programs must meet all existing admission requirements. If a student has a cumulative GPA of 3.5 or better at the completion of the certificate, the student can request a waiver of the GRE requirement in applying to the MPA or the MSCJPS.

Certificate Requirements (15 credit hours)
Required Courses (9 credit hours)

- SPEA-J 524 Emergency Management (3 cr.)
- SPEA-J 528 Risk Analysis for Public Safety (3 cr.)
- SPEA-J 531 National and Homeland Security in America (3 cr.)

Electives (6 credit hours)
Two additional O'Neill graduate courses that cannot include independent research studies, readings, or internship classes.

- SPEA-J 520 Mapping and Analysis for Public Safety (3 cr.)
- SPEA-J 586 Public Safety in America (3 cr.)
- SPEA-J 682 Planning and Management for Criminal Justice and Public Safety (3 cr.)

Student Learning Outcomes

Upon completion of this certificate program, students will:

- Manage and lead individuals and organizations with an understanding of the ethical underpinnings and professional standards of criminal justice and public safety agencies.
- Communicate effectively and interact productively within a complex and diverse criminal justice or public safety environment.
- Identify public safety risks using various risk analysis tools, and describe ways to plan, prepare, manage, and mitigate natural and human made risks.
- Critically discuss criminal justice and public safety system actors, agencies, and processes, describe the underlying operations of police, emergency management, courts, and corrections agencies, and identify the major policy issues in criminal justice and public safety systems.
- Define and describe homeland security, how federal state and local agencies work to maintain homeland security, and how it relates to public safety, in theory and in practice.
- Describe the elements of effective leadership before, during, and after major public safety events.

Innovation and Social Change

The Graduate Certificate in Innovation and Social Change is a 15 credit hour program of study designed to teach students how to deal with large-scale, fast-moving change and innovation in public and common service delivery.

Leading and managing organizational change has been identified as critical challenge for the management of any organization; especially in light of the fact that only 30 percent of all change initiatives are successful. Organizations need employees who are prepared to adapt to a changing environment and successfully adopt and implement new practices or technologies.

This certificate offers students the opportunity to critically review, debate, and examine the theory and practice of social entrepreneurship. It is designed to provide current and future managers and leaders with an overview of important topics in this emerging field and begin to prepare them to develop and lead socially entrepreneurial ventures and initiatives.

Admission Eligibility
The student must have a bachelor's degree from an accredited college or university to apply.

Application
An online application and information may be obtained here. Application deadlines for the certificate programs are May 15 for the fall semester, September 15 for the spring semester, and March 15 for summer sessions. Students must pay a nonrefundable application fee.

Program Restrictions
1. Students admitted to a O'Neill graduate degree program are not eligible for admission nor awarding of a certificate in the same concentration of their graduate degree.

2. Transfer credit, course substitutions, or course waivers are not accepted for fulfilling the certificate requirements.
3. Students enrolled in a certificate program can only confer the certificate with a minimum cumulative GPA of 3.0 (B) in all required coursework.
4. A student may be dismissed if, after 9 credit hours of coursework, the GPA is below a 3.0.
5. Admission to or successful completion of a certificate program does not guarantee subsequent admission to an O'Neill graduate degree program.
6. Students enrolled in a certificate program who apply to an O'Neill graduate degree programs must meet all existing admission requirements, or may request a waiver if they complete at least three classes towards the certificate with a 3.5 GPA or higher.

Certificate Requirements (15 credit hours)
Required Courses (12 credit hours)
FOUR of the following courses:

- SPEA-V 502 Public Management
- SPEA-V 512 Public Policy Process
- SPEA-V 513 Managing Change and Organizational Development
- SPEA-V 521 The Nonprofit and Voluntary Sector
- SPEA-V 559 Principles and Practices of Social Entrepreneurship
- SPEA-V 560 Public Finance and Budgeting

Elective (3 credit hours)
ONE additional O'Neill graduate public affairs course from the following list:

- SPEA-V 550 Environmental Justice
- SPEA-V 510 Advocacy and Government Relations
- SPEA-V 511 Collaborative Governance

Student Learning Outcomes

Upon completion of this certificate program, students shall:

- understand and be able to explain the various elements of social entrepreneurship, as articulated by various scholars and writers, including the particular challenges of applying various entrepreneurial approaches to create social change
- understand and be able to articulate the relationship between social entrepreneurship and other organizational functions, and explain if and how social entrepreneurship can contribute to sustained organizational performance and effectiveness of nonprofit organizations
- understand and be able to articulate the primary theoretical frameworks by which different scholars explain and apply the construct of entrepreneurship

Nonprofit Management

The Certificate in Nonprofit Management is a 15 credit-hour program of study. The certificate is designed to serve the needs of individuals who would like exposure to nonprofit sector and nonprofit management issues but who do not wish or need to pursue a degree in nonprofit management. The certificate complements other courses of study or career experience in such areas as social work, library science, and parks and recreation. Students

pursuing a nonprofit management certificate gain and understanding of how to work in and with nonprofit organizations.

Eligibility and Application Procedure

1. Any holder of a baccalaureate of higher degree from an accredited college or university is eligible for admission
2. An online application and information may be obtained here. Application deadlines for the certificate programs are before May 15 for the fall semester, before September 15 for the spring semester, and before March 15 for summer sessions. Students must pay a nonrefundable application fee.

Program Restrictions

1. Students admitted to an O'Neill graduate degree program are not eligible for admission nor awarding of a certificate in the same concentration of their graduate degree.
2. Transfer credit, course substitutions, or course waivers are not accepted for fulfilling the certificate requirements.
3. Students enrolled in a certificate program can only confer the certificate with a minimum cumulative GPA of 3.0 (B) in all required coursework.
4. A student may be dismissed if, after 9 credit hours of coursework, the GPA is below a 3.0.
5. Admission to or successful completion of a certificate program does not guarantee subsequent admission to an O'Neill graduate degree program.
6. Students enrolled in a certificate program who apply to an O'Neill graduate degree programs must meet all existing admission requirements, or may request a waiver if they complete at least three classes towards the certificate with a 3.5 GPA or higher.

Certificate Requirements (15 credit hours)
Required Courses (12 credit hours)

FOUR of the following courses:

- SPEA-V 521 The Nonprofit and Voluntary Sector (3 cr.)
- SPEA-V 522 Human Resource Management in Nonprofit Organizations (3 cr.)
- SPEA-V 525 Management in the Nonprofit Sector (3 cr.)
- SPEA-V 526 Financial Management for Nonprofit Organizations (3 cr.)
- SPEA-V 558 Fund Development for Nonprofits (3 cr.)

Electives (3 credit hours)

ONE additional O'Neill graduate public affairs course from the following options: SPEA-V 510, SPEA-V 544, SPEA-V 557 or SPEA-V 559.

Student Learning Outcomes

Upon completion of this certificate program, students shall:

- Students shall demonstrate the ability to lead and manage public and nonprofit organizations.
- Students shall demonstrate the ability to analyze, synthesize, think critically, solve problems and make decisions.
- Students shall demonstrate the ability to communicate and interact productively with a diverse and changing workforce and citizenry.

Policy Analysis

The Graduate Certificate in Policy Analysis is a 15 credit hour program of study. The certificate is designed to provide graduates with the skills necessary to provide technical support for decision-makers at all levels of government and to support organizations that provide policy information to the public more broadly.

The certificate prepares students to work in the public, private, or nonprofit sectors in a range of specialties, including healthcare, the criminal justice system, social policy, and budgets and finance.

Admission Eligibility

The student must have a bachelor's degree from an accredited college or university to apply.

Application

An online application and information may be obtained here. Application deadlines for the certificate programs are May 15 for the fall semester, September 15 for the spring semester, and March 15 for summer sessions. Students must pay a nonrefundable application fee.

Program Restrictions

1. Students admitted to a O'Neill graduate degree program are not eligible for admission nor awarding of a certificate in the same concentration of their graduate degree.
2. Transfer credit, course substitutions, or course waivers are not accepted for fulfilling the certificate requirements.
3. Students enrolled in a certificate program can only confer the certificate with a minimum cumulative GPA of 3.0 (B) in all required coursework.
4. A student may be dismissed if, after 9 credit hours of coursework, the GPA is below a 3.0.
5. Admission to or successful completion of a certificate program does not guarantee subsequent admission to an O'Neill graduate degree program.
6. Students enrolled in a certificate program who apply to an O'Neill graduate degree programs must meet all existing admission requirements, or may request a waiver if they complete at least three classes towards the certificate with a 3.5 GPA or higher.

Certificate Requirements (15 credit hours)
Required Courses (12 credit hours)

FOUR of the following courses:

- SPEA-V 502 Public Management
- SPEA-V 507 Data Analysis and Modeling for Public Affairs
- SPEA-V 512 Public Policy Process
- SPEA-V 517 Public Management Economics
- SPEA-V 541 Benefit-Cost Analysis of Public and Environmental Policies
- SPEA-V 560 Public Finance and Budgeting

- SPEA-V 663 Policy Analysis

Elective (3 credit hours)
ONE additional O'Neill graduate public affairs course from the following list:

- SPEA-V 511 Collaborative Governance
- SPEA-V 519 Seminar in Environmental Policy and Sustainability
- SPEA-V 531 Urban Planning and Placemaking
- SPEA-E 529 Application of Geographic Information Systems

Student Learning Outcomes

Upon completion of this certificate program, students shall:

- synthesize different sources and types of information to make recommendations
- present original ideas and engage in dialogue with experts and peers
- provide actionable and measurable recommendations to community organizations

Public Finance

The Graduate Certificate in Public Finance is a 15 credit hour program of study. The certificate is designed to prepare students to pursue a career in financial management and public finance. Graduates of the program will be competitive when applying for a wide range of finance positions, including budget analyst, actuarial analyst, controller, and financial analyst.

Public finance students can expect to leave the program with the skills necessary to analyze financial information, quantify the strengths and weaknesses of public financial institutions, budget, and ensure the success of public and nonprofit institutions through sound financial management.

Students will learn to understand the complex issues surrounding public finance and obtain the software expertise necessary to prepare and interpret financial analysis and reports.

Admission Eligibility
The student must have a bachelor's degree from an accredited college or university to apply.

Application
An online application and information may be obtained here. Application deadlines for the certificate programs are May 15 for the fall semester, September 15 for the spring semester, and March 15 for summer sessions. Students must pay a nonrefundable application fee.

Program Restrictions
1. Students admitted to a O'Neill graduate degree program are not eligible for admission nor awarding of a certificate in the same concentration of their graduate degree.
2. Transfer credit, course substitutions, or course waivers are not accepted for fulfilling the certificate requirements.
3. Students enrolled in a certificate program can only confer the certificate with a minimum cumulative GPA of 3.0 (B) in all required coursework.

4. A student may be dismissed if, after 9 credit hours of coursework, the GPA is below a 3.0.
5. Admission to or successful completion of a certificate program does not guarantee subsequent admission to an O'Neill graduate degree program.
6. Students enrolled in a certificate program who apply to an O'Neill graduate degree programs must meet all existing admission requirements, or may request a waiver if they complete at least three classes towards the certificate with a 3.5 GPA or higher.

Certificate Requirements (15 credit hours)
Required Courses (12 credit hours)
FOUR of the following courses:

- SPEA-V 506 Statistical Analysis for Effective Decision Making
- SPEA-V 517 Public Management Economics
- SPEA-V 541 Benefit Cost-Analysis of Public and Environmental Policies
- SPEA-V 560 Public Finance and Budgeting
- SPEA-V 663 Policy Analysis

Elective (3 credit hours)
ONE additional O'Neill graduate public affairs course from the following list:

- SPEA-V 507 Data Analysis and Modeling for Public Affairs
- SPEA-V 526 Financial Management for Nonprofit Organizations
- SPEA-V 562 Public Program Evaluation

Student Learning Outcomes

Upon completion of this certificate program, students shall:

- demonstrate the ability to analyze the fiscal and governance challenges of a state/local/nonprofit organization through discussions, group assignments and the final paper
- demonstrate the ability to analyze the impact of political, economic, and organizational factors on budgetary decision-making through case study assignments and the final paper
- demonstrate the ability to utilize spreadsheets to conduct budget and financial statement analysis

Public Management

The Certificate in Public Management program is a 15-credit-hour program of study in public management. The certificate program is flexible enough to be adapted to the needs of precareer and in-service individuals. Graduate students in other disciplines can use the program to supplement their primary fields with course work in public management, possibly using the certificate courses as part or all of a doctoral or master's degree minor. Career employees of public and private sector agencies seeking courses in public management, and especially those changing from professional or technical roles to managerial roles, find the certificate program beneficial.

Admission Eligibility
The student must have a bachelor's degree from an accredited college or university to apply.

Application

An online application and information may be obtained here. Application deadlines for the certificate programs are May 15 for the fall semester, September 15 for the spring semester, and March 15 for summer sessions. Students must pay a nonrefundable application fee.

Program Restrictions

1. Students admitted to a O'Neill graduate degree program are not eligible for admission nor awarding of a certificate in the same concentration of their graduate degree.
2. Transfer credit, course substitutions, or course waivers are not accepted for fulfilling the certificate requirements.
3. Students enrolled in a certificate program can only confer the certificate with a minimum cumulative GPA of 3.0 (B) in all required coursework.
4. A student may be dismissed if, after 9 credit hours of coursework, the GPA is below a 3.0.
5. Admission to or successful completion of a certificate program does not guarantee subsequent admission to an O'Neill graduate degree program.
6. Students enrolled in a certificate program who apply to an O'Neill graduate degree programs must meet all existing admission requirements, or may request a waiver if they complete at least three classes towards the certificate with a 3.5 GPA or higher.

Certificate Requirements (15 credit hours)
Required Courses (12 credit hours)

FOUR of the following courses:

- SPEA-V 502 Public Management
- SPEA-V 512 Public Policy Process
- SPEA-V 547 Negotiation and Dispute Resolution for Public Affairs
- SPEA-V 560 Public Finance and Budgeting
- SPEA-V 561 Public Human Resource Management
- SPEA-V 562 Public Program Evaluation
- SPEA-V 566 Executive Leadership
- SPEA-V 652 Managing Workforce Diversity in Public Organizations

Elective (3 credit hours)

ONE additional O'Neill graduate public affairs course from the following list: SPEA-V 511 or SPEA-V 513

Student Learning Outcomes

Upon completion of this certificate program, students shall:

- Demonstrate the ability to lead and manage public and nonprofit organizations.
- Demonstrate the ability to analyze, synthesize, think critically, solve problems and make decisions.
- Demonstrate the ability to communicate and interact productively with a diverse and changing workforce and citizenry.

Urban and Regional Governance

The Graduate Certificate in Urban and Regional Governance is a 15 credit hour program of study. The certificate program is designed for students with an interest in the planning, financing, and management of urban areas. It's the only graduate certificate of its kind in Indiana.

Graduates of the program will be able to design research and conduct analysis in the field of urban planning and urban policy. Urban planners and urban geographers support policy with quantitative analysis using statistical software and data management skills.

The Urban and Regional Governance certificate program leverages the urban location of the university, and the social, demographic, and economic trends that are attracting greater numbers of students to study, live, and work in metropolitan areas.

Admission Eligibility

The student must have a bachelor's degree from an accredited college or university to apply.

Application

An online application and information may be obtained here. Application deadlines for the certificate programs are May 15 for the fall semester, September 15 for the spring semester, and March 15 for summer sessions. Students must pay a nonrefundable application fee.

Program Restrictions

1. Students admitted to a O'Neill graduate degree program are not eligible for admission nor awarding of a certificate in the same concentration of their graduate degree.
2. Transfer credit, course substitutions, or course waivers are not accepted for fulfilling the certificate requirements.
3. Students enrolled in a certificate program can only confer the certificate with a minimum cumulative GPA of 3.0 (B) in all required coursework.
4. A student may be dismissed if, after 9 credit hours of coursework, the GPA is below a 3.0.
5. Admission to or successful completion of a certificate program does not guarantee subsequent admission to an O'Neill graduate degree program.
6. Students enrolled in a certificate program who apply to an O'Neill graduate degree programs must meet all existing admission requirements, or may request a waiver if they complete at least three classes towards the certificate with a 3.5 GPA or higher.

Certificate Requirements (15 credit hours)
Required Courses (12 credit hours)

FOUR of the following courses:

- SPEA-V 502 Public Management
- SPEA-V 507 Data Analysis and Modeling for Public Affairs
- SPEA-V 511 Collaborative Governance
- SPEA-V 512 Public Policy Process
- SPEA-V 560 Public Finance and Budgeting
- SPEA-E 529 Application of Geographic Information Systems

Elective (3 credit hours)

ONE additional O'Neill graduate public affairs course from the following list:

- SPEA-V 517 Public Management Economics

- SPEA-V 527 Urban Sustainability
- SPEA-V 531 Urban Planning and Placemaking
- SPEA-V 663 Policy Analysis

Student Learning Outcomes

Upon completion of this certificate program, students shall:

- demonstrate the ability to identify, analyze, and think critically about the challenges to collaborative governance, including conflicting interests, bureaucratic inertia, constraints on decision-making, and legacies of the past such as systemic racism
- synthesize different sources and types of information to make recommendations
- incorporate knowledge and skills of geographic information systems into practice

Master of Public Affairs

- Environmental Policy and Sustainability
- Homeland Security and Emergency Management
- Innovation and Social Change
- Nonprofit Management
- Policy Analysis
- Public Management
- Urban and Regional Governance

Environmental Policy and Sustainability

The MPA is a course of study that requires the completion of (1) the MPA core, (2) the concentration requirement, (3) sufficient electives to total **39 credit hours**.

MPA Core (15 credit hours) - Effective Fall 2018
Required of all students:

- SPEA-V 506 Statistical Analysis for Effective Decision Making
- SPEA-V 540 Law and Public Affairs
- SPEA-V 562 Public Program Evaluation
- SPEA-V 598 Governing and Leading in a Global Society
- SPEA-V 600 Capstone in Public and Environmental Affairs

NOTE: V600 cannot be taken until all MPA core courses are completed and cannot be substituted or transferred in from another university. Plan your schedule accordingly.

Environmental Policy & Sustainability Requirements (18 Credit Hours)
- SPEA-V 502 Public Management
- SPEA-V 512 Public Policy Process
- SPEA-V 520 Environmental Policy Analysis
- SPEA-V 527 Urban Sustainability
- SPEA-V 560 Public Finance and Budgeting
- SPEA-E 529 Application of Geographic Information Systems

Electives (6 Credit Hours)
- SPEA-V 507 Data Analysis and Modeling for Public Affairs
- SPEA-V 511 Collaborative Governance
- SPEA-V 517 Public Management Economics
- SPEA-V 519 Seminar in Environmental Policy and Sustainability
- SPEA-V 531 Urban Planning and Placemaking
- SPEA-V 541 Benefit-Cost Analysis of Public and Environmental Policies
- SPEA-V 547 Negotiation and Dispute Resolution for Public Affairs

Homeland Security and Emergency Management

The MPA is a course of study that requires the completion of (1) the MPA core, (2) the concentration requirement, (3) sufficient electives to total **39 credit hours**.

MPA Core (15 credit hours) - Effective Fall 2018
Required of all students:

- SPEA-V 506 Statistical Analysis for Effective Decision Making
- SPEA-V 540 Law and Public Affairs
- SPEA-V 562 Public Program Evaluation
- SPEA-V 598 Governing and Leading in a Global Society
- SPEA-V 600 Capstone in Public and Environmental Affairs

NOTE: V600 cannot be taken until all MPA core courses are completed and cannot be substituted or transferred in from another university. Plan your schedule accordingly.

Homeland Security and Emergency Management Requirements (18 Credit Hours)
- SPEA-V 502 Public Management
- SPEA-V 512 Public Policy Process
- SPEA-V 560 Public Finance and Budgeting
- SPEA-J 524 Emergency Management
- SPEA-J 528 Risk Analysis for Public Safety 527
- SPEA-J 531 National and Homeland Security

Electives (6 Credit Hours)
- SPEA-J 502 Research Methods in Criminal Justice and Public Affairs
- SPEA-J 520 Mapping and Analysis for Public Safety
- SPEA-J 582 Criminal Justice Systems
- SPEA-J 586 Public Safety in the United States
- SPEA-J 666 Criminal Justice and Public Safety Policy Evaluation
- SPEA-J 682 Planning and Management for Criminal Justice and Public Safety

Innovation and Social Change

The MPA is a course of study that requires the completion of (1) the MPA core, (2) the concentration requirement, (3) sufficient electives to total **39 credit hours**.

MPA Core (15 credit hours) - Effective Fall 2018
Required of all students:

- SPEA-V 506 Statistical Analysis for Effective Decision Making
- SPEA-V 540 Law and Public Affairs
- SPEA-V 562 Public Program Evaluation
- SPEA-V 598 Governing and Leading in a Global Society

- SPEA-V 600 Capstone in Public and Environmental Affairs

NOTE: V600 cannot be taken until all MPA core courses are completed and cannot be substituted or transferred in from another university. Plan your schedule accordingly.

Innovation and Social Change Requirements (18 Credit Hours)
- SPEA-V 502 Public Management
- SPEA-V 512 Public Policy Process
- SPEA-V 513 Managing Change and Organizational Development
- SPEA-V 521 The Nonprofit and Voluntary Sector
- SPEA-V 560 Public Finance and Budgeting
- SPEA-V 559 Principles and Practices of Social Entrepreneurship

Electives (6 Credit Hours)
- SPEA-V 550 Environmental Justice
- SPEA-V 510 Advocacy and Government Relations
- SPEA-V 511 Collaborative Governance
- SPEA-V 585 Practicum in Public Affairs (Internship)

Nonprofit Management

The MPA is a course of study that requires the completion of (1) the MPA core, (2) the concentration requirement, (3) sufficient electives to total 39 credit hours.

MPA Core (15 credit hours) - Effective Fall 2018
Required of all students:

- SPEA-V 506 Statistical Analysis for Effective Decision Making
- SPEA-V 540 Law and Public Affairs
- SPEA-V 562 Public Program Evaluation
- SPEA-V 598 Governing and Leading in a Global Society
- SPEA-V 600 Capstone in Public and Environmental Affairs

NOTE: V600 cannot be taken until all MPA core courses are completed and cannot be substituted or transferred in from another university. Plan your schedule accordingly.

Nonprofit Management Requirements (15 credit hours)
- SPEA-V 521 The Nonprofit and Voluntary Sector
- SPEA-V 522 Human Resource Management in Nonprofit Organizations
- SPEA-V 525 Management in the Nonprofit Sector
- SPEA-V 526 Financial Management for Nonprofit Organizations
- SPEA-V 558 Fund Development for Nonprofits

Electives (9 Credit Hours)
- SPEA-V 510 Advocacy and Government Relation
- SPEA-V 544 Marketing for Nonprofit Organizations
- SPEA-V 550 Topics in Public Affairs
- SPEA-V 557 Proposal Development and Grant Administration
- SPEA-V 559 Principles and Practices of Social Entrepreneurship
- SPEA-V 585 Practicum in Public Affairs (Internship)

Policy Analysis
The MPA is a course of study that requires the completion of (1) the MPA core, (2) the concentration requirement, (3) sufficient electives to total 39 credit hours.

MPA Core (15 credit hours) - Effective Fall 2018
Required of all students:

- SPEA-V 506 Statistical Analysis for Effective Decision Making
- SPEA-V 540 Law and Public Affairs
- SPEA-V 562 Public Program Evaluation
- SPEA-V 598 Governing and Leading in a Global Society
- SPEA-V 600 Capstone in Public and Environmental Affairs

NOTE: V600 cannot be taken until all MPA core courses are completed and cannot be substituted or transferred in from another university. Plan your schedule accordingly.

Policy Analysis Requirements (18 credit hours)
- SPEA-V 502 Public Management
- SPEA-V 507 Data Analysis and Modeling for Public Affairs
- SPEA-V 512 Public Policy Process
- SPEA-V 517 Public Management Economics
- SPEA-V 560 Public Finance and Budgeting
- SPEA-V 663 Policy Analysis

Electives (6 Credit Hours)
- SPEA-V 511 Collaborative Governance
- SPEA-V 541 Benefit-Cost Analysis of Public and Environmental Policies
- SPEA-E 529 Application of Geographic Information Systems

Public Management
The MPA is a course of study that requires the completion of (1) the MPA core, (2) the concentration requirement, (3) sufficient electives to total 39 credit hours.

MPA Core (15 credit hours) - Effective Fall 2018
Required of all students:

- SPEA-V 506 Statistical Analysis for Effective Decision Making
- SPEA-V 540 Law and Public Affairs
- SPEA-V 562 Public Program Evaluation
- SPEA-V 598 Governing and Leading in a Global Society
- SPEA-V 600 Capstone in Public and Environmental Affairs

NOTE: V600 cannot be taken until all MPA core courses are completed and cannot be substituted or transferred in from another university. Plan your schedule accordingly.

Public Management Requirements (18 credit hours)
- SPEA-V 502 Public Management
- SPEA-V 512 Public Policy Process
- SPEA-V 560 Public Finance and Budgeting
- SPEA-V 561 Public Human Resources Management
- SPEA-V 566 Executive Leadership
- SPEA-V 652 Managing Work Force Diversity in Public Organizations

Electives (6 Credit Hours)
- SPEA-V 511 Collaborative Governance
- SPEA-V 513 Managing Change and Organizational Development
- SPEA-V 547 Negotiation and Dispute Resolution for Public Affairs
- SPEA-V 585 Practicum in Public Affairs (Internship)

Urban and Regional Governance
The MPA is a course of study that requires the completion of (1) the MPA core, (2) the concentration requirement, (3) sufficient electives to total 39 credit hours.

MPA Core (15 credit hours) - Effective Fall 2018
Required of all students:

- SPEA-V 506 Statistical Analysis for Effective Decision Making
- SPEA-V 540 Law and Public Affairs
- SPEA-V 562 Public Program Evaluation
- SPEA-V 598 Governing and Leading in a Global Society
- SPEA-V 600 Capstone in Public and Environmental Affairs

NOTE: V600 cannot be taken until all MPA core courses are completed and cannot be substituted or transferred in from another university. Plan your schedule accordingly.

Urban and Regional Governance Requirements (18 credit hours)
- SPEA-V 502 Public Management
- SPEA-V 507 Data Analysis and Modeling for Public Affairs
- SPEA-V 511 Collaborative Governance
- SPEA-V 512 Public Policy Process
- SPEA-V 560 Public Finance and Budgeting
- SPEA-E 529 Application of Geographic Information Systems

Electives (6 Credit Hours)
- SPEA-V 517 Public Management Economics
- SPEA-V 519 Seminar in Environmental Policy
- SPEA-V 527 Urban Sustainability
- SPEA-V 531 Urban Planning and Placemaking
- SPEA-V 663 Policy Analysis

Degree Programs
The O'Neill School of Public and Environmental Affairs at IU Indianapolis offers two professional master's degrees for individuals interested in leadership positions in public, private, and nonprofit organizations:

- Master of Public Affairs (MPA)
- Master of Science in Criminal Justice and Public Safety (MSCJPS)

The MPA is a professional program that prepares students for leadership positions in government agencies and nonprofit organizations, and for positions addressing public affairs in the private sector. The MSCJPS provides a balanced foundation of practical and theoretical knowledge and technical skills needed to succeed in criminal justice and public safety. Additionally, master's degrees may be pursued in combination with degrees in law and philanthropy.

The O'Neill School of Public and Environmental Affairs offers a variety of graduate degrees and certificate programs.

Master's Degrees
- Master of Public Affairs
  - Environmental Policy & Sustainability
  - Homeland Security and Emergency Management
  - Innovation and Social Change
  - Nonprofit Management
  - Policy Analysis
  - Public Management
  - Urban and Regional Governance

- Master of Science in Criminal Justice and Public Safety

Dual Degrees
- Master of Public Affairs-Doctor of Jurisprudence
- Master of Public Affairs-Master of Arts in Philanthropic Studies

Contact Us:

[Graduate Programs](#)
O'Neill School of Public and Environmental Affairs
Indiana University Indianapolis
Business/SPEA Building 3025
801 W. Michigan Street
Indianapolis, IN 46202-5152

Phone: (317) 274-4656
Toll free: (877) 292-9321
Fax: (317) 274-5153
E-mail: oneillqa@iu.edu

Master of Science in Criminal Justice and Public Safety
The MSCJPS is a course of study that requires the completion of (1) the core, (2) the electives, and (3) one capstone option

Core and Capstone Requirements (24 credit hours)
- SPEA-J 501   Evolution of Criminological Thought and Policy
- SPEA-J 502   Research Methods in Criminal Justice & Public Safety
- SPEA-J 528   Risk Analysis for Public Safety
- SPEA-J 582   Criminal Justice Systems
- SPEA-J 586   Public Safety in the United States
- SPEA-J 682   Planning and Management for Criminal Justice & Public Safety
- SPEA-V 506   Statistical Analysis for Effective Decision Making

CHOOSE ONE CAPSTONE OPTION BELOW*:

- SPEA-J 600   Criminal Justice & Public Safety Policy Evaluation
- SPEA-J 599   MSCJPS Thesis Option (faculty pre-approval required)

Electives (12 credit hours)
Criminal Justice and Public Safety Electives (12 credits)

- SPEA-J 503   Crime Analysis

- SPEA-J 520   Mapping and Analysis for Public Safety
- SPEA-J 524   Emergency Management
- SPEA-J 531   National and Homeland Security in America
- SPEA-J 550   Topics in Criminal Justice
- SPEA-V 560   Public Finance and Budgeting
- SPEA-V 561   Public Human Resources Management
- SPEA-J 585   Internship or Service Credit

Master of Public Affairs-Doctor of Jurisprudence

The combined MPA-JD program enables the student to take a sequence of courses leading to the attainment of both degrees.

Requirements for Graduation:

- 84 credit hours of law courses and satisfy all requirements for the degree of Doctor of Jurisprudence.
- 30 credit hours of O'Neill courses.
- Complete of a research paper in the last year of the combined program (1 credit hour of SPEA-V 590)

MPA Course Requirements (15 credit hours):
- SPEA-V 502 Public Management (3 cr.) **OR** SPEA-V 521 The Nonprofit and Voluntary Sector (3 cr.)
- SPEA-V 506 Statistical Analysis for Effective Decision Making (3 cr.)
- SPEA-V 517 Public Management Economics (3 cr.) **OR** SPEA-V 562 Public Program Evaluation
- SPEA-V 526 Financial Management for Nonprofit Organizations (3 cr.) **OR** SPEA-V 560 Public Finance and Budgeting (3 cr.)
- SPEA-V 600 Capstone in Public and Environmental Affairs (3 cr.)

MPA Electives (15 credit hours):
Student may select 15 credit hours of any SPEA-V courses

Joint Research Paper (1 credit hour):
To be completed in the last year of the combined program and jointly supervised by advisors from both schools. Credit for this supervised research will be arranged and will count toward degree requirements in both schools. One credit hour of V590, Research in Public Affairs, will toward the MPA degree program.

The topic must be selected no later than the end of the third year of the combined program, must include elements of both disciplines, and must be approved by the student's co-advisors.

Master Public Affairs-MA in Philanthropic Studies
Master of Public Affairs- MA in Philanthropic Studies
MPA Core Requirements (27 credit hours)

- SPEA-V 506 Statistical Analysis for Effective Decision Making (3 cr)
- SPEA-V 522 Human Resource Management in Nonprofit Organizations (3 cr)

- SPEA-V 525 Management in the Nonprofit Sector (3 cr)
- SPEA-V 526 Financial Management for Nonprofit Organizations (3 cr)
- SPEA-V 540 Law and Public Affairs (3 cr)
- SPEA-V 562 Public Program Evaluation (3 cr)
- SPEA-V 598 Governing and Leading in a Global Society (3 cr)
- SPEA-V 600 Capstone in Public and Environmental Affairs (3 cr)
- SPEA-V XXX One O'Neill elective course (3 cr)

NOTE: V600 cannot be taken until all MPA core courses are completed and cannot be substituted or transferred in from another university. Plan your schedule accordingly.

MA course requirements (27 credit hours)

- PHST-P 521 Nonprofit and Voluntary Sector (3 cr)
- PHST-P 524 Civil Society in Comparative Perspective (3 cr)
- PHST-P 535 Law of Nonprofit Organizations (3 cr)
- PHST-P 556 Grantmaking and the Role of Foundations (3 cr)
- PHST-P 558 Principles and Practices of Fundraising (3 cr)
- PHST-P XXX One PHST elective course (3 cr)
- HIST-H 516 History of Philanthropy (3 cr) **OR** PHST-P 515 History of Philanthropy (3 cr)
- ECON-E 514 Nonprofit Economy and Public Policy (3 cr) **OR** PHST-P 530 Nonprofit Economy and Public Policy (3 cr)
- PHIL-P 542 Ethics and Values of Philanthropy (3 cr) **OR** PHST-P 532 Applying Ethics in Philanthropy (3 cr)

NOTE: O'Neill's MPA standalone program requires Nonprofit and Voluntary Sector SPEA-V521 and Fund Development for Nonprofits SPEA-V558. For this dual degree, students will instead take PHST-P 521 and P558 as listed in the MA course requirements.

PhD Minors

Five PhD Minors are offered by the O'Neill School of Public and Environmental Affairs at IU Indianapolis:

Criminal Justice

Required courses

- SPEA-J 501 Evolution of Criminological Thought and Policy
- SPEA-J 582 Criminal Justice Systems

Two other O'Neill courses including:

- SPEA-J 528 Risk Analysis for Public Safety
- SPEA-J 502 Research Methods in Criminal Justice & Public Safety
- SPEA-J 503 Crime Analysis
- SPEA-J 586 Public Safety in the United States
- SPEA-J 520 Mapping and Analysis for Public Safety
- SPEA-J 524 Emergency Management
- SPEA-J 528 Risk Analysis for Public Safety
- SPEA-J 531 National and Homeland Security in America

- SPEA-J 666 Criminal Justice and Public Safety Policy Evaluation
- SPEA-J 682 Planning and Management for Criminal Justice & Public Safety
- Other courses may be approved by the faculty advisor

Homeland Security and Emergency Management

Required courses

- SPEA-J 524 Emergency Management
- SPEA-J 528 Risk Analysis for Public Safety
- SPEA-J 531 National and Homeland Security in America

One other O'Neill course including:

- SPEA-J 520 Mapping and Analysis for Public Safety
- SPEA-J 586 Public Safety in America
- SPEA-J 682 Planning and Management for Criminal Justice and Public Safety
- Other courses may be approved by the advisor.

Policy Analysis

Required course

- SPEA-V 512 Public Policy Process
- SPEA-V 663 Policy Analysis

Two other O'Neill courses including:

- SPEA-V 507 Data Analysis and Modeling for Public Affairs
- SPEA-V 511 Collaborative Governance
- SPEA-V 517 Public Management Economics
- SPEA-V 519 Seminar in Environmental Policy
- SPEA-V 531 Urban Planning and Placemaking
- SPEA-V 560 Public Finance and Budgeting
- SPEA-V 541 Benefit-Cost Analysis
- SPEA-V 562 Public Program Evaluation
- SPEA-E 529 Applications of GIS
- Other courses may be approved by the faculty advisor.

Ppublic Management

Required course

- SPEA-V 502 Public Management

Three other O'Neill courses including:

- SPEA-V 511 Collaborative Governance
- SPEA-V 512 Public Policy Process
- SPEA-V 513 Managing Change in Organizational Development
- SPEA-V 526 Financial Management for Nonprofit Organizations
- SPEA-V 541 Benefit-Cost Analysis for Public and Environmental Policies
- SPEA-V 547 Negotiation and Dispute Resolution for Public Affairs
- SPEA-V 560 Public Finance and Budgeting

- SPEA-V 561 Public Human Resource Management
- SPEA-V 562 Public Program Evaluation
- SPEA-V 566 Executive Leadership
- SPEA-V 652 Managing Workforce Diversity
- Other courses may be approved by the faculty advisor.

Nonprofit Management

Required courses

- SPEA-V 522 Human Resources Management in the Nonprofit Sector
- SPEA-V 525 Management in the Nonprofit Sector
- SPEA-V 526 Financial Management in the Nonprofit Sector

One other O'Neill course including:

- SPEA-V 521 Nonprofit and Voluntary Sector
- SPEA-V 544 Marketing for Nonprofit Organizations
- SPEA-V 557 Proposal Writing and Grant Administration
- SPEA-V 558 Fund Development for Nonprofit Organizations
- SPEA-V 559 Principles and Practices of Social Entrepreneurship
- Other courses may be approved by the advisor.

Admissions
Application Please contact O'Neill Student Services at oneillga@iu.edu to learn more about the process to apply for a PhD minor. All O'Neill PhD minors require an O'Neill faculty advisor to serve as the advisor.

Graduate Certificates
Crime Analysis Certificate
Upon completion of this certificate program, students shall:

- Empirically analyze criminal justice system data to develop strategic, operational and tactical outcomes
- Conduct geographic information systems analysis
- Conceptualize and translate raw data into valid criminal and intelligence information
- Detect and understand the distinction between crime patterns, series and trends
- Demonstrate a familiarity with motives for crime and types of criminals
- Articulate crime problems to individuals and groups through written reports and data visualization
- Identify, analyze and deconstruct the complex intersection of social problems related to criminal justice policy
- Evaluate criminal justice policy and generate innovative solutions to improve those policies

Homeland Security and Emergency Management (HSEM) Certificate
Upon completion of this certificate program, students will:

- Manage and lead individuals and organizations with an understanding of the ethical underpinnings and professional standards of criminal justice and public safety agencies.

- Communicate effectively and interact productively within a complex and diverse criminal justice or public safety environment.
- Identify public safety risks using various risk analysis tools, and describe ways to plan, prepare, manage, and mitigate natural and human made risks.
- Critically discuss criminal justice and public safety system actors, agencies, and processes, describe the underlying operations of police, emergency management, courts, and corrections agencies, and identify the major policy issues in criminal justice and public safety systems.
- Define and describe homeland security, how federal state and local agencies work to maintain homeland security, and how it relates to public safety, in theory and in practice.
- Describe the elements of effective leadership before, during, and after major public safety events.

Nonprofit Management Certificate

Upon completion of this certificate program, students shall:

- Students shall demonstrate the ability to lead and manage public and nonprofit organizations.
- Students shall demonstrate the ability to analyze, synthesize, think critically, solve problems and make decisions.
- Students shall demonstrate the ability to communicate and interact productively with a diverse and changing workforce and citizenry.

Public Management Certificate

Upon completion of this certificate program, students shall:

- Demonstrate the ability to lead and manage public and nonprofit organizations.
- Demonstrate the ability to analyze, synthesize, think critically, solve problems and make decisions.
- Demonstrate the ability to communicate and interact productively with a diverse and changing workforce and citizenry.

Analytics in Public Affairs Certificate

Upon completion of this certificate program, students shall:

- demonstrate a firm understanding of fundamental statistical terms,
- test and interpret hypotheses about sample means and goodness of fit
- derive and interpret regression analyses
- understand and apply "logic models" and a theory of change
- identify and explain alternative data sources and (data) analytical approaches common to program evaluation

Environmental Policy and Sustainability Certificate

Upon completion of this certificate program, students shall:

- demonstrate the ability to rigorously analyze public policies using a variety of tools, including microeconomics, institutional analysis, and other common public affairs models of policy analysis
- understand and define urban sustainability
- understand core factors explaining urban and community development

Innovation and Social Change Certificate

Upon completion of this certificate program, students shall:

- understand and be able to explain the various elements of social entrepreneurship, as articulated by various scholars and writers, including the particular challenges of applying various entrepreneurial approaches to create social change
- understand and be able to articulate the relationship between social entrepreneurship and other organizational functions, and explain if and how social entrepreneurship can contribute to sustained organizational performance and effectiveness of nonprofit organizations
- understand and be able to articulate the primary theoretical frameworks by which different scholars explain and apply the construct of entrepreneurship

Policy Analysis Certificate

Upon completion of this certificate program, students shall:

- synthesize different sources and types of information to make recommendations
- present original ideas and engage in dialogue with experts and peers
- provide actionable and measurable recommendations to community organizations

Public Finance Certificate

Upon completion of this certificate program, students shall:

- demonstrate the ability to analyze the fiscal and governance challenges of a state/local/nonprofit organization through discussions, group assignments and the final paper
- demonstrate the ability to analyze the impact of political, economic, and organizational factors on budgetary decision-making through case study assignments and the final paper
- demonstrate the ability to utilize spreadsheets to conduct budget and financial statement analysis

Urban and Regional Governance

Upon completion of this certificate program, students shall:

- demonstrate the ability to identify, analyze, and think critically about the challenges to collaborative governance, including conflicting interests, bureaucratic inertia, constraints on decision-making, and legacies of the past such as systemic racism
- synthesize different sources and types of information to make recommendations
- incorporate knowledge and skills of geographic information systems into practice

Student Learning Outcomes

Criminal Justice

- Master of Science in Criminal Justice and Public Safety (M.S.C.J.P.S.)

Public Affairs

- Master of Public Affairs (M.P.A.)

Certificates

- Analytics in Public Affairs
- Crime Analysis
- Environmental Policy and Sustainability
- Homeland Security and Emergency Management (HSEM) Certificate
- Innovation and Social Change
- Nonprofit Management Certificate
- Policy Analysis
- Public Finance
- Public Management Certificate
- Urban and Regional Governance

Master of Public Affairs (MPA)

General Learning Outcomes
Upon completion of the MPA degree program, students shall:

- Demonstrate the ability to lead and manage public and nonprofit organizations.
- Demonstrate the ability to participate in and contribute to the policy process.
- Demonstrate the ability to analyze, synthesize, think critically, solve problems and make decisions.
- Demonstrate the ability to articulate and apply a public service perspective.
- Demonstrate the ability to communicate and interact productively with a diverse and changing workforce and citizenry.

Concentrations will have the above general outcomes plus the additional ones listed below.

Policy Analysis Concentration
Upon completion of this concentration, students shall:

- Demonstrate the ability to rigorously analyze public policies using a variety of tools, including microeconomics, institutional analysis, and other common public affairs models of policy development, implementation and evaluation using quantitative, qualitative and mixed approaches.
- Demonstrate experience in the practical conduct and communication of results of policy analysis.

Public Management Concentration
Upon completion of this concentration, students should:

- Demonstrate the ability to evaluate management practices, using a variety of outcome measurements to assess efficacy, efficiency and economic costs and benefits.
- Demonstrate experience in the conduct of management tasks, and the ability to communicate effectively with the appropriate constituencies.

Nonprofit Management Concentration
Upon completion of this concentration, students will:

- Demonstrate the managerial and policy skills to effectively undertake leadership roles in the nonprofit sector.
- Demonstrate the managerial and policy skills to effectively undertake leadership roles in the public or private sectors as they apply to working with organizations in the nonprofit sector.

- Demonstrate an understanding of the philanthropic tradition in the broadest sense (voluntary action for the public good).

Master of Science in Criminal Justice and Public Safety (MSCJPS)

MSCJPS graduates will be able to:

- Manage and lead individuals and organizations with an understanding of the ethical underpinnings and professional standards of criminal justice and public safety agencies.
- Communicate effectively within a complex and diverse criminal justice or public safety environment.
- Rigorously analyze criminal justice and public safety policies using a variety of tools, including quantitative research methods and statistical techniques.
- Identify public safety risks using various risk analysis tools, and describe ways to plan, prepare, manage, and mitigate natural and human made risks.
- Discuss the philosophical underpinnings and development of law, and critically evaluate how public safety policies balance individual rights and public order.
- Discuss the nature and extent of crime, discuss and critically evaluate major theories of crime, and critically discuss criminal justice system and non-criminal justice programs and policies that respond to crime.
- Critically discuss criminal justice and public safety system actors, agencies, and processes; describe the underlying operations of police, emergency management, courts, and corrections agencies, and identify the major policy issues in criminal justice and public safety systems.
- Identify and critically analyze current criminal justice and public safety policies, using available research, and discuss the strengths and limitations of various approaches.

Contact Information

[O'Neill School of Public and Environmental Affairs](#)
Indiana University Indianapolis
801 West Michigan Street, BS 3025
Indianapolis, IN 46202

Phone 317.274.4656
Graduate program information: oneillqa@iu.edu

Graduate Programs

The O'Neill School of Public and Environmental Affairs at IU Indianapolis offers two professional master's degrees for individuals interested in leadership positions in public, private, and nonprofit organizations:

- Master of Public Affairs (MPA)
- Master of Science in Criminal Justice and Public Safety (MSCJPS)

The MPA is a professional program that prepares students for leadership positions in government agencies and nonprofit organizations, and for positions addressing public affairs in the private sector. The MSCJPS provides a balanced foundation of practical and theoretical knowledge and technical skills needed to succeed in criminal justice and public safety. Additionally, master's

degrees may be pursued in combination with degrees in law and philanthropy.

The O'Neill School of Public and Environmental Affairs offers a variety of graduate degrees and certificate programs.

Master's Degrees
- Master of Public Affairs
  - Environmental Policy and Sustainability
  - Homeland Security and Emergency Management
  - Innovation and Social Change
  - Nonprofit Management
  - Policy Analysis
  - Public Management
  - Urban and Regional Governance

- Master of Science in Criminal Justice and Public Safety

Dual Degrees
- Master of Public Affairs-Doctor of Jurisprudence
- Master of Public Affairs-Master of Arts in Philanthropic Studies

Certificates
- Analytics in Public Affairs
- Crime Analysis
- Environmental Policy and Sustainability
- Homeland Security and Emergency Management
- Innovation and Social Change
- Nonprofit Management
- Policy Analysis
- Public Finance
- Public Management
- Urban and Regional Governance

Contact Us:

Graduate Programs
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Awards & Scholarships

O'Neill offers scholarships and fellowships to graduate students based on academic achievement, civic engagement, and financial need. Graduate assistantships are also available to full-time students.

Please see the current list here.

Courses

The notations list prerequisites, recommended prerequisites and corequisites. The abbreviation P refers to course prerequisites and recommended refers to courses listed as recommended prerequisites. Prerequisites can be waived by the instructor of the course. The number of hours of credits is indicated in parentheses following the course title. Courses are listed in four groups: criminal justice and public safety (J), environmental (E) and public affairs (V and K).

Undergraduate Courses
Criminal Justice Courses
SPEA-J 101 The American Criminal Justice System (3 cr.) Introduction to the criminal justice system of the United States and its function in contemporary society.

SPEA-J 150 Public Safety in America (3 cr.) The protection of persons and property involves a number of public and private organizations. This course examines the roles that agencies working within the fire services, emergency management, criminal justice, and the private security sector play in securing public safety in the United States.

SPEA-J 201 Theoretical Foundations of Criminal Justice Policies (3 cr.) Recommended prerequisite SPEA-J 101 This course examines the impact of sociological, biological, and economic theories of crime and the practice of criminal justice. Focus is on the nature and importance of theory, context of theoretical developments, methods for the critical analysis of theoretical developments, and policy implications of the varying perspectives considered.

SPEA-J 202 Criminal Justice Data, Methods, and Resources (3 cr.) Recommended prerequisite SPEA-J 101 Course examines basic concepts of criminal justice. Students become familiar with research techniques necessary for systematic analysis of the criminal justice system, offender behavior, crime trends, and program effectiveness. Students will learn to critically evaluate existing research. Students will become familiar with existing sources of criminal justice data and will learn to assess the quality of that data.

SPEA-J 205 Juvenile Justice (3 cr.) Recommended prerequisite SPEA-J 101 This course is designed to provide an overview of the justice system's response to abused, neglected, and dependent children; juvenile misconduct; and delinquent behavior. An extensive review of the development of recent legal changes to the court, options for prevention, treatment of juvenile offenders, and possible system reforms.

SPEA-J 206 The Criminal Courts (3 cr.) Recommended prerequisite SPEA-J 101 An analysis of the criminal justice process from prosecution through appeal. The organization and operation of felony and misdemeanor courts are examined. Topics include prosecutorial decision-making, plea bargaining, judicial selection, and the conduct of trials, sentencing, and appeal.

SPEA-J 207 Death Investigation (1-3 cr.) Recommended prerequisite SPEA-J 101 Course examines training and skills needed by medical and legal death investigators to conduct uniform comprehensive death investigations, focusing on those that fall under the jurisdiction of the Coroner, including autopsy requirements, death policies/procedures, and Indiana law. Course outlines communication needed when working with police, media, funeral directors and family.

SPEA-J 214 Gun Culture and Policy (3 cr.) Recommended prerequisite SPEA-J 101 This course explores the historical origins and contemporary policy implications of America's gun culture and will place the

US case in comparative perspective by examining how other democracies address firearms issues. We will have several guest speakers who will provide a variety of perspectives and professional experience on firearms issues.

SPEA-J 220 Criminal Investigation (3 cr.)
Recommended prerequisite SPEA-J 101 Theory of investigation, crime scene procedures, interviews, interrogations, surveillances, and sources of information; collection and preservation of physical evidence; investigative techniques in specific crimes.

SPEA-J 232 Investigating Post-Blast Crime Scenes (3 cr.) This course is designed to provide the student with the fundamental knowledge and techniques used by bomb squads in identifying and collecting post-blast evidence for purposes of future prosecution. No

SPEA-J 238 Introduction to Modern Police Practices (3 cr.) Recommended prerequisite SPEA-J 101 This course will cover the day-to-day operational duties and responsibilities of a police officer in todays society. Current trends, challenges facing law enforcement, and best practices will be introduced. Students will also participate in hands on exercises in a variety of law enforcement related topics.

SPEA-J 260 Topics in Criminal Justice (1-3 cr.) Study of selected issues in criminal justice. Topics vary from semester to semester. This course may be repeated for credit.

SPEA-J 272 Terrorism and Public Policy (3 cr.)
Recommended prerequisite SPEA-J 101 This course surveys terrorism in democratic societies, with an emphasis on public policy responses designed to combat terrorism. Overviews of terrorist organizations in various countries are interspersed with analyses of significant terrorist events and public policies, and legal and public safety responses the events create.

SPEA-J 275 Diversity Issues in Criminal Justice (3 cr.)
Recommended prerequisite SPEA-J 101 This course will examine the influence of diversity issues such as race, ethnicity, class, and gender on crime and the treatment of underrepresented groups thoughout the American criminal justice system.

SPEA-J 302 Procedural Criminal Law (3 cr.)
Recommended: SPEA-J 201 and SPEA-J 202. Criminal law application and procedure from the initiation of police activity through the correctional process, utilizing the case-study method.

SPEA-J 303 Evidence (3 cr.) Recommended: SPEA-J 101, J 201 and SPEA-J 202. The rules of law governing proof at trial of disputed issues of fact; burden of proof; presumptions and judicial notice; examination, impeachment, competency, and privileges of witnesses; hearsay rule and exceptions—all related as nearly as possible to criminal, as opposed to civil, process.

SPEA-J 306 The Criminal Courts (3 cr.) Recommended: SPEA-J 201, SPEA-J 202. An analysis of the criminal justice process from prosecution through appeal. The organization and operation of felony and misdemeanor courts are examined. Topics include prosecutorial decision-making, plea bargaining, judicial selection, and the conduct of trials, sentencing, and appeal.

SPEA-J 311 Criminal Law and Procedure (3 cr.)
Recommended prerequisite SPEA-J 101 Students will examine development, limitations, and application of substantive criminal law, and how criminal laws are balanced against Constitutional rights of individuals. Examine the process of cases from commission of crime through trial and sentencing, including suppression hearings, jurisdiction, and burdens of proof, and scope of modern day criminal law. No

SPEA-J 321 American Policing (3 cr.) Recommended prerequisite SPEA-J 101 This course will examine the history, evolution, and organization of policing in the United States. Emphasis is placed on such major contemp-orary issues as the police role, discretion, use of force, corruption, accountability, and community policing.

SPEA-J 327 Applied Research Experience (0-6 cr.)
P: SPEA-J 370 or SPEA-J 202 or permission of instructor Students conduct applied research on a government organization, nonprofit organization, or social issue relevant to their educational or professional interests in which the instructor provides substantive mentorship. This course is eligible for a deferred grade. Course may be repeated for credit. Yes

SPEA-J 331 Corrections (3 cr.) Recommended prerequisite SPEA-J 101, J 201 and J 202 This course examines the historical development of the American correctional system and the study of administration of local, state, and federal corrections programs, including jails, probation, community corrections, and prisons. Includes the study of punishment rationales, current correctional policies, and possibilities for reform.

SPEA-J 370 Seminar in Criminal Justice (3 cr.)
C: Recommended prerequisite SPEA-J 101 Selected contemporary topics in criminal justice. This course may be repeated for credit.

SPEA-J 376 Principles of Public Safety (3 cr.)
Recommended prerequisite SPEA-J 101 and J 150 Examination of threats to public safety and of governmental response at various levels to those threats. Treatment of such areas as transportation and highway threats, occupational safety and health, criminal threats, emergency and disaster planning, consumer protection, and fire control and suppression. Discussion of techniques to identify and measure risk, the acceptability of risk, and governmental attempts to control risk.

SPEA-J 380 Internship in Criminal Justice (0-6 cr.)
P: Permission of instructor. Open to interested students who qualify upon approval of the faculty. Students may be placed with various criminal justice agencies for assignment to a defined task relevant to their educational interests. Tasks may involve staff work or research. Full-time participants may earn up to 6 credit hours. Course is graded S/F (Satisfactory/Fail). This course may be repeated for credit.

SPEA-J 381 Internship in Criminal Justice (1-6 cr.)
P: Permission of instructor. Students will be required to fulfill a minimum of 120 hours of relevant professional work experience.

SPEA-J 382 Foundations of Emergency Management (3 cr.) Recommended prerequisite SPEA-J 101 and J 150 A history of emergency management and the four phases-mitigation, preparedness, response, and recovery. An examination of the concepts of hazard, risk and vulnerability and the history, current issues, alternative career paths, roles of local, state, and federal governments in emergency management, and the future outlook of emergency management.

SPEA-J 387 Foundations of Homeland Security (3 cr.) Recommended prerequisite SPEA-J 101 Examination of the theory and research driving homeland security and emergency management measures and an analytical look at the practices and principles of homeland security from an empirical perspective.

SPEA-J 426 Mapping & Analysis-Public Safety (3 cr.) Recommended prerequisite SPEA-J 101 or J 150 The use of the geographic information systems to map locations of events and analyze patterns for decision making in areas of public safety including criminal justice, fire services, emergency management, and homeland security.

SPEA-J 429 Public Safety Management and Leadership (3 cr.) P: SPEA-J 101, SPEA-J 150, SPEA-J 202, SPEA-K 300, SPEA-J 376, SPEA-J 382, SPEA-J 387. This capstone course is designed to examine the major public management principles, policy concerns, and leadership theories learned in an undergraduate management curriculum as they relate to how public safety is achieved in the field and in the policy making arena.

SPEA-J 439 Crime and Public Policy (3 cr.) P: SPEA-J 101, SPEA-J 201, SPEA-J 202 and SPEA-K 300. A detailed examination of the major efforts designed to control or reduce crime. A review of existing knowledge is followed by an investigation of current crime-control theories, proposals, and programs.

SPEA-J 470 Seminar in Criminal Justice (1-3 cr.) P: Senior Standing. Emphasizes current developments in legal, administrative, and operational aspects of the criminal justice system.

SPEA-J 480 Research in Criminal Justice (1-6 cr.) P: Junior standing and consent of instructor. Individual research under guidance of faculty member. This course may be repeated for credit.

SPEA-J 327 Applied Research Experience (0-6 cr.) P: SPEA-J 370 or SPEA-J 202 or permission of instructor Students conduct applied research on a government organization, nonprofit organization, or social issue relevant to their educational or professional interests in which the instructor provides substantive mentorship. This course is eligible for a deferred grade. Course may be repeated for credit. Yes

Public Affairs Courses

SPEA-E 476 Environmental Law and Regulation (3 cr.) Learn about U.S. environmental law, including key statues and course decisions. Study pollution, hazardous waste, toxins, and environmental impact statements.

SPEA-K 300 Statistical Techniques (3 cr.) P: MATH 11000/11100 or equivalent. Nature of statistical data. Ordering and manipulation of data. Measures of central tendency and dispersion. Elementary probability.

Concepts of statistical inference decision: estimation and hypothesis testing. Special topics discussed may include regression and correlation, analysis of variance, nonparametric methods. Credit not given for both K300 and either ECON-E 270, PSY-B 305, SOC-R 359, STAT 30100.

SPEA-V 100 Current Topics in Public Affairs (1-3 cr.) Readings and discussion of current public issues and problems. This course may be repeated for credit.

SPEA-V 101 O'Neill First Year Seminar (1-3 cr.) The first-year seminar (FYS) is the foundation for your success in college. FYS students explore academic, career, and co-curricular opportunities focused within O'Neill and IUPUI at large, while gaining skills for a successful college journey. Core features include support for your transition to college, exploring careers, and skills for success.

SPEA-V 170 Introduction to Public Affairs (3 cr.) Broad coverage of public affairs through critical and analytical inquiry into policy making at all levels of government. Particular emphasis on intergovernmental relations as they affect policy in the federal system. Credit not given for both SPEA-V 160 and SPEA-V 170.

SPEA-V 203 The Call of Public Service: History, Philosophy, Values and Outcomes (3 cr.) A discussion of the institutionalized use of animals for food, clothing, entertainment and research. We will consider sustainability, the role of nonprofits, private sector and government; speciesism; sentience, animal welfare versus animal rights; animal abuse and violence; animals and the law and public policy. History of the animal protection movement.

SPEA-V 214 Gun Culture and Policy (3 cr.) This course explores the historical origins and contemporary policy implications of America's gun culture and will place the US case in comparative perspective by examining how other democracies address firearms issues. We will have several guest speakers who will provide a variety of perspectives and professional experience on firearms issues.

SPEA-V 221 Nonprofit and Voluntary Sector (3 cr.) This course provides a broad overview of the United States nonprofit sector. Topics include the sector's size and scope and its religious, historical, and theoretical underpinnings. It also examines perspectives on why people organize, donate to, and volunteer for nonprofit organizations and looks at current challenges that the sector faces.

SPEA-V 222 Principles of Sustainability (3 cr.) Meeting the needs of the present without jeopardizing the future involves an interrelationship between environmental, social, and economic systems. This course introduces and investigates the interrelationships between these approaches to synthesize a basic understanding that can lead to sustainable policies in the public, nonprofit and for-profit sectors.

SPEA-V 252 Career Development and Planning (1-3 cr.) Course highlights include: identification of work values and personality preference, a career research assignment, networking assignments designed to prepare students for contact with employers, in-depth tutorial and feedback concerning how to craft a marketable resume

and cover letter, and development of an overall career development plan.

SPEA-V 260 Topics in Public Affairs (1-3 cr.) Study of selected issues in public affairs. Topics vary from semester to semester. This course may be repeated for credit.

SPEA-V 261 Using IT in Public Affairs (3 cr.) Course explores IT and computing in public affairs. Topics include basic IT concepts, project proposals, network and infrastructure design, security, ethics, data and document management, cloud computing, and IT futures. Applications include using office suites, website development, and building spreadsheets and statistics, and databases. Recommend basic understanding of computer operations.

SPEA-V 263 Public Management (3 cr.) This course is an examination of the management process in public organizations in the United States. Special attention will be given to external influences on public managers, the effect of the intergovernmental environment and, in particular, problems of management in a democratic, limited government system.

SPEA-V 264 Community Structures and Policy (3 cr.) An introduction to local and metropolitan issues and policies, highlighting the roles of the public, private, and nonprofit sectors. Topics include urban, suburban, and exurban government structure and cross-sector policy collaboration, the cultural and economic foundations and development of cities, demography of metropolitan areas, land-use planning, and other policy problems. Credit not given for both SPEA-V 161 and SPEA-V 264.

SPEA-V 265 Challenges in Social Policy (3-3 cr.) This course examines critical questions regarding equality, justice, fairness, equity and diversity in our communities. Students will explore these issues through examination of current topics and will engage with community leaders community working to challenge the status quo and ensure civic health and vitality. No

SPEA-V 272 Terrorism and Public Policy (3 cr.) This course surveys terrorism in democratic societies, with an emphasis on public policy responses designed to combat terrorism. Overviews of terrorist organizations in various countries are interspersed with analyses of significant terrorist events and public policies, and legal and public safety responses the events create.

SPEA-V 280 Understanding Policy Making (3-3 cr.) This class will immerse students in the complexities and nuances of the policymaking through field trips, guest speakers, and formal student presentations of their own policy proposals. This class will foster career exploration and include networking opportunities with people directly involved in the policymaking process. No

SPEA-V 310 Environmental Justice (3 cr.) The study of disparate impact of environmental policies and practices on various population groups, both within the United States and internationally. This course includes studying the role of power, class, race and politics in the development and enforcement of environmental regulations.

SPEA-V 311 Natural Resources and Environmental Policy (3 cr.) This course develops the role of the public sector to develop environmental policy at the national, subnational, and international level. The political, environmental, and economic aspects of pollution and pollution control will be assessed.

SPEA-V 322 Sustainable Management (3 cr.) This course examines the role of management in public and nonprofit organizations. Special attention is given to the application of the principles of sustainability to management, methods for public and interest group participation, communication and conflict resolution, and evidence-based management designed to track organizational progress.

SPEA-V 328 Applied Research Experience (0-6 cr.) P: SPEA-V 370 or SPEA-J 202 or permission of instructor Students conduct applied research on a government organization, nonprofit organization, or social issue relevant to their educational or professional interests in which the instructor provides substantive mentorship. Yes

SPEA-V 346 Introduction to Government Accounting and Financial Reporting (3 cr.) An introduction to government accounting, including comparison with accounting for the private sector, intended as background for the use of financial administrators. The course deals primarily with municipal accounting. Not open to students with more than 7 credit hours of accounting.

SPEA-V 348 Management Science (3 cr.) P: SPEA-K 300 and MATH-M 118 Introduction to management science models and methods for policy analysis and public management. Methods include decision analysis, linear programming, queuing analysis, and simulation. Computer-based applications are included. Prior familiarity with computers is recommended, though not required.

SPEA-V 356 Introduction to Nonprofit Accounting and Reporting (3 cr.) This course covers concepts and processes of nonprofit accounting and financial reporting with exploration of differences between for-profit, governmental, and nonprofit systems. Examples will be drawn from health organizations, welfare agencies, charities, and educational institutions.

SPEA-V 361 Financial Management (3 cr.) This course introduces students to accounting, financial management techniques, and financial reporting. Topics include accounting, debit/credit sheets and balance sheets, financial indicators, fund balances, fringe benefits and pensions, and payroll management.

SPEA-V 362 Nonprofit Management and Leadership (3 cr.) Students in this course examine the management practices of nonprofit organizations. The course encourages students to take the perspectives of nonprofit managers, volunteers, board members, policy makers, donors, and clients. Course projects expand understanding of the nonprofit sector and develop students' management skills, analytical tools, and knowledge.

SPEA-V 365 Urban Development and Planning (3 cr.) P: SPEA-V 264 and SPEA-K 300. This course identifies the major problems associated with urban development in the United States and investigates the potential of public planning strategies and tools to deal with these problems. An emphasis is placed on the application of analytical approaches to problem definition and solution.

SPEA-V 366 Managing Behavior in Public Organizations (3 cr.) This course provides an introduction to the management of people in public organizations. Focus is on behavioral science in management and related analytical and experiential applications.

SPEA-V 367 Project Planning and Management (3 cr.) This course offers an introduction to the basic concepts and methods for planning, directing and communicating about projects in public, private and nonprofit organizations. Class provides students with tools that prepare them for success as project managers by focusing on both technical as well as behavioral components of project management. No

SPEA-V 370 Research Methods and Statistical Modeling (3 cr.) P: SPEA-K 300 or equivalent. This course will introduce the student to the basic methods, issues, analytical techniques, and ethical considerations of evaluation research.

SPEA-V 372 Government Finance and Budgets (3 cr.) P: SPEA-V 170, ECON-E 201 Study of fiscal management in public agencies, including revenue administration, debt management, and public budgeting.

SPEA-V 373 Human Resources Management in the Public Sector (3 cr.) The organization and operation of public personnel management systems with emphasis on concepts and techniques of job analysis, position classification, training, affirmative action, and motivation.

SPEA-V 376 Law and Public Policy (3 cr.) The purpose of this course is to provide a basic understanding of the origins, process, and impact of law in the making and implementing of public policy. The course's major objective is to provide students with the substantive concepts necessary to understand the judicial system and law in its various forms.

SPEA-V 378 Federal Government Processes (3 cr.) In this course, through detailed examination of the legislative process, the budget process and the regulatory process, students will explore Federal Government processes and how they aid and hinder programmatic implementation. The skills and knowledge discussed in this class help students understand the inner workings of the Federal Government.

SPEA-V 379 Performance Measurement and Program Evaluation (3 cr.) This course provides an overview of program evaluation as it relates to public affairs, criminal justice, health policy, and environmental science, with particular emphasis on measuring program outcomes. The course is designed for students who envision themselves working in management, policy making, or research roles.

SPEA-V 380 Internship in Public and Environmental Affairs (0-6 cr.) P: Consent of instructor. Open to interested students upon approval of the faculty. Students are placed with public agencies or governmental units for assignment to a defined task relevant to their educational interests in public affairs. Tasks may involve staff work or research. Full-time participants may earn up to 6 credit hours. Course is graded S/F. This course may be repeated for credit.

SPEA-V 381 Professional Experience (1-6 cr.) Students will be required to fulfill a minimum of 120 hours of relevant professional work.

SPEA-V 382 Political Action and Civic Engagement (3 cr.) Examines citizen efforts to effect social change, with an emphasis upon political movements and parties as mechanisms for achieving that change.

SPEA-V 390 Readings in Public and Environmental Affairs (0-3 cr.) P: Consent of instructor Independent readings and research related to a topic of special interest to the student. Written report required. This course may be repeated for credit.

SPEA-V 391 Honors Readings in Public and Environmental Affairs (1-3 cr.) P: Consent of instructor and honors advisor. Restricted to students in SPEA Honors Program. This course may be repeated for credit.

SPEA-V 408 Individual Rights, Common Goods and Public Policies (3 cr.) Considers the tension between individual and majoritarian rights in our constitutional system, and the effects of that tension on the formulation of public policy.

SPEA-V 412 Leadership and Ethics (3 cr.) This course is designed to examine the complex leadership issues and challenges facing communities and explore how citizens and government can work together to address these challenges. This includes exploration of how the problems, conflicts, and dilemmas encountered by leaders when making decisions must be considered within an ethical framework.

SPEA-V 419 Sustainable Community Development (3 cr.) This course examines the challenges of achieving sustainable community development and explores how community planning, zoning, regulation, legislation, economic policy, transportation strategy, energy policy, and stakeholder engagement can work together to minimize long-term costs and maximize long-term benefits to a community's ecosystem, economy, culture, and public health.

SPEA-V 432 Labor Relations in the Public Sector (3 cr.) An introductory overview of labor relations in the public sector. Course includes the development, practice, and extent of the collective bargaining process and administration of the labor agreement by state and local governments.

SPEA-V 435 Negotiation and Alternative Dispute Resolution (3 cr.) This course introduces students to the theories and techniques of alternative dispute resolution. The course covers interest-based negotiation, mediation, arbitration, fact finding, early neutral evaluation, and other techniques used in business, labor relations, environmental disputes, family relations, and international affairs.

SPEA-V 443 Managing Workforce Diversity (3 cr.) The composition and nature of the work force is changing. Managers must decide how to accommodate real differences among the members of their organizations. This course seeks to provide information for practitioners who hope to integrate an understanding of workforce diversity into their management style and professional behavior.

SPEA-V 450 Contemporary Issues in Public Affairs (1-3 cr.) Extensive analysis of selected contemporary issues in public affairs. Topics vary from semester to semester. This course may be repeated for credit.

SPEA-V 458 Fund Development for Nonprofit Organizations (3 cr.) Course builds an understanding of the practice, philosophy, law, and theory of fundraising. Students establish an organization's value base and mission, prepare funding appeals, evaluate readiness for a campaign, assess funding sources, implement fundraising vehicles, evaluate effectiveness, and discuss stewardship of contributions.

SPEA-V 465 Geographic Information Systems for Public and Environmental Affairs (3 cr.) P: SPEA-V 261 and SPEA-V 369. Students will learn the concepts, methodologies, and perspectives essential for using geographic information systems (GIS) to address critical public affairs issues. Through course projects, students will learn how to use desktop and Internet-based GIS applications and will develop complementary skills related to designing and implementing GIS applications for public-sector organizations.

SPEA-V 473 Management, Leadership, and Policy (3 cr.) P: SPEA-K 300 and SPEA-V 370. This course seeks to integrate learning across the public affairs curriculum. Students will review and reflect about their learning in management, leadership, and policy. Experiential methods--service learning, projects, cases, and exercises--will be used to help students apply theory, concepts, and skills.

SPEA-V 490 Directed Research in Public and Environmental Affairs (0-3 cr.) To be arranged with the individual instructor and approved by the chairperson of the undergraduate program. This course may be repeated for credit.

SPEA-V 491 Honors Research in Public and Environmental Affairs (1-3 cr.) P: Consent of instructor and honors advisor. Restricted to students in the SPEA Honors Program. This course may be repeated for credit.

SPEA-V 499 Honors Thesis (3 cr.) P: Consent of instructor and honors advisor. Research and paper to be arranged with individual instructor and approved by the campus SPEA Honors Program director. This course may be repeated for credit.

Leadership Studies Courses

SPEA-L 121 Introduction to Organizational Leadership (1 cr.) Broad overview of organizational leadership studies including purposes and practices relevant to front-line supervisors, managers, and leaders at all organizational levels. This course serves as an orientation to IUI and O'Neill.

SPEA-L 327 Leadership for a Global Workforce (3 cr.) Examines leadership issues including expatriate assignments issues including expatriate assignments, international business strategies and their culture and managerial implications, and a review of business and management practices around the world.

SPEA-L 377 Foundations of Leadership (3 cr.) Introduction to the study of leadership philosophy, theory, and styles. Includes analysis of historical approaches to leadership and focuses on influential contemporary leadership perspectives.

SPEA-L 383 Coaching and Mentoring in Organizations (3 cr.) Explores issues and practices in organizations pertaining to the roles and functions that coaching and mentoring play in employee development. Focus on identifying coaching opportunities, enhancing communication skills, developing, and implementing coaching and mentoring strategies, and evaluating the outcomes of these strategies.

SPEA-L 384 Employee Relations (3 cr.) This course focuses on the crucial information needed to maintain employee-supervisor relationships including communication, trust, organizational culture, fairness, advocacy, conflict resolution, leadership, US labor relations, and the legal context using employment case law and real-world examples.

SPEA-L 385 Leadership for Quality and Productivity (3 cr.) Perspectives and applications for successful quality-driven, customer-focused organizations including management systems such as TQM, ISO, Six-Sigma, history of QM, importance of QMS to continuous improvement, and intersection of QM with other functional areas.

SPEA-L 386 Employment Planning and Processes (3 cr.) This course addresses practical, theoretical, and legal issues, challenges, and opportunities related to planning and executing effective organizational processes throughout the entire employment lifecycle. Emphasis on hiring, onboarding, separation, and compliance practices.

SPEA-L 477 Leadership Applications (3 cr.) Introduction and overview of the fundamental concepts of supervision. Emphasis is on the supervisor's major functions, essential areas of knowledge, and relationship/personal development. Students will improve their ability to diagnose and address common management/supervisory challenges including those related to teams and collaborations. Introduces students to strategic planning, implementation, and tracking.

SPEA-L 482 Leading through Change (3 cr.) A survey of the concepts which provides a foundation for the understanding of leadership and its relationship to the management of organizational change, with special emphasis upon the identification, practice, and development of leadership skills.

SPEA-L 484 Foundations of Human Resource Development (3 cr.) This course offers a foundation of understanding of the discipline and field of HRD including theories, concepts, skills, and techniques to design, deliver, and evaluate organizational learning, training, and development activities. Topics include training needs analysis, evaluation of training, and alignment of training and development with organizational strategies.

SPEA-L 486 Compensation and Benefits for HR Leaders (3 cr.) This course introduces compensation management and employee benefits with a focus on implications of recent theoretical and research developments related to compensation decisions. Topics include job analysis, evaluation, and structures; performance appraisals; benefit determination and options; and managing unique pay contexts.

Graduate Courses
Leadership Studies Courses
Criminal Justice Courses

SPEA-J 501 Evolution of Criminological Thought and Policy (3 cr.) This course provides an intensive introduction to the theoretical literature on crime and delinquency. Its purpose is to develop students' ability to critically evaluate and compare theories of crime as they apply to public policy and the criminal justice system.

SPEA-J 502 Research Methods in Criminal Justice and Public Affairs (3 cr.) This course examines research techniques necessary for systematic analysis of the criminal justice system, offenders' behavior, crime trends, and program effectiveness. The course requires that students actively pursue such techniques as conducting interviews, coding data, and designing studies.

SPEA-J 503 Crime Analysis (3 cr.) Examines patterns of criminal behavior including the environmental, situational, temporal, and spatial characteristics of crime and crime types. Techniques and examples used in tactical, strategic and administrative crime analysis are evaluated. Students learn to present, interpret, and assess local and national crime statistics.

SPEA-J 520 Mapping and Analysis for Public Safety (3 cr.) The use of geographic information systems to map locations of events and analyze patterns for decision making and facility location in areas of public safety including criminal justice, fire services, emergency management and homeland security; and the management and application of those systems.

SPEA-J 524 Emergency Management (3 cr.) This course explores the values underlying effective emergency management principles and policies in a democratic society. Topics include: hazard identification, effective planning, stakeholder and public communication, examination of federal, state, and local agency roles and critical partnerships, preparation for, mitigation of, and response to hazards.

SPEA-J 528 Risk Analysis for Public Safety (3 cr.) An examination of theoretical foundations of risk analysis including the history of risk analysis, risk assessment, perception and communications; models for decision making, techniques for generating alternative courses of action and definitions of risk and opportunity within a context of local, state and federal regulatory guidelines, media and social context.

SPEA-J 531 National and Homeland Security in America (3 cr.) This course addresses federal policy and management issues related to preventing, mitigating, preparing for, responding to, and recovering from major catastrophic events; both natural and man-made, including acts of terrorism. Topics include emergency management, resource and response infrastructures, public health issues, best practices, crisis communications, and business and governmental continuity.

SPEA-J 550 Topics in Criminal Justice (1-3 cr.) Selected research and special topics in criminal justice and public safety. Repeatable.

SPEA-J 580 Readings in Criminal Justice and Public Safety (1-3 cr.) P: Consent of instructor. Readings and research on selected topics in criminal justice and public safety.

SPEA-J 582 Criminal Justice Systems (3 cr.) Detailed examination of operations of police, courts, and correctional agencies. Study of management problems in system response to criminal activity. Development of understanding of relationships among system components. Examination of major policy issues in criminal justice, with emphasis on decision-making techniques.

SPEA-J 585 Practicum in Criminal Justice and Public Safety (1-6 cr.) Students hold work assignments with public agencies. Grading is on an S/F basis.

SPEA-J 586 Public Safety in the U.S. (3 cr.) Overview of criminal justice and public safety. Definitions of public safety and identification of major components. Functional description of major public safety agencies. Discussion of basic issues in public safety. Management in public safety system.

SPEA-J 590 Research in Criminal Justice and Public Safety (1-6 cr.) Research on selected topics in criminal justice.

SPEA-J 599 Thesis Research (1-6 cr.) Research under the direction of a member of the graduate faculty leading to a Masters Thesis. This course is eligible for a deferred grade. Course may be repeated for credit.

SPEA-J 600 Capstone in Criminal Justice and Public Safety (3 cr.) Course is designed to expose students to the realities of the policy process in criminal justice and public safety through detailed analyses of case studies and projects.

SPEA-J 666 Criminal Justice and Public Safety Policy Evaluation (3 cr.) An empirical assessment of the foundations of contemporary and historical attempts to control or prevent crime. Major policies, programs, and strategies are reviewed and critically analyzed. Specific topics and policies will vary in this capstone seminar.

SPEA-J 682 Planning and Management for Criminal Justice and Public Safety (3 cr.) Methods and procedures involved in criminal justice and public safety planning and management. Administration and implementation of public policies in policing, courts, corrections, emergency management and homeland security. Organization, decision making, evaluation and human resource issues of public policy.

Environmental Science Courses

SPEA-E 529 Application of Geographic Information Systems (3 cr.) Conceptual and technical overview of geographic information systems (GIS). Applications in various fields of public affairs and environmental science.

Public Affairs Courses

SPEA-V 502 Public Management (3 cr.) Analysis of concepts, methods, and procedures involved in managing public organizations. Problems of organization, planning, decision making, performance evaluation, and management of human resources are considered. Cases are drawn from a variety of public services found at federal, state, and local levels of government.

SPEA-V 506 Statistical Analysis for Effective Decision Making (3 cr.) Noncalculus survey of concepts in probability, estimation, and hypothesis testing. Applications of contingency table analysis and analysis of variance, regression, and other statistical techniques. Computer processing of data emphasized.

SPEA-V 507 Data Analysis and Modeling for Public Affairs (3 cr.) P: SPEA-E 538 or SPEA-V 506. Focus on analytical models and their use in solving problems and making decisions in the public sector. Discussion of standard approaches to modeling and estimation of parameters.

SPEA-V 510 Advocacy and Government Relations (3 cr.) This course concerns the advocacy as practiced by public and nonprofit organizations. Advocacy includes a broad range of activities which attempt to influence a specific policy, legislative, regulatory or implementation outcome. Advocacy also can include efforts to influence private behavior or encourage individual action.

SPEA-V 511 Collaborative Governance (3 cr.) This course focuses on the interaction between the public, private, and non-profit sector to achieve consensus in decision making to influence federal, state, and local policies. The courses conveys theoretical and practical aspects of multi-sector collaboration to achieve more effective outcomes that each sector could individually conceive.

SPEA-V 512 Public Policy Process (1-3 cr.) An examination of the role of public affairs professionals in policy processes. Focuses on relationships with political actors in various policy areas.

SPEA-V 513 Managing Change and Organizational Development (3 cr.) This course provides an overview of theory and practice of organizational change. A particular focus hereby lies on organizational responses to the external environment as well as individual responses to organizational change.

SPEA-V 517 Public Management Economics (3 cr.) This course focuses on applications of the principles and concepts of intermediate microeconomic theory and managerial economics to public sector management decisions and policy analysis. The course utilizes case studies to give students opportunities to recognize the economic dimensions inherent in the public policy problems and to develop an analytical problem-solving orientation.

SPEA-V 519 Seminar in Environmental Policy and Sustainability (3 cr.) The seminar focuses on the decision making of societies with respect to environmental and natural resource issues. Current topics surrounding energy, environmental justice, climate change, and pollution will be covered in a setting focusing heavily on discussions and presentations. Interactions between society, economics, and the environmental sphere are highlighted.

SPEA-V 520 Environmental Policy Analysis (3 cr.) The interrelationships among social, technical, and natural systems. Theories of growth. Causes and implications of environmental problems. Alternative policies and mechanisms for environmental control and bases for choice.

SPEA-V 521 The Nonprofit and Voluntary Sector (3 cr.) Same as PHST-P 521. The theory, size, scope, and functions of the nonprofit and voluntary sector are covered from multiple disciplinary perspectives including historical, political, economic, and social.

SPEA-V 522 Human Resource Management in Nonprofit Organizations (3 cr.) This course provides an overview of the human resource management areas necessary for the productive functioning of nonprofit organizations. Theories of motivation applicable to the management of staff and volunteers and personnel topics of recruitment, selection, board-staff relations, compensation, training, and development are covered.

SPEA-V 525 Management in the Nonprofit Sector (3 cr.) P: SPEA-V 521 or PHST-P 521. An examination of nonprofit organizations and their role in society. Management issues and public policy affecting these organizations are discussed. Primary emphasis is on U.S. organizations, but attention is given to the global nature of the sector.

SPEA-V 526 Financial Management for Nonprofit Organizations (3 cr.) This course emphasizes a thorough understanding of the language and key concepts of nonprofit financial management. A working knowledge of the basic analytical tools used in financial decision making for nonprofit organizations will be examined through the use of computer software.

SPEA-V 527 Urban Sustainability (3 cr.) This course is an introduction to urban government and policy issues within the context of sustainability. Specifically, the course introduces social, fiscal, economic, physical, and political aspects of sustainable policy in urban areas.

SPEA-V 529 Seminar in Career and Professional Development (1 cr.) Introduction to career development in public and environmental affairs. Orientation to career development approaches and resources. Discussion and practice of professional skills and techniques. Orientation to career development opportunities. Grading is on an S/F basis.

SPEA-V 531 Urban Planning and Placemaking (3 cr.) This course covers the creation and management of public spaces as well as aspects of urban planning. Students will be exposed to selected topics of importance in urban/local management including service delivery and sustainability, and methods for improving urban spaces through understanding the relationships between people and spaces.

SPEA-V 540 Law and Public Affairs (3 cr.) Explanation of law in society and its influence on public sector operations. Examination of some of the central substantive areas of the study of law, including regulatory processes, administrative adjudication, the Administrative Procedures Act, ombudsmen, and citizen rights, among others.

SPEA-V 541 Benefit-Cost Analysis of Public and Environmental Policies (3 cr.) P: SPEA-V 517 or consent of instructor. A course applying benefit-cost analysis to public and environmental policies. The first part of the course develops the foundation of benefit-cost analysis. The second part of the course consists of case studies applying benefit-cost analysis to actual policy decisions.

SPEA-V 544 Marketing for Nonprofit Organizations (3 cr.) This course examines the concepts of marketing and the extent to which they apply to the nonprofit sector, as well as how marketing can assist organizations both in resource acquisition and program development/ implementation. Contexts such as social marketing, arts marketing, fundraising, education, and health care marketing will be considered.

SPEA-V 547 Negotiation and Dispute Resolution for Public Affairs (3 cr.) Students will learn the skill of interest-based negotiation through role play and simulation. Students will learn about dispute resolution techniques such as mediation, arbitration, fact finding, early neutral evaluation, ombudsmanship, and facilitation. The course covers dispute resolution in federal government and in the context of public, environmental, labor, and business disputes.

SPEA-V 550 Topics in Public Affairs (1-4 cr.) Selected research and discussion topics organized on a semester-by-semester basis, usually with significant student input in the course design. This course may be repeated for credit.

SPEA-V 557 Proposal Development and Grant Administration (3 cr.) This course provides the opportunity for each student to develop a complete proposal through participation in the entire grant application process. The integration of case studies, visual media, printed materials, and class discussions provides students with practical knowledge for writing successful proposals.

SPEA-V 558 Fund Development for Nonprofits (3 cr.) Important aspects of the fundraising process in nonprofit organizations are covered, including techniques and strategies for assessing potential sources of support, effective use of human resources, process management, theory to underlay practice, analysis of current practice, practice standards, and discussion of ethical problems.

SPEA-V 559 Principles and Practices of Social Entrepreneurship (3 cr.) This course will survey issues in social entrepreneurship and engage students in completing class projects applying principles and practices of social entrepreneurship to problems of nonprofit organizations, government agencies, and social-purpose business.

SPEA-V 560 Public Finance and Budgeting (3 cr.) The fiscal role of government in a mixed economy; sources of public revenue and credit; administrative, political, and institutional aspects of the budget and the budgetary process; problems and trends in intergovernmental fiscal relations.

SPEA-V 561 Public Human Resources Management (3 cr.) Analysis of the structure, operations, and design of public personnel systems, including government agencies and public enterprise. Relationships between public policy and personnel concepts, values, and operations are considered.

SPEA-V 562 Public Program Evaluation (3 cr.) Examination of how the programs of public agencies are proposed, established, operated, and evaluated. Discussion of the role and conduct of research in the program evaluation process. In addition, techniques of effective evaluation and analysis are discussed.

SPEA-V 566 Executive Leadership (3 cr.) The course offers an in-depth examination of factors that contribute to successful executive leadership practice in a wide variety of organizational settings. Topics include what leadership is, what impact leadership has, and how leaders use various approaches and powers to achieve their goals.

SPEA-V 572 Urban Topics (3 cr.) Selected topics in urban policy and administration. The course is sometimes restricted to a special group of students in order to focus on a particular research interest.

SPEA-V 580 Readings in Public Affairs (1-3 cr.) P: Consent of instructor. Readings on selected topics in public affairs. This course may be repeated for credit.

SPEA-V 585 Practicum in Public Affairs (1-6 cr.) Students hold work assignments with public agencies. Grading is on an S/F basis. This course may be repeated for credit.

SPEA-V 586 Public Safety in the U.S. (2-3 cr.) Overview of criminal justice and public safety. Definitions of public safety and identification of major components. Functional description of major public safety agencies. Discussion of basic issues in public safety. Management in public safety system.

SPEA-V 590 Research in Public Affairs (1-6 cr.) P: Consent of instructor. Research on selected topics in public affairs. This course may be repeated for credit.

SPEA-V 598 Governing and Leading in a Global Society (3 cr.) This gateway course will increase the student's appreciation of the role of the profession in governance across multiple sectors of society within the global context. Students will learn norms associated with effective practice and frame a professional development plan to acquire the leadership skills to support these norms.

SPEA-V 599 Thesis Research (3-6 cr.) P: Permission of instructor Research under the direction of a member of the graduate faculty leading to a Masters Thesis. This course is eligible for a deferred grade. Course may be repeated for credit.

SPEA-V 600 Capstone in Public and Environmental Affairs (3 cr.) Interdisciplinary course designed to expose students to the realities of the policy process through detailed analyses of case studies and projects. Course integrates science, technology, policy, and management.

SPEA-V 645 Environmental Law (3 cr.) An overview of U.S. environmental law. Key environmental statutes are examined, as are court decisions interpreting those statutes. Topics include water and air pollution, hazardous waste, toxins, pesticides, and environmental impact statements.

SPEA-V 652 Managing Work Force Diversity in Public Organizations (3 cr.) P: SPEA-V 502. Explores and applies theoretical and empirical research from a management perspective on workforce diversity. Topics include theories and constructs pertaining to diversity in work organizations, organizational postures toward workplace diversity, the interface between heterogeneity, work processes, and management practices; and the effects of heterogeneity on work-related outcomes.

SPEA-V 663 Policy Analysis (3 cr.) An introduction to the field of policy analysis. Includes discussion of different models, approaches, conceptual foundations of the field, and the basic issues surrounding application. Students without appropriate previous coursework are expected to do extra reading under the guidance of their instructor or choose the audit existing masters courses.