

The Indiana University Bulletin for the O'Neill School of Public and Environmental Affairs supersedes this Handbook except where otherwise noted. Please refer to the Bulletin for a comprehensive listing of courses, especially when only a partial list is provided.

The Bulletin is available online at:

<https://bulletins.iu.edu/iu/spea/2023-2024/spea-pdf.pdf>

The information contained in this Handbook, notably concerning class scheduling, is subject to change. Contact academic advisors for the most current information available.

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Faculty Program Directors (FPD)

Program	FACULTY MEMBER	E-MAIL¹
MAAA	Karen Gahl-Mills	kgahlmil
MPA/MPA-MIA	Jill Nicholson-Crotty	jillnich
MSES/MES/MPA-MSES	Vicky Meretsky	meretsky
MSHM	April Grudi	agrudi
MIA/MPA-MIA	Daniel Preston	prestond

Concentration Advisors

Students who have chosen a concentration should confer with a concentration advisor from the lists below. Concentration advisors will electronically approve or sign Academic Exception forms. The faculty listed below are also a resource for students exploring designated concentrations.

MES		
CONCENTRATION	FACULTY	SCHEDULING E-MAIL¹
Environmental Quality & Toxicology	Vicky Meretsky Jonathan Raff	meretsky jdraff
Municipal & Industrial Sustainability	Aaron Deslatte Vicky Meretsky	adeslatt meretsky
Sustainable Environmental Policy and Planning	Jon Eldon Vicky Meretsky	jeldon meretsky
Sustainable Natural Resource Conservation and Management	Vicky Meretsky	meretsky
Sustainable Water Resources	Sarah Powers	sarellis

MIA		
CONCENTRATION	FACULTY	SCHEDULING E-MAIL¹
All Concentrations	Dan Preston	prestond

MSES		
CONCENTRATION	FACULTY	SCHEDULING E-MAIL¹
Ecology and Conservation	Vicky Meretsky	meretsky
Energy and Climate Change Science	Vicky Meretsky Kim Novick	meretsky knovick
Environmental Chemistry, Toxicology, and Risk Assessment	Joe Shaw Marta Venier Jonathan Raff	joeshaw mvenier jdraff
Water Resources	Sarah Powers	sarellis

MPA		
CONCENTRATION	FACULTY	SCHEDULING E-MAIL¹
Energy and Climate Policy	Nikolaos Ziropiannis Shahzeen Attari	nziropia sattari
Community and Economic Development	David Audretsch Scott Burgins	daudrets rburgins
Environmental Policy and Natural Resource Management	David Konisky Vicky Meretsky	dkonisky meretsky
Information Systems	Roger Morris	morrisr
International Development	Jennifer Brass Anh Tran	brassj trananh
Health Policy	Seth Freedman Kosali Simon	freedmas simonkos
Local Government Management	Mitchell Berg Aaron Deslatte	bergmi adeslatt
Nonprofit Management	Brad Fulton Jill Nicholson-Crotty Beth Gazley	fulton jillnich bgazley
Policy Analysis	Ashlyn Nelson Justin Ross Kosali Simon	ashlyn justross simonkos
Public Financial Administration	Denvil Duncan Justin Ross	duncande justross
Public Management	Claudia Avellaneda (on leave 24-25 year) Tom Rabovsky Amanda Rutherford	cavellan rabovsky aruther
Sustainability & Sustainable Development	James Farmer Vicky Meretsky Ken Richards	jafarmer meretsky kenricha

MPA-MIA		
CONCENTRATION	FACULTY	SCHEDULING E-MAIL¹
All Concentrations	Dan Preston	prestond

MPA-MSES		
CONCENTRATION	FACULTY	SCHEDULING E-MAIL¹
Energy and Climate Change Solutions	Nikos Ziropiannis Kim Novick	nziropia knovick
Environmental Management	Landon Yoder Vicky Meretsky	yoderl meretsky
Environmental Systems Analysis and Modeling	Vicky Meretsky Kerry Krutilla	meretsky krutilla
Food and Farming Sustainability	James Farmer Shellye Suttles	jafarmer shelsutt
Water Management	Landon Yoder	yoderl

MPA Outside Dual		
CONCENTRATION	FACULTY	SCHEDULING E-MAIL¹
African Studies	Jennifer Brass	brassj
African-American Studies and African Diaspora Studies	Osita Afoaku Henry Wakhungu	osafoaku hewakhun
Arts Administration	Karen Gahl-Mills	kgahlmil
Central Eurasian Studies	Jill Nicholson-Crotty	jillnich
East Asian Languages and Cultures	Nick Vogt	pnvogt
Latin American and Caribbean Studies	Claudia Avellaneda (on leave 24-25 year)	cavellan
Law	Paul Helmke	phelmke
Library and Information Science	Roger Morris	morrisr
Russian and East European Studies	Vicky Meretsky	meretsky
European Studies	David Audretsch	daudrets

MSES Outside Dual		
CONCENTRATION	FACULTY	SCHEDULING E-MAIL¹
Chemistry	Jonathan Raff	jdraff
Physics	Vicky Meretsky	meretsky
Law	Andrea Need Vicky Meretsky	aneed meretsky

¹@iu.edu

Master's Degree Program Gatekeepers

Well-prepared MPA, MSES, MES, MIA, or MAAA students may petition to waive one or more core course requirements. Students requesting course waivers should visit the Current Student Portal to find the [Academic Exception Form](#) should then contact the appropriate faculty member(s) listed below for discussion of guidelines and requirements. Waiving a course does not reduce the number of credit hours necessary to earn a degree.

MAAA		
COURSE	FACULTY MEMBER	SCHEDULING E-MAIL ¹
All AADM-Y courses	Karen Gahl-Mills	kgahlmil

MES		
COURSE	FACULTY MEMBER	SCHEDULING E-MAIL ¹
SPEA-E 513	Vicky Meretsky	meretsky
SPEA-E 543	Landon Yoder	yoderl

MIA		
COURSE	FACULTY MEMBER	SCHEDULING E-MAIL ¹
All SPEA Core courses	Daniel Preston	prestond
All INTL Core courses	Jessica O'Reilly	jloreill

MPA		
COURSE	FACULTY MEMBER	SCHEDULING E-MAIL ¹
SPEA -F 560	Denvil Duncan	duncande
SPEA -V 506	Tom Rabovsky	rabovsky
SPEA -V 512	Jill Nicholson-Crotty	jillnich
SPEA -V 517	Justin Ross	justross
SPEA -V 532	Jill Nicholson-Crotty	jillnich
SPEA -V 535	Tom Rabovsky	rabovsky
SPEA -V 536	Paul Helmke	phelmke
SPEA -V 537	Laura Littlepage	llittlep
SPEA -V 538	Susan Siena	sjsiena
SPEA -V 548	Jennifer Silva	jensilv

MSES		
COURSE	FACULTY MEMBER	SCHEDULING E-MAIL ¹
SPEA-E 526	Kim Novick	knovick
SPEA-E 538/ SPEA-V 506	Mallory Barnes	malbarn
SPEA-E 527	Vicky Meretsky	meretsky
SPEA-E 536	Jonathan Raff	jdraff
SPEA-E 552	Vicky Meretsky	meretsky

¹@iu.edu

Academic Planning Grid

Fall Semester I	Spring Semester I	Summer I	Fall Semester II	Spring Semester II	Summer II	Fall Semester III
Questions/Next Steps:						

MAAA Program Requirements (45 credit hours)

Note: MAAA students must enroll in at least one semester or two summer sessions of full-time coursework during the course of their program.

MAAA Requirement I: Core (18 credit hours)

The following courses are required:

AADM-Y 502	Intro to Arts Administration and Organizational Behavior
AADM-Y 515	Financial Management in the Arts
AADM-Y 530	Audience Development and Marketing the Arts
AADM-Y 558	Fund Development for Nonprofits
AADM-Y 562	Legal Issues in the Arts
AADM-Y 650	Seminar in Arts Administration

MAAA Requirement II: Management and Policy Courses (15 credit hours)

NOTE: If more than one course is taken in a given category, the extra course/s will count as elective credit.

Take one course in Performing Arts (3 credit hours):

AADM-Y 508	Managing Performing Arts Organizations
AADM-Y 511	Performing Arts Center Management

Take one course in Visual Arts (3 credit hours):

AADM-Y 506	Curating for Museums and Galleries
AADM-Y 525	Museum Management

Take one course in Arts and Cultural Policy (3 credit hours):

AADM-Y 551	Cultural Planning and Urban Development
AADM-Y 559	Public Policy in the Arts

Take one course in Technology Management (3 credit hours):

AADM-Y 500	Topics in Arts Administration: Digital Literacy in Arts and Culture
SPEA-I 515	Data Science in Public and Environmental Affairs
SPEA-I 519	Database Management Systems

Take one course in Community and Place (3 credit hours):

AADM-Y 507	Seminar in Community and Place (may appear as AADM-Y 500 Seminar in Rural and Grassroots Arts)
AADM-Y 526	Arts and Social Change

MAAA Requirement III: General Electives (12 credit hours)

As part of the Arts Administration program, you will complete 12 credit hours of elective course. Elective courses must be graduate level (500+) and can be taken through any academic program at IU Bloomington, *so long as the courses accrue toward degree completion*. Elective course offerings vary each semester. The current schedule of classes can be found in one.iu.edu.

Elective guidelines for international master's students: Several international students choose to take SLST-T 501 English for International Graduate Students. It is important to note that the credit hours of this course, though counting toward full-time student status, **do not accrue toward the total number of credits required for a graduate degree.**

For further information on popular elective choices, please consult your academic advisor.

MAAA Requirement IV: Experiential (0-6 credit hours)

Students must complete three 50-hour arts management practicum projects, as well as a 280-hour internship.

1. **Practicum (AADM-Y 550, 0-3 credits)** – Three different 50-hour arts management projects are completed throughout the three semesters of coursework. Students should register for 0 credits each semester, unless also completing practicum credits toward their elective requirement. Students should seek advice from an advisor before beginning practicum work.
2. **Internship (AADM-Y 750, 0-3 credits)** – Each student is required to complete a **280-hour** internship. These internships give students an excellent opportunity to apply classroom theory and techniques to real-life experiences. Students should register for **AADM-Y 750** either in the summer between their second and third semesters, or in the spring following the third semester in the program. **Before registering, students must submit an internship contract with the Career Hub (SPEA 200) for approval.** To obtain credit, students must complete all required paperwork. Students should complete AADM-Y 750 for 0 credits, unless also completing internship credits toward their elective requirement. Students should confer with their advisor(s) prior to registration each term to ensure they are making progress toward completing all degree requirements.

A student's experiential requirement may also be satisfied through Prior Experience. To qualify, experience must have been gained **prior** to taking courses in the MAAA program. For more information, see the page outlining Exceptions and Waivers for MAAA Students.

Practicum and Internship Guidelines for International Master's Candidates:

International students completing their Master of Arts in Arts Administration must meet with an advisor from the [Office of International Services](http://ois.iu.edu) *prior to* beginning practicum and internship work. Students must apply for curricular practical training (CPT) in each semester that they will complete practicum and/or internship work that is either off-campus or a paid opportunity. Arts Administration requires immediate participation in Curricular Practical Training, and therefore a request for CPT must be made to the Office of International Services (OIS). A student may begin CPT only after receiving his or her Form I-20 with an endorsement from an advisor at OIS. For more information on CPT, please visit <https://ois.iu.edu/living-working/employment/fl/curricular.html> or call 812-855-9086.

Dual MAAA-MPA Program Requirements (63 credit hours)

Notes:

At least 21 credit hours must be taken from each program.

MAAA-MPA students must also enroll in at least one semester or two summer sessions of full-time coursework during the course of their program.

Requirement I: MAAA Core (18 credit hours)

Required Courses (15 credit hours):

AADM-Y 502	Organizational Behavior and Arts Management
AADM-Y 530	Audience Development and Marketing the Arts
AADM-Y 558	Fund Development for Nonprofits
AADM-Y 562	Legal Issues in the Arts
AADM-Y 650	Seminar in Arts Administration (last semester course)

Financial Management (choose one):

AADM-Y 515	Financial Management for the Arts
SPEA-F 526	Financial Management for Nonprofit Organizations
SPEA-F 560	Public Finance and Budgeting

Requirement II: MPA Core (15 credit hours)

SPEA-V 506	Statistical Analysis for Effective Decision Making (3 credits)
SPEA-V 512	Public Policy Process (3 credits) OR
SPEA-V 538	Comparative and International Policy Process (3 credits)
SPEA-V 517	Public Management Economics (3 credits)
SPEA-V 532	Social Equity and Justice (1.5 credits)
SPEA-V 536	Rights and Responsibilities: How Law Shapes Public Affairs (1.5 credits)
SPEA-V 537	Designing and Managing Complex Projects (1.5 credits)
SPEA-V 548	Evidence-Based Decision-Making (1.5 credits)

Requirement III: MAAA Management and Policy Courses (15 credits)

Take one course in Performing Arts (3 credit hours):

AADM-Y 508	Managing Performing Arts Organizations
AADM-Y 511	Performing Arts Center Management

Take one course in Visual Arts (3 credit hours):

AADM-Y 506	Curating for Museums and Galleries
AADM-Y 525	Museum Management

Take one course in Arts and Cultural Policy (3 credit hours):

AADM-Y 551 Cultural Planning and Urban Development
AADM-Y 559 Public Policy in the Arts

Take one course in Technology Management (3 credit hours):

AADM-Y 500 Topics in Arts Administration: Digital Literacy in Arts and Culture
SPEA-I 515 Data Science in Public and Environmental Affairs
SPEA-I 519 Database Management Systems

Take one course in Community and Place (3 credit hours):

AADM-Y 507 Seminar in Community and Place (may appear as AADM-Y 500 Seminar in Rural and Grassroots Arts)
AADM-Y 526 Arts and Social Change

Requirement IV: MPA Concentration (15 credit hours)

MAAA-MPA students will choose one of O'Neill's MPA concentrations or create a specialized concentration. Students should consult with their academic advisor, faculty program directors, and/or concentration advisors prior to selecting their concentration.

Requirement V: Experiential (0 Credit Hours)

Students must complete three 50-hour arts management practicum projects, as well as a 280-hour internship.

1. **Practicum (AADM-Y 550, 0 credits)** – Three different 50-hour arts management projects are completed throughout the three semesters of coursework. Students should register for 0 credits each semester unless recommended otherwise by an academic advisor. Students should seek advice from an advisor before beginning practicum work.
2. **Internship (AADM-Y 750, 0 credits)** – Each student is required to complete a **280-hour** internship. These internships give students an excellent opportunity to apply classroom theory and techniques to real-life experiences. Students should register for **AADM-Y 750** either in the summer between their second and third semesters, or in the spring following the third semester in the program. **Before registering, students must submit an internship contract with the Career Hub (SPEA 200) for approval.** To obtain credit, students must complete all required paperwork. Students should complete AADM-Y 750 for 0 credits unless recommended otherwise by an academic advisor. Students should confer with their advisor(s) prior to registration each term to ensure they are making progress toward completing all degree requirements.

A student's experiential requirement may also be satisfied through Prior Professional Experience. To qualify, experience must have been gained **prior** to taking courses in the MAAA program. For more information, see the page outlining Exceptions and Waivers for MAAA and MAAA-MPA Students.

Internship Guidelines for International Master's Candidates:

International Students completing their Master of Arts in Arts Administration must meet with an advisor from the [Office of International Services](#) *prior to* beginning practicum and internship work. Students must apply for curricular practical training (CPT) in each semester that they will complete practicum and/or internship work that is either off-campus or a paid opportunity. Arts Administration requires immediate participation in Curricular Practical Training, and therefore a request for CPT must be made to the Office of International Services (OIS). A student may begin CPT only after receiving his or her Form I-20 with an endorsement from an advisor at OIS. For more information on CPT, please visit <http://ois.iu.edu/living-working/employment/fl/curricular.html> or call (812) 855-9086.

MES Program Requirements (36 credit hours)

MES Requirement I: Environmental Sustainability Core Courses (6 credit hours)

The MES core courses provide training in managing environmental projects and in the issues faced and approaches used by environmental agencies. These courses provide students with the ability to get things done and an understanding of the agency context in which projects occur.

NOTE: Each listed course is worth 3 credit hours unless indicated otherwise.

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-E 543 Environmental Management	
SPEA-E 513 Environmental Project Management	

MES Requirement II: Capstone (3 credit hours)

The capstone course gives MES students an opportunity to use their knowledge and skills to address a real world, client-based problem. Students from a variety of backgrounds work together on a semester-long project for an individual, organization, or agency.

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-V 600 Capstone in Public and Environmental Affairs	Should be taken in the (final) spring semester.

MES Requirement III: Concentration (27 credit hours)

MES students select one of four concentrations. Each concentration comprises concentration-specific fundamental science courses (at least 6 credit hours) and applications courses (at least 6 credit hours). Applications courses may come from concentration-specific and general applications courses.

Prior Experience

The MES program director may grant up to 6 credit hours towards the MES degree for students who have significant experience in environmental management or environmental sustainability, volunteer experience with certain partner organizations, or military experience. This experience must have been gained **prior** to taking courses in the MES program. Depending on the nature of the experience, prior experience credit may be granted in the core, concentration, or capstone portion of the degree, or in combinations of these. Applications for the different types of PE can be found online via the Current Student Portal in the Forms section.

Completed forms should be returned to the O'Neill Graduate Records Office (SPEA A328 or oneillrc@indiana.edu) so they may be advanced to the appropriate Faculty Program Director for review and potential award of credit. Students are strongly encouraged to submit applications for PE **within the first 24 credit hours**. Please see your academic advisor for counsel and questions/concerns.

MES Concentrations

Environmental Quality and Toxicology

(27 credit hours)

The environmental quality and toxicology concentration prepares students to address issues such as air pollution, water quality, contaminants, and solid and hazardous wastes using quantitative tools such as risk assessment and best practices such as risk communication. Graduates will be prepared to work in the public, private, or non-profit sectors; jobs are particularly common in consulting firms and agencies. States and municipalities are becoming increasingly innovative in this area, and O'Neill students will be well equipped to work at these levels as well as at national and international levels.

Fundamental Science: (6-21 credits)

Choose at least six, but no more than 21, credits from the following list, or from the science courses on the Additional MES Electives list.

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-E 431 Water Supply and Wastewater Treatment	
SPEA-E 451 Air Pollution and Control	
SPEA-X 511/ Human Behavior and Energy SPEA-E 501 Consumption	
SPEA-E 514 Changing Landscape of Toxic Chemical Regulation	
SPEA-E 515 Fundamentals of Air Pollution	R: E536
SPEA-E 517 BMP Design for Healthy Urban Watersheds	R: E545
SPEA-E 520 Environmental Toxicology	
SPEA-E 536 Environmental Chemistry	P: undergrad chemistry course with lab
SPEA-E 537 Environmental Chemistry Lab	P: E536
SPEA-E 539 Aquatic Chemistry	R: E536
SPEA-E 542 Hazardous Materials	
SPEA-E 552 Environmental Engineering	R: E526, E536
SPEA-E 554 Groundwater Flow Modeling	
SPEA-E 560 Environmental Risk Analysis	P: E538, V506 , or consent of instructor. A firm foundation in math and/or science is useful.
SPEA-E 562 Solid and Hazardous Waste Management	

Environmental Quality and Toxicology - Fundamental Science: (continued)

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-E 564 Organic Pollutants: Environmental Chemistry and Fate	R: E536 or undergraduate organic chemistry
SPEA-E 574 Energy Systems in Transition	
*GEOG-G 551 Physical Hydrology	

Applications: (6-21 credits)

Choose at least six, but no more than 21, credits from the following list, or from the applications courses on the Additional MES Electives list.

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-X 511/ Human Behavior and Energy SPEA-E 501 Consumption	
SPEA-E 512 Risk Communication	
SPEA-E 514 Changing Landscape of Toxic Chemical Regulation	
SPEA-E 517 BMP Design for Healthy Urban Watersheds	R: E545
SPEA-E 518 Vector-based Geographic Information Systems	
SPEA-E 529 Application of Geographic Information Systems	P: E518 , or other introductory GIS course with lab, or equivalent practical experience
SPEA-E 552 Environmental Engineering	R: E526, E536
SPEA-E 560 Environmental Risk Analysis	P: E538, V506 , or consent of instructor. A firm foundation in math and/or science is useful.
SPEA-E 574 Energy Systems in Transition	
SPEA-R 674 Energy Economics and Policy	P: V517

***Registration in courses outside of O'Neill requires an Outside-Program Course Request Form (may be obtained in the Forms section of the Current Student Portal) approved by the appropriate Faculty Program Director. Please refer to the page outlining the policy on outside course substitutions.**

Municipal Sustainability
(27 credit hours)

The municipal sustainability concentration prepares students to address issues associated with air pollution, waste management, water management, and green-space management in towns and cities. Graduates will be prepared to work in the public, private, or non-profit sectors including positions with local government, consulting firms, and organizations that work with quality-of-life issues. Relevant employment will not come only at the municipal level; states and nations must also work with and plan for cities, so employment will be available at all levels from municipal to international.

Fundamental Science: (6-21 credits)

Choose at least six, but no more than 21, credits from the following list, or from the science courses on the Additional MES Electives list.

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-E 431 Water Supply and Wastewater Treatment	
SPEA-E 451 Air Pollution and Control	
SPEA-E 563 Wildlife Management	P: E527 (or E527 waiver) or permission of instructor
SPEA-E 561 Wildlife Techniques	P: Undergrad or graduate biology/ecology course
SPEA-X 511/ Human Behavior and Energy SPEA-E 501 Consumption	
SPEA-E 505 Renewable and Nuclear Energy and Climate Change	R: E574
SPEA-E 514 Changing Landscape of Toxic Chemical Regulation	
SPEA-E 515 Fundamentals of Air Pollution	R: E536
SPEA-E 517 BMP Design for Healthy Urban Watersheds	R: E545
SPEA-E 520 Environmental Toxicology	
SPEA-E 522 Urban Forest Management	
SPEA-E 527 Applied Ecology	
SPEA-E 534 Restoration Ecology	P: E527 or E540 or permission of instructor
SPEA-E 539 Aquatic Chemistry	R: E536
SPEA-E 540 Wetlands Ecology and Management (4 cr.)	P: E527 or permission of instructor
SPEA-E 542 Hazardous Materials	

Municipal Sustainability - Fundamental Science: (continued)

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-E 545 Lake and Watershed Management	
SPEA-E 546 Stream Ecology	P: E556 or permission of instructor
SPEA-E 552 Environmental Engineering	R: E526, E536
SPEA-E 555/ SPEA-V 550 Food Systems and Community Resilience	
SPEA-E 555 Sustaining Urban Ecosystems	R: upper level ecology course
SPEA-E 556 Limnology (4 cr.)	R: undergraduate courses: general biology, general chemistry with lab
SPEA-E 560 Environmental Risk Analysis	P: E538, V506 , or consent of instructor. A firm foundation in math and/or science is useful.
SPEA-E 562 Solid and Hazardous Waste Management	
SPEA-E 574 Energy Systems in Transition	
SPEA-E 591 Climate Change Impacts on Natural Resources	P: grad course in ecology, envl policy or envl management or a waiver of one of these

Applications: (6-21 credits)

Choose at least six, but no more than 21, credits from the following list, or from the applications courses on the Additional MES Electives list.

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-X 511/ SPEA-E 501 Human Behavior and Energy Consumption	
SPEA-E 512 Risk Communication	
SPEA-E 514 Changing Landscape of Toxic Chemical Regulation	
SPEA-E 517 BMP Design for Healthy Urban Watersheds	R: E545
SPEA-E 534 Restoration Ecology	P: E527 or E540 or permission of instructor
SPEA-E 545 Lake and Watershed Management	
SPEA-E 552 Environmental Engineering	R: E526, E536
SPEA-E 555/ SPEA-V 550 Food Systems and Community Resilience	
SPEA-E 560 Environmental Risk Analysis	P: E538, V506 , or consent of instructor. A firm foundation in math and/or science is useful.
SPEA-E 574 Energy Systems in Transition	

Municipal Sustainability - Applications: (continued)

SPEA-E 591	Climate Change Impacts on Natural Resources	P: grad course in ecology, envl policy or envl management or a waiver of one of these
SPEA-I 516	Public Management Information Systems	
SPEA-L 563	Planning and Community Development	
SPEA-L 564	Local Governance	
SPEA-L 568	Management of Local Government Services	
SPEA-M 654	Public Program Management and Contracting	
SPEA-R 512	Energy and Climate: Law and Policy	
SPEA-R 532	Water Policy and Economics	R: V517
SPEA-R 563	Corporate Sustainability in a Tri-Sectoral World	
SPEA-R 674	Energy Economics and Policy	P: V517
SPEA-S 515	Sustainable Communities	
SPEA-S 516	Preparing for Climate Change and Resilient Urban Communities	

***Registration in courses outside of O'Neill requires an Outside-Program Course Request Form (may be obtained in the Forms section of the Current Student Portal) approved by the appropriate Faculty Program Director. Please refer to the page outlining the policy on outside course substitutions.**

Sustainable Natural Resource Conservation and Management

(27 credit hours)

The sustainable natural resource conservation and management concentration provides training in conservation and management of ecosystems and their biodiversity. Graduates will be prepared for public, private, and non-profit positions in agencies, companies, and organizations at local to international levels. Increasingly, positions are available in towns and cities (urban forestry, green space management, urban wildlife management) as well as conserved and managed natural areas. Land trusts are growing at the local and state level, and environmental consulting firms have jobs at all levels.

Fundamental Science: (6-21 credits)

Choose at least six, but no more than 21, credits from the following list, or from the science courses on the Additional MES Electives list.

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-E 563 Wildlife Management	P: E527 (or E527 waiver) or permission of instructor
SPEA-E 561 Wildlife Techniques	P: Undergrad or graduate biology/ecology course
SPEA-E 504 Sustainable River Management	
SPEA-E 522 Urban Forest Management	
SPEA-E 527 Applied Ecology	
SPEA-E 528 Forest Ecology and Management	
SPEA-E 534 Restoration Ecology	P: E527 or E540 or permission of instructor
SPEA-E 540 Wetlands Ecology and Management (4 cr.)	P: E527 or permission of instructor
SPEA-E 545 Lake and Watershed Management	
SPEA-E 546 Stream Ecology	P: E556 or permission of instructor
SPEA-E 550 Soil Science and Management	R: one semester of college chemistry
SPEA-E 555 Conservation Planning	
SPEA-E 555/ Food Systems and Community SPEA-V 550 Resilience	
SPEA-E 555 Plants and Plant Communities	
SPEA-E 555 Sustaining Urban Ecosystems	R: upper level ecology course
SPEA-E 556 Limnology (4 cr.)	R: undergraduate courses: general biology, general chemistry with lab
SPEA-E 557 Conservation Biology	P: E527 or waiver of E527

Sustainable Natural Resource Conservation and Management - Fundamental Science: (continued)

SPEA-E 591 Climate Change Impacts on Natural Resources	P: grad course in ecology, envl policy or envl management or a waiver of one of these
*BIOL-B 300 Vascular Plants	
*BIOL-L 376 Biology of Birds	

Applications: (6-21 credits)

Choose at least six, but no more than 21, credits from the following list, or from the applications courses on the Additional MES Electives list.

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-E 504 Sustainable River Management	
SPEA-E 534 Restoration Ecology	P: E527 or E540 or permission of instructor
SPEA-E 545 Lake and Watershed Management	
SPEA-E 555 Conservation Planning	
SPEA-E 555/ Food Systems and Community SPEA-V 550 Resilience	
SPEA-E 591 Climate Change Impacts on Natural Resources	P: grad course in ecology, envl policy or envl management or a waiver of one of these
SPEA-R 512 Energy and Climate: Law and Policy	
SPEA-R 513 Wildlife Law	R: V536 (before or during)
SPEA-R 516 Sustainable Agriculture and Environmental Governance	
SPEA-R 531 Water Law	
SPEA-R 533 Public Natural Resources Law	R: V536 (before or during)

***Registration in courses outside of O'Neill requires an Outside-Program Course Request Form (may be obtained in the Forms section of the Current Student Portal) approved by the appropriate Faculty Program Director. Please refer to the page outlining the policy on outside course substitutions.**

Sustainable Water Resources

(27 credit hours)

The sustainable water resources concentration provides training in issues of water quality, water quantity, and aquatic ecology. Students may choose courses in all three areas or may focus on one or two areas. Graduates will be prepared to work in the public, private, or non-profit sectors. States and municipalities are becoming increasingly innovative in this area, and O'Neill students will be well equipped to work at these levels as well as at national and international levels.

Fundamental Science: (6-21 credits)

Choose at least six, but no more than 21, credits from the following list, or from the science courses on the Additional MES Electives list on page 35.

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-E 431 Water Supply and Wastewater Treatment	
SPEA-E 504 Sustainable River Management	
SPEA-E 527 Applied Ecology	
SPEA-E 534 Restoration Ecology	P: E527 or E540 or permission of instructor
SPEA-E 539 Aquatic Chemistry	R: E536
SPEA-E 540 Wetlands Ecology and Management (4 cr.)	P: E527 or permission of instructor
SPEA-E 545 Lake and Watershed Management	
SPEA-E 546 Stream Ecology	P: E556 or permission of instructor
SPEA-E 550 Soil Science and Management	R: one semester of college chemistry
SPEA-E 552 Environmental Engineering	R: E526, E536
SPEA-E 555/ Food Systems and Community SPEA-V 550 Resilience	
SPEA-E 555 Sustaining Urban Ecosystems	R: upper-level ecology course
SPEA-E 555 Watershed Hydrology	
SPEA-E 556 Limnology (4 cr.)	R: undergraduate courses: general biology, general chemistry with lab
SPEA-E 591 Climate Change Impacts on Natural Resources	P: grad course in ecology, envl policy or envl management or a waiver of one of these
*GEOG-G 551 Physical Hydrology	

Applications: (6-21 credits)

Choose at least six, but no more than 21, credits from the following list, or from the applications courses on the Additional MES Electives list on page 35.

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-E 504 Sustainable River Management	
SPEA-E 534 Restoration Ecology	P: E527 or E540 or permission of instructor
SPEA-E 545 Lake and Watershed Management	
SPEA-E 552 Environmental Engineering	R: E526, E536
SPEA-E 555/ Food Systems and Community SPEA-V 550 Resilience	
SPEA-E 591 Climate Change Impacts on Natural Resources	P: grad course in ecology, envl policy or envl management or a waiver of one of these
SPEA-R 516 Sustainable Agriculture and Environmental Governance	
SPEA-R 531 Water Law	
SPEA-R 532 Water Policy and Economics	R: V517

***Registration in courses outside of O'Neill requires an Outside-Program Course Request Form (may be obtained in the Forms section of the Current Student Portal) approved by the appropriate Faculty Program Director. Please refer to the page outlining the policy on outside course substitutions.**

Additional MES Electives

The following courses can be used as science or applications courses for any MES concentration for which the student and advisor find it appropriate. Some courses listed here also appear on concentration-specific lists.

***Registration in courses outside of O'Neill requires an Outside-Program Course Request Form (may be obtained in the Forms section of the Current Student Portal) approved by the appropriate Faculty Program Director. Please refer to the page outlining the policy on outside course substitutions.**

Additional Fundamental Science and Applications Courses	Fund/ App	P=Prerequisite, C=Corequisite, & R=Recommendations
Anthropology Courses		
ANTH-E 527 Environmental Anthropology	F	
ANTH-E 621 Food and Culture	A	
Biology Courses		
BIOL-B 300 Vascular Plants	F	
BIOL-L 376 Biology of Birds	F	
BIOL-L 579 Community Ecology	F	
BIOL-L 581 Behavioral Ecology	F	
BIOL-Z 406 Vertebrate Zoology	F	
BIOL-Z 460 Animal Behavior	F	
BIOL-Z 620 Quantitative Biodiversity	F	
Geography Courses		
GEOG-G 515 Sustainable Urbanism	A	
GEOG-G 544 Climate Change Impacts	A	
GEOG-G 549 Political Ecology	A	
GEOG-G 551 Water Resources	F	
GEOG-G 553 Water and Society	A	
GEOG-G 561 Human Dimensions of Global Env. Change	A	
GEOG-G 577 Scientific Programming in MATLAB	F	
GEOG-G 578 Global Change, Food, and Farming Systems	A	
Geology Courses		
EAS-A 547 Atmospheric Instrumentation	F	
EAS-G 550 Surface Water Hydrology	F	
EAS-G 576 Climate Change	F	

Additional Fundamental Science and Applications Courses	Fund/ App	P=Prerequisite, C=Corequisite, & R=Recommendations
Public Health Courses		
SPH-O 510 Human Health and the Environment	A	
SPH-O 517 Ecosystem Management	A	
SPH-R 511 Organizational Leadership of Leisure Services	A	
SPH-R 523 Policy Studies in Outdoor Recreation and Tourism	A	
SPH-R 524 Strategic Fundraising and Partnerships for Park, Recreation and Public Lands	A	
SPH-R 525 Foundations of Conservation, Parks, and Recreation	A	
SPH-R 530 Comprehensive Park, Recreation and Facility Planning and Design	A	
O'Neill Courses		
SPEA-E 512 Risk Communication	A	
SPEA-E 518 Vector-based Geographic Information Systems	A	
SPEA-E 529 Application of Geographic Information Systems	A	P: E518 , or other introductory GIS course with lab, or equivalent practical experience
SPEA-E 538 Statistics for Environmental Sci.	A	
SPEA-E 560 Environmental Risk Analysis	A	Not generally available for MES due to E538 or V506 prereq
SPEA-I 516 Public Management Information Systems	A	
SPEA-I 519 Database Management Systems	A	
SPEA-L 564 Local Governance	A	
SPEA-M 547 Negotiation and Dispute Resolution	A	
SPEA-M 654 Public Program Management and Contracting	A	
SPEA-N 521 The Nonprofit and Voluntary Sector	A	
SPEA-N 557 Proposal Development and Grant Administration	A	
SPEA-N 558 Fund Development for Nonprofits	A	

Additional Fundamental Science and Applications Courses		Fund/ App	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-P 507	Data Analysis and Modeling for Public Affairs	A	Not generally available for MES due to E538/V506 prereq
SPEA-P 539	Management Science for Public Affairs	A	Not generally available for MES due to E538/V506 prereq
SPEA-P 541	Benefit-Cost Analysis	A	Not generally available for MES due to V517 prereq, but possible with econ background
SPEA-P 562	Public Program Evaluation	A	
SPEA-R 513	Wildlife Law	A	R: V536 (before or during)
SPEA-R 521	Domestic Environmental Policy	A	
SPEA-R 531	Water Law	A	
SPEA-R 533	Public Natural Resource Law	A	R: V536 (before or during)
SPEA-R 535	International Environmental Policy	A	
SPEA-R 563	Corporate Sustainability in a Tri-Sectoral World	A	
SPEA-R 564	Environmental and Natural Resource Policy Design and Implementation	A	Not generally available for MES due to V517 prereq (fall course)
SPEA-R 625	Environmental Economics and Policy	A	Not generally available for MES due to V517 prereq, but possible with econ background
SPEA-R 643	Natural Resource Management and Policy	A	
SPEA-R 645	Environmental Law	A	
SPEA-S 516	Preparing for Climate Change and Resilient Urban Communities	A	
SPEA-S 596	Sustainable Development	A	
SPEA-V 517	Public Management Economics	A	
SPCN-V 550	Communications for Public and Nonprofit Sectors (Online)	A	
SPCN-V 550	Environmental Policy (Online)	A	

MIA Program Requirements (36 credit hours)

The Master of International Affairs (MIA) degree program is a 36-credit-hour program. This degree is offered jointly between the Paul H. O'Neill School of Public and Environmental Affairs (O'Neill) and the Hamilton-Lugar School of Global and International studies (HLS) at Indiana University Bloomington. The MIA degree is designed to be flexible to allow for an intensive 12 months of full-time study or an indefinite time period for completion depending on the students' academic and professional goals. This degree program includes 15 core credit hours, 12 concentration credit hours, and 9 elective credit hours. Students must complete at least 15 credit hours in O'Neill and at least 15 credit hours in HLS, with the remaining 6 credits being from either school or other academic units at IUB in graduate level courses that have either been preapproved or require program director and instructor approval to enroll. Program details are below.

MIA Requirement I: International Affairs Core (15 credit hours)

The MIA core courses ensure that students acquire essential competence in understanding the global governance system, statistics, economics, policy analysis, and management.

NOTE: Each listed course is worth 3 credit hours unless indicated otherwise.

	P=Prerequisite, C=Corequisite, & R=Recommendations
INTL-I 520 History of the International System	
INTL-I 521 Global Governance and International Organizations	
INTL-I 524 Practicum in International Policy Analysis	
SPEA-D 577 International Economic Strategies and Trade Policy	
SPEA-V 506 Statistical Analysis for Effective Decision Making	

MIA Requirement II: Concentration (12 credit hours)

MIA students must complete a concentration. They must select one of the three (3) concentrations described in the pages that follow. Students should confer with the MIA program directors prior to course registration. Some students choose to develop a "Specialized Concentration." In this case, students should work closely with a program director to develop a cohesive design for consideration and final approval.

MIA Requirement III: Electives (9 credit hours)

Students can choose any of the graduate-level courses offered by O'Neill or HLS. Possible options would include language and/or culture courses at HLS, or further studies in O'Neill related subject areas. O'Neill courses have the prefix SPEA. HLS courses can have any of the following prefixes: AFRI, CEUS, EALC, EURO, INST, INTL, LTAM, MELC, REEI, SEAS, and SGIS. Additionally, the following courses are preapproved: POLS-Y 569 International Relations: Approaches and Issues, ECON-E 501 Economic Development, and ECON-E 501 International Trade. Students may take up to 6

credits in graduate level courses offered by other academic units at IUB, pending they are not using prior experience (PE) or transfer credit, with approval from the Faculty Program Director.

Transfer Credit/Prior Experience

When students apply for transfer credit, or possess significant international experience, volunteer experience with certain partner organizations, or military experience, the MIA Program Directors may reduce the number of required credit hours from the 36-hour requirement. In no case will the number of credit-hours be reduced by more than six (6). This experience must have been gained **prior** to taking courses in the MIA program. Applications for the different types of prior experience (PE) can be found online via the Current Student Portal in the Forms section.

Completed forms should be returned to the O'Neill Records Office (SPEA A328 or oneillrc@indiana.edu) so they may be advanced to the appropriate Faculty Program Director for review and potential award of credit. Students are strongly encouraged to submit applications for PE **within the first 24 credit hours**. Please see your academic advisor for counsel and questions/concerns.

Core courses that are not subject to transfer credit or waiver are INTL-I 524 Practicum, SPEA-D 577, and INTL-I 521.

MIA Concentrations

Finance and Trade

(12 credit hours)

The Finance and Trade concentration prepares students with the knowledge and skillset to effectively work within the international organs of multinational corporations and financial institutions as well as the government organizations that regulate these activities and ministries that raise capital from foreign sources.

REQUIREMENTS: (3 credit hours)

The following course is required.

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-D 573 Development Economics	

ELECTIVES: (9 credit hours)

Choose 9 credits from the following courses.

	P=Prerequisite, C=Corequisite, & R=Recommendations
CEUS-R 527 Post-Soviet Central Asia Politics, Economics, and Foreign Policy	
EALC-E 592 Political Economy of East Asia	
EALC-E 593 China's Political Economy	
EURO-W 501 The Economics of European Integration	
INTL-I 503 Harnessing Foreign Investment for Development	
SPEA-D 578 Introduction to Comparative and International Affairs	
SPEA-D 669 Economic Development, Globalization, and Entrepreneurship	
SPEA-E 574 Energy Systems in Transition	
SPEA-F 584 Tax Policy in Developing Countries	

Global Development, Environment, and Sustainability

(12 credit hours)

The Global Development, Environment, and Sustainability concentration provides students with the interdisciplinary toolbox to work for nongovernmental organizations, government agencies and private companies that focus on the development of middle to low-income countries.

REQUIREMENTS: (3 credit hours)

Choose **one** of the following courses.

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-D 573 Development Economics	
INTL-I 522 Theoretical and Empirical Overview of Global Development	

ELECTIVES: (9 credit hours)

Choose 9 credits from the following courses.

	P=Prerequisite, C=Corequisite, & R=Recommendations
INTL-I 502 Seminar in Global Health and Environment	
SPEA-D 576 Approaches to Development	
SPEA-D 669 Economic Development, Globalization, and Entrepreneurship	
SPEA-E 543 Environmental Management	
SPEA-E 574 Energy Systems in Transition	
SPEA-E 591 Climate Change Impacts on Natural Resources	P: grad course in ecology, envl policy or envl mgt or waiver of one of these
SPEA-H 527 International Healthcare Systems	
SPEA-L 563 Planning and Community Development	
SPEA-L 622 Local Economic Development	
SPEA-P 539 Management Science for Public Affairs	P: E538 or V506
SPEA-R 533 Public Natural Resources Law	R: V536 (before or during)
SPEA-R 535 International Environmental Policy	
SPEA-R 564 Environmental and Natural Resource Policy Design and Implementation	P: V517

ELECTIVES: (continued)

		P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-R 625	Environmental Economics and Policy	P: V517
SPEA-R 626	Energy Justice and Policy Seminar	P: E574
SPEA-R 643	Natural Resource Management and Policy	
SPEA-R 645	Environmental Law	
SPEA-R 674	Energy Economics and Policy	P: V517
SPEA-S 515	Sustainable Communities	
SPEA-S 596	Sustainable Development	
SPEA-V 535	Managing and Leading Public Affairs	

Security, Diplomacy, and Governance

(12 credit hours)

The Security, Diplomacy, and Governance concentration provides students with the tools to enter careers that keep communities safe, mitigate threats to peace or security, maintain productive relations between countries, and manage international institutions designed to address common challenges.

REQUIREMENTS: (3 credit hours)

The following course is required.

	P=Prerequisite, C=Corequisite, & R=Recommendations
INTL-I 523 International Security Regimes	

ELECTIVES: (9 credit hours)

Choose 9 credits from the following courses.

	P=Prerequisite, C=Corequisite, & R=Recommendations
INTL-I 500 After Atrocities Reconstructing Peace	
INTL-I 500 Ocean Governance	
INTL-I 506 Women and War	
INTL-I 510 Violence Against Civilians in War	
INTL-I 525 International Climate Governance	
INTL-I 545 Practicum in Human Rights Law	
CEUS-R 515 Politics and Society in Central Asia	
EALC-E 592 Political Economy of East Asia	
SPEA-D 548 US Foreign Policy and Third World Regimes	
SPEA-D 583 Conflict and Development	
SPEA-M 547 Negotiation and Dispute Resolution for Public Affairs	
SPEA-M 575 Comparative Public Management & Administration	
SPEA-N 524 Civil Society in Comparative Perspective	
SPEA-N 534 NGO Management for International Development	
SPEA-V 535 Managing and Leading Public Affairs	
SPEA-V 550 Global Governance	
SPEA-V 550 Homeland Security	
SPEA-V 550 Latin American Governance	

MIA Specialized Concentration
(12 credit hours)

A student, whose educational and professional goals are not satisfied by existing MIA concentrations, may design a Specialized Concentration that best suits his or her needs in consultation with a faculty advisor with final approval required by the relevant faculty program director(s). **The student, the student's advisor, and the appropriate Faculty Program Director must sign a Specialized Concentration Form that specifies the courses that will comprise the customized concentration.** This form is available the Forms section of the Current Student Portal. The completed Specialized Concentration Form must be submitted prior to enrolling in the courses outlined. **The concentration must be declared within the first 24 credit hours of the student's academic program.**

MIA specialized concentrations consist of 12 credit hours.

Although no specific guidelines exist for the courses to be included in a Specialized Concentration, students must take O'Neill/HLS courses unless approved by a faculty advisor(s) and the appropriate Faculty Program Director(s). Students must name their Specialized Concentration. However, these names will not appear on their IU transcript. Instead, after "Major" the words "Specialized Study" will appear.

Dual MPA-MIA Program Requirements (60 credit hours)

Note: At least 18 credit hours must be taken at HLS to complete the dual degree. HLS courses can have any of the following prefixes: AFRI, CEUS, EALC, EURO, INST, INTL, LTAM, MELC, REEI, SEAS, and SGIS. Up to 3 credit hours of this requirement can be taken within the College. Double counting core courses is not permitted; however, up to six credits of non-core courses can double count between degrees.

Requirement I: MPA Core (18 credit hours)

SPEA-F 560	Public Finance and Budgeting (3 credits)
SPEA-V 517	Public Management Economics (3 credits)
SPEA-V 532	Social Equity and Justice (1.5 credits)
SPEA-V 535	Managing and Leading Public Affairs (3 credits)
SPEA-V 536	Rights and Responsibilities: How Law Shapes Public Affairs (1.5 credits)
SPEA-V 537	Designing and Managing Complex Projects (1.5 credits)
SPEA-V 538	Comparative and International Policy Process (3 credits)
SPEA-V 548	Evidence-Based Decision-Making (1.5 credits)

Requirement II: MPA Concentration (15 credit hours)

MPA-MIA students will choose one of O'Neill's MPA concentrations or create a specialized concentration.

Requirement III: MIA Core (15 credit hours)

INTL-I 520	History of the International System (3 credits)
INTL-I 521	Global Governance and International Organizations (3 credits)
INTL-I 524	Practicum in International Policy Analysis (3 credits)
SPEA-D 577	International Economic Strategies and Trade Policy (3 credits)
SPEA-V 506	Statistical Analysis for Effective Decision Making (3 credits)

Requirement IV: MIA Concentration (12 credit hours)

MPA-MIA students choose one of the three concentrations offered in the MIA and satisfy the required and elective courses.

Requirement V: MPA Experiential (0 credit hours)

Each candidate for the MPA degree must obtain professionally relevant experience through one of the following options.

1. **Internship** – Students who are ready to complete an internship should consult with their academic advisor regarding the number of credits the student should register for and to confirm what degree requirements the internship may satisfy. Additionally, students must consult the Career Hub before the internship begins. The Career Hub will provide details concerning eligibility, procedures and required paperwork.

A. Registered Internship (0 credit hours) -To satisfy the MPA-MIA experiential requirement with an internship during the degree program, students must register for zero to six credits of SPEA-V 585 Practicum in Public Affairs. The amount of credit hours granted is determined by

the number of hours worked. A student must work for 120 hours for zero and one credit, while each credit hour thereafter is earned by working an additional 80 hours. To satisfy the requirement, students must complete the proper paperwork with the Career Hub before starting an internship and must complete all progress reports and other required paperwork during the internship. In addition, Indiana University policy states "registration for the internship should be placed in the session during which the external event or experience on which it is based occurs." Internships that have been completed in the past cannot be registered for a current or future term.

- i. Research internships are also an option, with a supervising O'Neill faculty member or a researcher, agency, or organization outside O'Neill. Further details are available with the Career Hub.

B. Internships for International Students - International students seeking to fulfill the experiential component should consult with Indiana University's Office of International Services (OIS) to make sure they meet all necessary guidelines for participation. Please follow the links offered to read more about qualifications.

Curricular Practical Training (CPT):

<https://ois.iu.edu/living-working/employment/fl/curricular.html>

Academic Training (AT):

<http://ois.iu.edu/living-working/employment/j1/academic.html>

International students will generally be approved for one internship and CPT request per degree program (e.g. an MPA student will likely be approved for one internship, and an MPA-MSES student will likely be approved for two internships even though the dual program only requires one internship). CPT requests are approved by OIS and therefore must be proven as integral to the student's degree program(s). Therefore, any additional CPT requests outside of the one required to complete the experiential component of O'Neill degrees must be well-supported and will need to be approved by MPO staff and the designated Faculty Program Director. Please contact the MPO at agoneill@indiana.edu for any questions or inquiries.

2. **Prior Experience (PE)** – A student's experiential requirement may be satisfied through Prior Experience (PE). There are three categories of PE (Professional, Military, and Volunteer). Although prior experience sometimes comes with a reduction in credits, students in the MPA-MIA program are not eligible for a credit reduction. They may only apply for a waiver of the experiential requirement. Applications for the different types of PE can be found online via the Current Student Portal in the Forms section. Completed forms should be returned to the O'Neill Graduate Records Office (SPEA A328 or oneillrc@indiana.edu) so they may be advanced to the appropriate Faculty Program Director for review and potential award of credit. Students are strongly encouraged to submit applications for PE within the first 24 credit hours. Please see your academic advisor for counsel and questions/concerns.

MPA Program Requirements (48 credit hours)

MPA Requirement I: Core (24 credit hours)

Courses	Notes
SPEA-F 560 Public Finance and Budgeting	3 credits
SPEA-V 506 Statistical Analysis for Effective Decision Making	3 credits
SPEA-V 512 Public Policy Process OR SPEA-V 538 Comparative and International Policy Process	3 credits
SPEA-V 517 Public Management Economics	3 credits
SPEA-V 532 Social Equity and Justice	1.5 credits
SPEA-V 535 Managing and Leading Public Affairs	3 credits
SPEA-V 536 Rights and Responsibilities: How Law Shapes Public Affairs	1.5 credits
SPEA-V 537 Designing and Managing Complex Projects	1.5 credits
SPEA-V 548 Evidence-Based Decision-Making	1.5 credits
SPEA-V 600 Capstone in Public and Environmental Affairs	3 credits, last semester course

MPA core and elective classes develop the skills applicable for analysis and management in any organization, whether it is a government, nonprofit organization, or a private enterprise. Core classes should generally be completed during the student's first year, while Capstone is to be completed in the last year—either spring or fall semester.

SPEA-V 600: Capstone in Public and Environmental Affairs

All Master of Public Affairs students complete a semester-long Capstone project committed to problem solving for a client organization. Each Capstone section is a group project in which students with different backgrounds and skills work together in a collaborative learning format. Each section's topic is determined by the faculty member offering the course. Topics integrate management, policy, finance, and/or science/technology in an interdisciplinary framework and involve perspectives developed in all the O'Neill concentrations. **The Capstone is part of the Core and not an element of any specific concentration.** While the other five Core courses are taken early in the MPA program, the Capstone is taken in the final semester of coursework. The Capstone is an integral part of the MPA program; as such, it is not possible to waive this course.

The focus on a work product for a specific client requires students to inform themselves quickly about new and complex subject areas, to master problem solving, project management, and team skills, and develop the confidence to tackle problems and situations they may encounter in professional life after O'Neill.

MPA Requirement II: Concentration (15 credit hours)¹

MPA students must complete a concentration. They must select at least one of the 13 concentrations described in the pages that follow. Students may choose to pursue more than one concentration, which is possible when double counting electives. Students should confer with concentration advisor(s) prior to registration.

Students taking a concentration course in their first semester instead of a core course should consult with an academic advisor. Students wishing to pursue multiple concentrations are encouraged to see concentration advisors in both areas. Students choosing to pursue a “Specialized Study” should consult with a faculty and/or concentration advisor. In this case, students should work closely with an advisor to develop a cohesive design for consideration and final approval by the relevant Faculty Program Director(s).

MPA Requirement III: Experiential (0-6 credit hours)

Each candidate for the MPA degree must obtain professionally relevant experience through one of the following options.

- A. **Internship** – Students who are ready to complete an internship should consult with their academic advisor regarding the number of credits the student should register for and to confirm what degree requirements the internship may satisfy. Additionally, students must consult the Career Hub before the internship begins. The Career Hub will provide details concerning eligibility, procedures and required paperwork.
 - 1. **Registered Internship (0-6 credit hours)** –To satisfy the MPA experiential requirement with an internship during the degree program, students must register for zero to six credits of **SPEA-V 585 Practicum in Public Affairs**. The amount of credit hours granted is determined by the number of hours worked. A student must work for 120 hours for zero and one credit, while each credit hour thereafter is earned by working an additional 80 hours. To satisfy the requirement, students must complete the proper paperwork with the Career Hub before starting an internship and must complete all progress reports and other required paperwork during the internship. In addition, Indiana University policy states “registration for the internship should be placed in the session during which the external event or experience on which it is based occurs.” Internships that have been completed in the past cannot be registered for a current or future term.

Research internships are also an option, with a supervising O’Neill faculty member or a researcher, agency, or organization outside O’Neill. Further details are available with the Career Hub.

¹ Concentration courses are generally available as indicated on the course offering schedule. However, faculty additions, sabbaticals, retirements, and other contingencies can necessitate schedule adjustments. When such adjustments result in the unavailability of needed courses, advisors can generally assist students in identifying satisfactory course substitutions.

- B. **Internships for International Students** - International students seeking to fulfill the experiential component should consult with Indiana University's Office of International Services (OIS) to make sure they meet all necessary guidelines for participation. Please follow the links offered to read more about qualifications.

Curricular Practical Training (CPT): <https://ois.iu.edu/student-employment/work-authorization/fl/curricular.html>

Academic Training: <https://ois.iu.edu/student-employment/work-authorization/j1/academic.html>

International students will generally be approved for one internship and CPT request per degree program (e.g. an MPA student will likely be approved for one internship, and an MPA-MSES student will likely be approved for two internships even though the dual program only requires one internship). CPT requests are approved by OIS and therefore must be proven as integral to the student's degree program(s). Therefore, any additional CPT requests outside of the one required to complete the experiential component of O'Neill degrees must be well-supported and will need to be approved by MPO staff and the designated Faculty Program Director. Please contact the MPO at agoneill@indiana.edu for any questions or inquiries.

- C. **Prior Experience (PE)** – A student's experiential requirement may be satisfied through Prior Experience (PE). There are three categories of PE (Professional, Military, and Volunteer). If a student is granted credit for PE, the experiential requirement is automatically satisfied. Credit is granted for experience gained **prior** to taking courses in an O'Neill graduate degree program. No more than 9 credits will be granted for any combination of PE waivers. Applications for the different types of PE can be found online via the Current Student Portal in the Forms section. Completed forms should be returned to the O'Neill Graduate Records Office (SPEA A328 or oneillrc@indiana.edu) so they may be advanced to the appropriate Faculty Program Director for review and potential award of credit. Students are strongly encouraged to submit applications for PE **within the first 24 credit hours**. Please see an academic advisor for counsel and questions/concerns.

MPA Requirement IV: Electives (0-9 credit hours)

Students will take general elective credits to reach the required 48 credit hours. All master's-level O'Neill IUB courses are eligible to count towards general elective credits. If a student enrolls in internship for credit or receives a Prior Experience credit reduction, they may not need to enroll in general elective credits. Students should confer with their advisor(s) prior to registration each term to ensure they are making progress toward completing all degree requirements.

MPA Concentrations

Community and Economic Development

(15 credit hours)

The Community and Economic Development concentration prepares students for professional positions that help people develop sustainable communities and enhance the economy at the local and regional level. Students may not use MPA core courses to fulfill concentration requirements.

REQUIREMENTS: (6 credit hours)

The following **two** courses are required:

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-L 563 Planning and Community Development	
SPEA-L 622 Local Economic Development	

ELECTIVES: (9 credit hours)

Group I – Select **one** of the following three courses:

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-E 518 Vector-based Geographic Information Systems	
SPEA-M 547 Negotiation and Dispute Resolution for Public Affairs	
SPEA-P 507 Data Analysis and Modeling for Public Affairs	P: E538 or V506

Group II – In consultation with a concentration advisor, select **two** courses from the above list and from the following courses:

	P=Prerequisite, C=Corequisite, & R=Recommendations
AADM-Y 551 Cultural Planning & Urban Development	
SPEA-D 573 Development Economics	
SPEA-D 576 Approaches to Development	
SPEA-D 578 Introduction to Comparative and International Affairs	
SPEA-D 669 Economic Development, Globalization, and Entrepreneurship	P: V517 , a course in urban economics or consent of instructor

Group II Electives: (continued)

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-F 609 Seminar in Revenue Theory and Administration	P: F560
SPEA-F 610 Seminar in Government Budget and Program Analysis	P: F560
SPEA-F 667 Seminar in Public Capital and Debt Theory	P: F560
SPEA-I 516 Public Management Information Systems	
SPEA-L 564 Local Governance	
SPEA-L 568 Management of Local Government Services	
SPEA-M 602 Strategic Management for Public and Nonprofit Organizations	
SPEA-N 521 The Nonprofit & Voluntary Sector	
SPEA-P 541 Benefit-Cost Analysis	P: V517 or consent of instructor
SPEA-P 562 Public Program Evaluation	
SPEA-R 563 Corporate Sustainability in a Tri-Sectoral World	
SPEA-S 596 Sustainable Development	

Other relevant O'Neill courses may count toward the elective requirement with the approval of a Community and Economic Development concentration advisor. At least one elective must be chosen from the above list.

***Registration in courses outside of O'Neill requires an Outside-Program Course Request Form (may be obtained in the Forms section of the Current Student Portal) approved by the appropriate Faculty Program Director. Please refer to the page outlining the policy on outside course substitutions.**

Energy and Climate Policy
(15 credit hours)

The Energy concentration prepares students to contribute in the areas of energy generation, use and impact, focus on energy policies, behaviors, and technologies and their socioeconomic and environmental consequences. MPA students will focus primarily on economics-based quantitative methods, behavioral science contributions to energy production and conservation projects, and the application of qualitative and quantitative methods in community settings. Students may not use MPA core courses to fulfill concentration requirements.

REQUIREMENTS: (6 credit hours)

The following **two** courses are required:

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-E 574 Energy Systems in Transition	
SPEA-R 674 Energy Economics and Policy	P: V517

ELECTIVES: (9 credit hours)

In consultation with a concentration advisor, students select a mixture of science and policy courses related to energy in accordance to professional goals. Students must take a total of three elective courses from the Natural Science (Group I) and Economics, Public Policy, and Law (Group II) electives listed below. At least **one** course must be taken from **each** of the following groups.

Group I – Natural Science Electives (Select one or two of the following courses)

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-E 505 Renewable and Nuclear Energy and Climate Change	R: E574
SPEA-E 515 Fundamentals of Air Pollution	R: E536
SPEA-E 518 Vector-based Geographic Information Systems	
SPEA-E 529 Application of Geographic Information Systems	P: E518 , or other introductory GIS course with lab, or equivalent practical experience
SPEA-E 536 Environmental Chemistry	P: undergrad chemistry course with lab
SPEA-E 591 Climate Change Impacts on Natural Resources	P: grad course in ecology, envl policy or envl management or a waiver of one of these
*EAS-G 576 Climate Change	P: at least two undergraduate courses in the physical sciences or consent of instructor
*GEOG-G 532 Physical Climatology	P: consent of instructor
*GEOG-G 544 Climate Change Impacts	

Group II – Economics, Public Policy, and Law-Related Electives (Select one or two of the following courses)

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-X 511/ Human Behavior and Energy SPEA-E 501 Consumption	
SPEA-P 541 Benefit-Cost Analysis	P: V517 or consent of instructor
SPEA-P 562 Public Program Evaluation	
SPEA-R 512 Energy and Climate: Law and Policy	
SPEA-R 532 Water Policy and Economics	R: V517
SPEA-R 533 Public Natural Resources Law	R: V536 (before or during)
SPEA-R 535 International Environmental Policy	
SPEA-R 564 Environmental and Natural Resource Policy Design and Implementation	P: V517
SPEA-R 625 Environmental Economics and Policy	P: V517
SPEA-R 626 Energy Justice and Policy Seminar	P: E574
SPEA-R 643 Natural Resource Management and Policy	
SPEA-R 645 Environmental Law	
SPEA-S 516 Preparing for Climate Change and Resilient Urban Communities	
SPEA-S 596 Sustainable Development	
INTL-I 525 International Climate Governance	
*LAW-B 644/ Energy Law and Policy SPEA-V 550	
MSCH-T 602 Communicating Climate Change	

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Environmental Policy and Natural Resource Management
(15 credit hours)

The Environmental Policy and Natural Resources Management concentration draws on economics, statistics, and other quantitative fields to help students develop analytical skills to interpret and use data for the formation and evaluation of policy for environmental protection and natural resources management. The concentration draws on the study of law, politics, public policy, and management to build an understanding of the institutions through which society manages the formation and implementation of its policies. Students acquire a set of skills and insights that they will use in careers in government and consulting, in the regulatory and government relations offices of corporations, and in the advocacy and analysis operations of not-for-profit organizations. Students can focus their studies on either domestic or international environmental and natural resource issues. Students may not use MPA core courses to fulfill concentration requirements.

REQUIREMENTS: (6 credit hours)

Environmental Law and Economics (6 credit hours)

The following courses are required:

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-R 625 Environmental Economics and Policy	P: V517
SPEA-R 645 Environmental Law	Note: Students who can make a strong case to take an international law course in place of R645 should consult with a concentration advisor to explore options, possibly including LAW-B 783 or a relevant SPEA topics course.

ELECTIVES: (9 credit hours)

Group I – Environmental Policy Courses (3 credit hours)

In consultation with a concentration advisor, choose **one** of the following two courses:

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-R 521 Domestic Environmental Policy	
SPEA-R 535 International Environmental Policy	

Group II – Analysis and Skills Courses (3 credit hours)

In consultation with a concentration advisor, choose **one** of the following courses:

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-E 518 Vector-Based Geographic Information Systems	
SPEA-E 529 Application of Geographic Information Systems	P: E518 , or other introductory GIS course with lab, or equivalent practical experience

Group II – Analysis and Skills Courses: (continued)

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-E 560 Environmental Risk Analysis	P: E538, V506 , or consent of instructor. A firm foundation in math and/or science is useful. Carries capstone credit for MPA-MSES.
SPEA-I 515 Data Science for Public and Environmental Affairs	
SPEA-M 547 Negotiation and Dispute Resolution for Public Affairs	
SPEA-P 507 Data Analysis and Modeling for Public Affairs	P: E538 or V506
SPEA-P 541 Benefit-Cost Analysis	P: V517 or consent of instructor
SPEA-P 562 Public Program Evaluation	

Group III – Context Courses (3 credit hours)

In consultation with a concentration advisor, choose **one** from the following list of courses:

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-E 543 Environmental Management	NOTE: Cannot count as context course for dual degree
SPEA-R 517 Environmental Justice	
SPEA-R 532 Water Policy and Economics	R: V517
SPEA-R 564 Environmental and Natural Resource Policy Design and Implementation	P: V517
SPEA-R 626 Energy Justice and Policy Seminar	P: E574
SPEA-R 643 Natural Resource Management and Policy	
SPEA-R 674 Energy Economics and Policy	P: V517
SPEA-S 596 Sustainable Development	

Note: MPA students with a concentration in Environmental Policy and Natural Resource Management who want to take SPEA-E 543 must take both V535 and E543. Students can count E543 as a concentration elective.

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Health Policy
(15 credit hours)

The Health Policy concentration is designed to provide students with a strong foundation that prepares them for employment in the growing and rapidly changing sectors of health policy, health care and life sciences management, and international health. Topics include health industry regulation; healthcare finance; the confluence of public health policy and politics; and more. Students may not use MPA core courses to fulfill concentration requirements.

REQUIREMENTS: (9 credit hours)

The following **three** courses are required:

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-H 549 Health Policy	
SPEA-P 507 Data Analysis and Modeling for Public Affairs	P: E538 or V506
SPEA-P 562 Public Program Evaluation	

ELECTIVES: (6 credit hours)

Economics, Finance, and Regulation Components – Select **two (6 credits)** of the following courses:

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-H 524 Health Industry Regulation	
SPEA-H 525 Health Economics	
SPEA-H 526 Healthcare Finance	
SPEA-H 527 International Healthcare Systems	
SPEA-N 557 Proposal Development and Grant Management	
BUS-X 518 Business of Life Sciences 1: Trends	1.5 credits (Must take both BUS-X 518 & BUS-X 519)
BUS-X 519 Business of Life Sciences: Value Chain	1.5 credits (Must take both BUS-X 518 & BUS-X 519)

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Information Systems

(15 credit hours)

The Information Systems (IS) concentration prepares students for entry-level and mid-career positions—such as systems analysts, consultants, Webmasters, and database managers—in the exciting, evolving, and rapidly growing fields of computing and communication technologies as they apply to public organizations. The IS concentration builds on a solid core of three courses and provides the flexibility to add three more electives from a wide range of course offerings. Students are encouraged to combine the IS concentration with other concentrations to strengthen their technical skills in a variety of applied areas. Students may not use MPA core courses to fulfill concentration requirements.

REQUIREMENTS: (6 credit hours)

The following **two** courses are required:

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-I 516 Public Management Information Systems	
SPEA-I 519 Database Management Systems	

ELECTIVES: (9 credit hours)

In consultation with a concentration advisor, select **three** courses from the following information systems application groups. (Note: Two of the courses must be from group I, II, or III).

Group I – Geographic Information Systems Electives

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-E 518 Vector-based Geographic Information Systems	
SPEA-E 529 Application of Geographic Information Systems	P: E518 , or other introductory GIS course with lab, or equivalent practical experience

Group II – Decision Support and Analysis Electives

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-E 560 Environmental Risk Analysis	P: E538, V506 , or consent of instructor. A firm foundation in math and/or science is useful. Carries capstone credit for MPA-MSES.
SPEA-P 507 Data Analysis and Modeling for Public Affairs	P: E538 or V506
SPEA-P 539 Management Science for Public Affairs	P: E538 or V506

Group II – Decision Support and Analysis Electives: (continued)

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-P 541 Benefit-Cost Analysis	P: V517 or consent of instructor
SPEA-P 562 Public Program Evaluation	
SPEA-V 550 Data Science in Public and Environmental Affairs	Will be offered as I515 in future semesters

Group III – Design and Management of Information Systems Electives

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-I 611 Design of Information Systems	P: I516 and I519
SPEA-M 602 Strategic Management of Public and Nonprofit Organizations	

Group IV – Networking and Telecommunications Electives

	P=Prerequisite, C=Corequisite, & R=Recommendations
*BUS-S 515 Foundations of Business Telecommunications	
*ILS-Z 525 Government Information	
*ILS-Z 532 Information Architecture for the Web	
*ILS-Z 643 The Information Industry	

Group V – Additional Options

Graduate courses that address issues in information technology, such as programming and the digital economy, are offered in other units such as the Kelley School of Business and the School of Informatics, Computing, and Engineering. Students may elect to take one of these electives (3 credit hours) in an outside unit with the approval of a concentration advisor and the appropriate Faculty Program Director.

***Registration in courses outside of O'Neill requires an Outside-Program Course Request Form (may be obtained in the Forms section of the Current Student Portal) approved by the appropriate Faculty Program Director. Please refer to the page outlining the policy on outside course substitutions.**

International Development
(15 credit hours)

The International Development concentration in the Master of Public Affairs is designed to provide students with a policy-focused understanding of international development and will introduce students to topics such as economic programming and planning, political economy, conflict and post-conflict recovery, sustainable development, international organizations, governance and business activities. Students may not use MPA core courses to fulfill concentration requirements.

REQUIREMENTS: (6 credit hours)

Students choose **two** of the following three courses:

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-D 573 Development Economics	
SPEA-D 578 Introduction to Comparative and International Affairs	
SPEA-D 669 Economic Development, Globalization, and Entrepreneurship	P: V517 , a course in urban economics, or consent of instructor

ELECTIVES: (9 credit hours)

In consultation with a concentration advisor, students choose **three** electives from Groups I and II where at least **one** course (3 credit hours) is from Group I (methods). **If all three courses are taken from the list above, the third course will count in Group II electives.**

Group I* – Methods

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-E 518 Vector-based Geographic Information Systems	
SPEA-P 507 Data Analysis and Modeling for Public Affairs	P: E538 or V506
SPEA-P 541 Benefit-Cost Analysis	P: V517 or consent of instructor
SPEA-P 562 Public Program Evaluation	

*A student may also choose to fulfill the Group I requirement with a graduate level *language* or *area studies* course with the approval of a concentration advisor and the appropriate Faculty program director.

Group II – Other Electives

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-D 548 US Foreign Policy and Third World Regimes	
SPEA-D 576 Approaches to Development	
SPEA-D 577 International Economic Strategies and Trade Policy	
SPEA-D 583 Conflict and Development	
SPEA-M 575 Comparative Public Management & Administration	
SPEA-M 654 Public Program Management and Contracting	
SPEA-N 524 Civil Society in Comparative Perspective	
SPEA-N 534 NGO Management for International Development	
SPEA-R 535 International Environmental Policy	
SPEA-R 563 Corporate Sustainability in a Tri-Sectoral World	
SPEA-S 596 Sustainable Development	
SPEA-V 550 Latin American Governance	
SPEA-V 559 Principles and Practices of Social Entrepreneurship	

***Registration in courses outside of O'Neill requires an Outside-Program Course Request Form (may be obtained in the Forms section of the Current Student Portal) approved by the appropriate Faculty Program Director. Please refer to the page outlining the policy on outside course substitutions.**

Local Government Management
(15 credit hours)

The Local Government Management (LGM) concentration prepares students for entry-level and mid-career management and policy positions in local government. Course work includes a local government management core required of all students and a selection of advanced electives. Students should consult with a faculty concentration advisor to choose the advanced electives best suited to their interests. Students may not use MPA core courses to fulfill concentration requirements.

REQUIREMENTS: (9 credit hours)

The following **three** courses are required:

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-L 564 Local Governance	
SPEA-L 568 Management of Local Government Services	
SPEA-M 561 Public Human Resources Mgmt	

ELECTIVES: (6 credit hours)

Advanced Local Government Concentration Electives – In consultation with a concentration advisor, select **two** of the following courses or other graduate courses approved as substitutions.

	P=Prerequisite, C=Corequisite, & R=Recommendations
AADM-Y 500 Cultural Districts and Local Arts Policy	
AADM-Y 504 Arts Administration in the Public and Private Sectors	
SPEA-F 610 Government Budgeting and Program Analysis	P: F560
SPEA-I 515 Data Science for Public and Environmental Affairs	
SPEA-I 516 Public Management Information Systems	
SPEA-L 563 Planning and Community Development	
SPEA-L 622 Local Economic Development	
SPEA-M 547 Negotiation and Dispute Resolution for Public Affairs	
SPEA-M 570 Public Sector Labor Relations	
SPEA-M 575 Comparative Public Management & Administration	
SPEA-M 602 Strategic Management in Public and Nonprofit Organizations	

Advanced Local Government Concentration Electives: (continued)

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-M 652 Managing Workforce Diversity in Public Organizations	
SPEA-M 654 Public Program Management and Contracting	
SPEA-N 521 The Nonprofit & Voluntary Sector	
SPEA-N 523 Civil Society & Public Policy	
SPEA-P 541 Benefit-Cost Analysis	P: V517 or consent of instructor
SPEA-P 562 Public Program Evaluation	
SPEA-R 563 Corporate Sustainability in a Tri-Sectoral World	
SPEA-S 515 Sustainable Communities	

***Registration in courses outside of O'Neill requires an Outside-Program Course Request Form (may be obtained in the Forms section of the Current Student Portal) approved by the appropriate Faculty Program Director. Please refer to the page outlining the policy on outside course substitutions.**

Nonprofit Management
(15 credit hours)

The Nonprofit Management concentration equips students with the skills to effectively manage and lead nonprofit organizations through a local grounding in the legal structure and functions of nonprofits, and to apply the analytic and managerial tools that support effective nonprofit operation. Students may not use MPA core courses to fulfill concentration requirements.

REQUIREMENTS: (6 credit hours)

The following **two** courses are required:

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-N 521 The Nonprofit and Voluntary Sector	
SPEA-N 525 Management in the Nonprofit Sector	P: N521 Nonprofit management students must take N521 before N525

ELECTIVES: (9 credit hours)

In consultation with a concentration advisor, select **three** courses (9 credit hours) from the following lists. At least **one** course must come from Group I (nonprofit management). Up to **three** courses may come from Group I (nonprofit management). Up to **two** courses may come from Group II (additional management skills). Only **one** course may come from Group III (nonprofit areas). Relevant substitutions may be made in Groups II and III with a faculty advisor's approval.

Elective Group I – Nonprofit Management: At least **1-3** nonprofit management courses may count toward the three electives.

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-F 526 Financial Management for Nonprofit Organizations	
SPEA-M 504 Public Organizations	
SPEA-M 602 Strategic Management of Public and Nonprofit Organizations	
SPEA-N 522 Human Resource Management in Nonprofit Organizations	
SPEA-N 523 Civil Society and Public Policy	
SPEA-N 524 Civil Society in Comparative Perspective	
SPEA-N 534 NGO Management for International Development	

Elective Group I – Nonprofit Management: (continued)

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-N 557 Proposal Development and Grant Management	
SPEA-N 558 Fund Development for Nonprofits	
SPEA-V 559 Principles and Practices of Social Entrepreneurship	
*LAW-B 569 Nonprofit Organizations	Consult with Law.
*LAW-B 761 Law and Philanthropy	Consult with Law.

Elective Group II – Additional Management Skills: In consultation with a concentration advisor, up to **two** additional management skills courses may count toward the three electives. Substitutions can be made with a faculty advisor's approval.

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-I 515 Data Science for Public and Environmental Affairs	
SPEA-I 516 Public Management Information Systems	
SPEA-M 547 Negotiation & Dispute Resolution for Public Affairs	
SPEA-M 569 Managing Interpersonal Relations	P: V535
SPEA-M 652 Managing Workforce Diversity in Public Organizations	
SPEA-M 654 Public Program Management and Contracting	
SPEA-M 662 Seminar in Accountability and Performance	P: V535
SPEA-P 541 Benefit-Cost Analysis	P: V517 or consent of instructor
SPEA-P 562 Public Program Evaluation	

Elective Group III – Nonprofit Areas: In consultation with a concentration advisor, **one** course in a nonprofit area may count toward the three electives.

	P=Prerequisite, C=Corequisite, & R=Recommendations
AADM-Y 500 Cultural Districts & Local Arts Policy	
AADM-Y 511 Performing Arts Center Mgmt	
AADM-Y 525 Museum Management	
AADM-Y 559 Public Policy and the Arts	
SPEA-D 573 Development Economics	
SPEA-D 576 Approaches to Development	

Elective Group III – Nonprofit Areas: (continued)

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-D 577 International Economic Strategies and Trade Policy	
SPEA-D 669 Economic Development, Globalization and Entrepreneurship	P: V517 , a course in urban economics or consent of instructor
SPEA-H 549 Health Policy	
SPEA-L 568 Mgmt. of Local Govt. Services	
SPEA-L 622 Local Economic Development	
SPEA-R 563 Corporate Sustainability in a Tri-Sectoral World	
SPEA-S 515 Sustainable Communities	

***Registration in courses outside of O'Neill requires an Outside-Program Course Request Form (may be obtained in the Forms section of the Current Student Portal) approved by the appropriate Faculty Program Director.**

Policy Analysis
(15 credit hours)

The Policy Analysis concentration combines an understanding of the policy process with the skills to create and consume accurate and actionable research and information designed to address public policy problems.

Concentration requirements emphasize the acquisition of quantitative and analytic skills that may be used to inform public policy decisions. The Policy Analysis field electives aim to provide students with additional skills used for policy analysis, and/or to provide students with the contextual knowledge needed to analyze policies in a substantive area. The electives change frequently, and often include topics courses as well as courses in a wide variety of policy areas: health, economic development, education, social policy, transportation, energy, etc. In general, this substantive knowledge component requires more than one course in the same area. Consequently, it is important that the plan include *early* consultation with a concentration advisor.

Students may also acquire this substantive knowledge by combining the Policy Analysis concentration with other concentrations. For example, dual concentrations in Policy Analysis and Sustainable Development would prepare one to do work in sustainability with a more analytical approach. As in all concentrations, students may not use MPA Core courses to fulfill concentration requirements.

REQUIREMENTS: (9 credit hours)

The following three courses are required:

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-P 507 Data Analysis and Modeling for Public Affairs	P: E538 or V506
SPEA-P 541 Benefit-Cost Analysis	P: V517 or consent of instructor
SPEA-P 562 Public Program Evaluation	

ELECTIVES: (6 credit hours)

In consultation with a concentration advisor, select **two** courses from the list below:

	P=Prerequisite, C=Corequisite, & R=Recommendations
AADM-Y 500 Cultural Districts and Local Arts Policy	
AADM-Y 559 Public Policy and the Arts	
SPEA-D 573 Development Economics	
SPEA-D 577 International Economic Strategies and Trade Policy	
SPEA-D 583 Conflict and Development	
SPEA-D 669 Economic Development, Globalization and Entrepreneurship	P: V517 , a course in urban economics or consent of instructor

Policy Analysis Electives: (continued)

SPEA-E 574	Energy Systems in Transition	
SPEA-F 526	Financial Management for Nonprofit Organizations	
SPEA-F 542	Governmental Financial Accounting and Reporting	P or C: F560
SPEA-F 609	Seminar in Public Revenue Theory and Administration	P: F560
SPEA-F 610	Government Budgeting and Program Analysis	P: F560
SPEA-F 667	Seminar in Public Capital and Debt Theory	P: F560
SPEA-H 524	Health Industry Regulation	
SPEA-H 525	Health Economics	
SPEA-H 526	Healthcare Finance	
SPEA-H 549	Health Policy	
SPEA-I 515	Data Science for Public and Environmental Affairs	
SPEA-L 568	Management of Local Government Services	
SPEA-L 622	Local Economic Development	
SPEA-M 547	Negotiation and Dispute Resolution for Public Affairs	
SPEA-N 521	The Nonprofit and Voluntary Sector	
SPEA-N 523	Civil Society and Public Policy	
SPEA-N 557	Proposal Development & Grant Administration	
SPEA-P 539	Management Science for Public Affairs	P: E538 or V506
SPEA-R 535	International Environmental Policy	
SPEA-R 564	Environmental and Natural Resource Policy Design and Implementation	P: V517
SPEA-R 625	Environmental Economics and Policy	P: V517
SPEA-R 626	Energy Justice and Policy Seminar	P: E574
SPEA-R 643	Natural Resource Management and Policy	
SPEA-R 645	Environmental Law	
SPEA-R 674	Energy Economics and Policy	P: V517

Policy Analysis Electives: (continued)

SPEA-V 550	Poverty and Social Welfare Policy	
SPEA-V 559	Principles & Practices of Social Entrepreneurship	
SPEA-V 640	Law, Public Management, and Public Policy	Limited offerings – plan accordingly.
SPEA-X 511/ SPEA-E 501	Human Behavior and Energy Consumption	

***Registration in courses outside of O’Neill requires an Outside-Program Course Request Form (may be obtained in the Forms section of the Current Student Portal) approved by the appropriate Faculty Program Director. Please refer to the page outlining the policy on outside course substitutions.**

Public Financial Administration

(15 credit hours)

The Public Financial Administration concentration develops technical skills necessary for budget analysis, preparation, and operation; analysis and application of tax policy; and public financial planning. Students may not use MPA core courses to fulfill concentration requirements.

REQUIREMENTS: (9 credit hours)

Group I – In consultation with a concentration advisor, select **at least three** of the following courses:

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-F 609 Seminar in Revenue Theory and Administration	P: F560
SPEA-F 610 Government Budget and Program Analysis	P: F560
SPEA-F 667 Seminar in Public Capital and Debt Theory	P: F560
SPEA-P 562 Public Program Evaluation	

NOTE: Should the student decide to take all four courses, the fourth course can be counted as a concentration elective.

ELECTIVES: (6 credit hours)

Group II – In consultation with a concentration advisor, select **one** of the following courses:

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-F 542 Governmental Financial Accounting and Reporting	P or C: F560
SPEA-P 541 Benefit-Cost Analysis	P: V517 or consent of instructor

NOTE: Should the student decide to take both courses, the second course can be counted as one of the two required electives.

Group III – In consultation with a concentration advisor, select **one** of the following courses or other graduate courses approved as equivalent substitutions (any student that takes 15 credits from Groups I and II does not need to take a course from Group III):

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-F 542 Governmental Financial Accounting and Reporting	P or C: F560
SPEA-F 666 Public Revenue	
SPEA-H 526 Healthcare Finance	
SPEA-I 516 Public Management Information Systems	
SPEA-P 507 Data Analysis and Modeling for Public Affairs	P: E538 or V506
SPEA-P 541 Benefit-Cost Analysis	P: V517 or consent of instructor
SPEA-P 562 Public Program Evaluation	

*Registration in courses outside of O'Neill requires an Outside-Program Course Request Form (may be obtained in the Forms section of the Current Student Portal) approved by the appropriate Faculty Program Director. Please refer to the page outlining the policy on outside course substitutions.

Public Management

(15 credit hours)

The Public Management concentration is designed to teach students to manage and lead using the knowledge, systems, skills, and tools necessary to effectively pursue the missions of public organizations. Upon completing the concentration requirements, students will understand the political, legal, and social context in which public policies are adopted, implemented and evaluated; the role of public bureaucracy in a democratic society; the goals, structures, processes and behavior observed within public organizations; and the core administrative functions performed by public managers and employees. Students may not use MPA core courses to fulfill concentration requirements.

REQUIREMENTS: (9 credit hours)

In consultation with a concentration advisor, select **at least three** of the following courses. Students taking more than three of these classes may substitute the additional courses taken from this list for a concentration elective (see below).

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-M 561 Public Human Resources Mgmt.	
SPEA-M 602 Strategic Management in Public and Nonprofit Organizations	
SPEA-M 654 Public Program Management and Contracting	
SPEA-M 662 Seminar in Accountability and Performance	P: V535
SPEA-P 562 Public Program Evaluation	

ELECTIVES: (6 credit hours)

In consultation with a concentration advisor, select **two** of the following courses.

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-F 610 Government Budgeting and Program Analysis	P: F560
SPEA-I 515 Data Science for Public and Environmental Affairs	
SPEA-I 516 Public Mgmt. Information Sys.	
SPEA-L 568 Management of Local Government Services	
SPEA-M 518 Intergovernmental Systems Management	
SPEA-M 547 Negotiation and Dispute Resolution for Public Affairs	
SPEA-M 570 Public Sector Labor Relations	
SPEA-M 575 Comparative Public Management & Administration	
SPEA-M 652 Managing Workforce Diversity in Public Organizations	

Public Management Electives: (continued)

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-P 541 Benefit-Cost Analysis	P: V517 or consent of instructor
SPEA-R 563 Corporate Sustainability in a Tri-Sectoral World	
SPEA-R 564 Environmental and Natural Resource Policy Design and Implementation	P: V517
SPEA-V 550 Latin American Governance	
SPEA-V 640 Law, Public Management, and Public Policy	Limited offerings – plan accordingly.

***Registration in courses outside of O'Neill requires an Outside-Program Course Request Form (may be obtained in the Forms section of the Current Student Portal) approved by the appropriate Faculty Program Director. Please refer to the page outlining the policy on outside course substitutions.**

Sustainability and Sustainable Development

(15 credit hours)

In the Sustainability and Sustainable Development Concentration, students study the relations among productive activity and social and environmental impacts. They consider the role of markets and related institutions in the efficient and equitable delivery of goods and services, and develop skills to analyze and address the systematic strengths and weaknesses in the various social systems. Students examine the many factors, including social, economic, legal and political forces that promote or deter sustainability. The concentration encourages students to examine the interrelationship of environmental and social systems, the regenerative capacity of both, and the institutional change that will be required to develop greater sustainability. Graduates will be prepared for employment in government and international programs, corporate sustainability offices, and not-for-profit sustainability campaigns. Students may not use MPA core courses to fulfill concentration requirements.

REQUIREMENTS: (3 credit hours)

In consultation with a concentration advisor, choose **one** of the following three courses:

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-R 563 Corporate Sustainability in a Tri-Sectoral World	
SPEA-S 515 Sustainable Communities	
SPEA-S 596 Sustainable Development	

Note: Should the student decide to take more than one of the required courses, the additional courses will only count towards the “Development, Policy, and Entrepreneurship” context grouping, as shown below.

ELECTIVES: (12 credit hours)

Group I – Context for Sustainability (6 credit hours): In consultation with a concentration advisor, select **two** courses from **ONE** of the following areas:

- Development, Policy and Entrepreneurship
- Natural Environment, or
- Environmental Protection

Students are encouraged to select courses that lead to expertise in a particular context.

Development, Policy, and Entrepreneurship:

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-D 576 Approaches to Development	
SPEA-D 669 Economic Development, Globalization, and Entrepreneurship	P: V517 , a course in urban economics or consent of instructor
SPEA-E 530 Fundamentals of Sustainable Agriculture	
SPEA-L 622 Local Economic Development	
SPEA-R 512 Energy and Climate: Law and Policy	
SPEA-R 516 Sustainable Agriculture and Environmental Governance	
SPEA-R 517 Environmental Justice	
SPEA-R 532 Water Policy and Economics	R: V517
SPEA-R 535 International Environmental Policy	
SPEA-R 563 Corporate Sustainability in a Tri-Sectoral World	
SPEA-R 625 Environmental Economics and Policy	P: V517
SPEA-R 643 Natural Resource Management and Policy	
SPEA-R 674 Energy Economics and Policy	P: V517
SPEA-S 515 Sustainable Communities	
SPEA-S 596 Sustainable Development	
SPEA-V 527 Urban Sustainability	Note: IUPUI course, permission required.
SPEA-V 550 Food Policy in a Changing World	
SPEA-V 559 Principles and Practices of Social Entrepreneurship	
SPEA-X 511/ Human Behavior and Energy SPEA-E 501 Consumption	

Natural Environment:

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-E 563 Wildlife Management	P: E527 (or E527 waiver) or permission of instructor
SPEA-E 517 BMP Design for Healthy Urban Watersheds	R: E545
SPEA-E 522 Urban Forest Management	

Natural Environment: (continued)

SPEA-E 528	Forest Ecology and Management	
SPEA-E 534	Restoration Ecology	P: E527 or E540 or permission of instructor
SPEA-E 540	Wetlands Ecology and Management (4 cr.)	P: E527 or permission of instructor
SPEA-E 545	Lake and Watershed Management	
SPEA-E 555	Sustaining Urban Ecosystems	R: upper level ecology course
SPEA-E 557	Conservation Biology	P: E527 or waiver of E527
SPEA-E 591	Climate Change Impacts on Natural Resources	P: grad course in ecology, environmental policy or environmental management or a waiver of one of these

Environmental Protection:

		P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-E 515	Fundamentals of Air Pollution	R: E536
SPEA-E 539	Aquatic Chemistry	R: E536
SPEA-E 552	Environmental Engineering	R: E526, E536
SPEA-E 562	Solid and Hazardous Waste Management	
SPEA-E 564	Organic Pollutants: Environmental Chemistry & Fate	R: E536 or undergraduate organic chemistry
SPEA-E 574	Energy Systems in Transition	

Group II – Analytical Tools (6 credit hours): In consultation with a concentration advisor, select **two** of the following courses or other graduate courses approved as equivalent substitutions:

		P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-E 511	Sustainability Assessment	
SPEA-E 518	Vector-Based Geographic Information Systems	
SPEA-E 529	Application of Geographic Information Systems	P: E518 , or other introductory GIS course with lab, or equivalent practical experience
SPEA-M 547	Negotiation and Dispute Resolution for Public Affairs	
SPEA-P 507	Data Analysis and Modeling for Public Affairs	P: E538 or V506
SPEA-P 541	Benefit-Cost Analysis	P: V517 or consent of instructor
SPEA-P 562	Public Program Evaluation	

*Registration in courses outside of O'Neill requires an Outside-Program Course Request Form (may be obtained in the Forms section of the Current Student Portal) approved by the appropriate Faculty Program Director. Please refer to the page outlining the policy on outside course substitutions.

MPA Specialized Concentration
(15 credit hours)

A student, whose educational and professional goals are not satisfied by O'Neill's concentrations, may design a Specialized Concentration that best suits his or her needs in consultation with a faculty and/or concentration advisor with final approval required by the relevant Faculty Program Director(s). **The student, the student's faculty and/or concentration advisor, and the appropriate Faculty Program Director must sign a Specialized Concentration Form that specifies the courses that will comprise the customized concentration.** This form is available in the Forms section of the Current Student Portal. The completed Specialized Concentration Form must be submitted prior to enrolling in the courses outlined. **The concentration must be declared within the first 24 credit hours of the student's academic program.**

MPA specialized concentrations consist of a minimum of 15 credit hours.

Although no specific guidelines exist for the courses to be included in a Specialized Concentration, students must take O'Neill courses unless approved by a faculty and/or concentration advisor(s) and the appropriate Faculty Program Director(s). Students must name their Specialized Concentration. However, these names will not appear on their IU transcript. Instead, after "Major" the words "Specialized Study" will appear.

MSES Program Requirements (48 credit hours)

MSES Requirement I: Environmental Science Core Courses (15 credit hours)

Each student should demonstrate a competency in the following areas of environmental science: mathematics, statistics, chemistry, engineering principles, and ecology. The selection of courses may vary according to the students' background. Some or all of the following course categories may be appropriate to be determined in consultation with the gatekeepers for each course category.

Students may seek waivers via gatekeepers based on their background or former academic training. Students may not use MSES core courses to fulfill concentration requirements.

NOTE: Each listed course is worth 3 credit hours unless indicated otherwise.

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-E 526 Applied Mathematics for Environmental Science	P: differential and integral calculus
SPEA-E 527 Applied Ecology	
SPEA-E 536 Environmental Chemistry	P: undergrad chemistry course with lab
SPEA-E 538 Statistics for Environmental Science	
SPEA-E 552 Environmental Engineering	R: E526, E536

MSES Requirement II: Economics, Management, and Policy Core Courses (6 credit hours)

Economics, Management, and Policy Core Competencies (6 credit hours) Each student should demonstrate competency in these areas of environmental management. The selection of courses may vary according to the student's concentration and professional objectives. Courses should be selected in consultation with a faculty advisor; an advisor may approve other relevant courses not listed here.

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-E 543 Environmental Management	
SPEA-R XXX All SPEA-R courses	Note: Any SPEA-R courses are automatically pre-approved
SPEA-S 596 Sustainable Development	
SPEA-V 517 Public Management Economics	
SPEA-V 550 Food Policy in a Changing World	

MSES Requirement III: Tool Skill Courses (3 credit hours)

Tools courses provide students with quantitative and analytical tools to enhance problem-solving abilities. Strategic choices in tool courses can deepen or broaden your skill set; discussions with advisors, including the program director, may be appropriate. The course list below includes many of the most commonly used tools courses, but other courses may be approved by an advisor, including appropriate topics courses (E555 and V550).

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-E 518 Vector-based Geographic Information Systems	
SPEA-E 529 Application of Geographic Information Systems	P: E518 , or other introductory GIS course with lab, or equivalent practical experience
SPEA-E 554 Groundwater Flow Modeling	
SPEA-E 555 Introduction to Coding for Environment and Policy (1 cr.)	
SPEA-E 555 Python Programming for Environment and Policy (1 cr.)	
SPEA-E 555 Using R for Environment and Policy (1 cr.)	P: E555 Intro to Coding for Env. and Pol.
SPEA-E 560 Environmental Risk Analysis	P: E538, V506 , or consent of instructor. A firm foundation in math and/or science is useful.
SPEA-P 507 Data Analysis and Modeling for Public Affairs	P: E538 or V506
SPEA-P 539 Management Science for Public Affairs	P: E538 or V506
SPEA-P 541 Benefit-Cost Analysis	P: V517 or consent of instructor
SPEA-P 562 Public Program Evaluation	

MSES Requirement IV: Concentration (15-18 credit hours)

MSES students must complete a concentration. They may select one of the four concentrations described in the pages that follow. Topics courses and independent study credits may be included in any concentration with the approval of a concentration advisor. MSES students also have the option of pursuing a specialized concentration or thesis.

MSES Requirement V: Experiential (0 – 6 credit hours)

Each candidate for the MSES degree must obtain professionally relevant experience through one of the following options:

- A. **Internship** – Students who are ready to complete an internship should consult with their academic advisor regarding the number of credits the student should register for and to confirm what degree requirements the internship may satisfy. Additionally, students must consult the Career Hub before the internship begins. The Career Hub will provide details concerning eligibility, procedures and required paperwork.

1. **Registered Internship (0-6 credit hours)** –To satisfy the MSES experiential requirement with an internship during the degree program, students must register for zero to six credits of **SPEA-E 589 Practicum in Environmental Science**. The amount of credit hours granted is determined by the number of hours worked. A student must work for 120 hours for zero and one credit, while each credit hour thereafter is earned by working an additional 80 hours. To satisfy the requirement, students must complete the proper paperwork with the Career Hub before starting an internship and must complete all progress reports and other required paperwork during the internship. In addition, Indiana University policy states “registration for the internship should be placed in the session during which the external event or experience on which it is based occurs.” Internships that have been completed in the past cannot be registered for a current or future term.

Research internships are also an option, with a supervising O’Neill faculty member or a researcher, agency, or organization outside O’Neill. Further details are available with the Career Hub.

- B. **Internships for International Students** - International students seeking to fulfill the experiential component should consult with Indiana University’s Office of International Services (OIS) to make sure they meet all necessary guidelines for participation. Please follow the links offered to read more about qualifications.

Curricular Practical Training (CPT): <https://ois.iu.edu/student-employment/work-authorization/fl/curricular.html>

Academic Training: <https://ois.iu.edu/student-employment/work-authorization/j1/academic.html>

International students will generally be approved for one internship and CPT request per degree program (e.g. an MPA student will likely be approved for one internship, and an MPA-MSES student will likely be approved for two internships even though the dual program only requires one internship). CPT requests are approved by OIS and therefore must be proven as integral to the student's degree program(s). Therefore, any additional CPT requests outside of the one required to complete the experiential component of O’Neill degrees must be well-supported and will need to be approved by MPO staff and the designated Faculty Program Director. Please contact the MPO at agoneill@indiana.edu for any questions or inquiries.

2. **Thesis Project** – Students completing the MSES Thesis Concentration automatically complete the MSES experiential requirement. However, MSES thesis students who choose to take an internship should consult with an academic advisor.
3. **Prior Experience (PE)** – A student’s experiential requirement may be satisfied through Prior Experience (PE). There are three categories of PE (Professional, Military, and Volunteer). If a student is granted credit for PE, the experiential requirement is automatically satisfied. Credit is granted for experience gained **prior** to taking courses in an O’Neill graduate degree program. No more than 9 credits will be granted for any combination of PE waivers. Applications for the different types of PE can be found online via the Current Student Portal in the Forms section. Completed forms should be returned to the O’Neill Graduate Records Office (SPEA A328 or oneillrc@indiana.edu) so they may be advanced to the appropriate Faculty Program Director

for review and potential award of credit. Students are encouraged to submit applications for PE **within the first 24 credit hours**. Please see the Director of the Master's Programs Office for counsel and questions/concerns.

MSES Requirement VI: Capstone Course (3 credit hours)

MSES degree students should take a course during which they participate in a team to carry out an integrative project that addresses a multi-disciplinary problem. A concentration advisor may be consulted regarding an appropriate selection. This requirement may be met in one of the following ways:

1. **SPEA-V 600** Capstone in Public and Environmental Affairs (there are typically sections with an environmental focus).
2. An alternative course with a similar structure, such as **SPEA-E 546** Stream Ecology (P: SPEA-E 556) or **SPEA-E 560** Environmental Risk Analysis (P: SPEA-E 538 or SPEA-V 506) or other approved course.
3. **MSES Thesis** - Completion of the MSES Thesis Concentration satisfies the MSES capstone requirement.

MSES Concentrations

Ecology and Conservation

(15 credit hours)

The Ecology and Conservation concentration focuses on problem-solving techniques applied to current ecological issues. The diversity of the earth's living species in both natural and managed ecosystems offers students a variety of study areas within ecology and conservation, including forest ecology and management, fisheries and wildlife management, soil and watershed management, endangered species, and wetlands. Courses should be selected in consultation with a concentration advisor.

As a reminder, MSES students should prioritize their core courses and appropriate course sequencing. Students may not use MSES core courses to fulfill concentration requirements.

REQUIREMENTS: (6 credit hours)

Field and Identification Core – Select **two** courses from the following list:

	P=Prerequisite, C=Corequisite, & R=Recommendations
+SPEA-E 563 Wildlife Management	P: E527 (or E527 waiver) or permission of instructor
+SPEA-E 561 Wildlife Techniques	P: Undergrad or graduate biology/ecology course
SPEA-E 528 Forest Ecology and Management	
SPEA-E 540 Wetlands Ecology and Management (4 cr.)	P: E527 or permission of instructor
SPEA-E 546 Stream Ecology	P: E556 or permission of instructor. Carries capstone credit for MSES and MPA-MSES.
SPEA-E 555 Plants and Plant Communities	
SPEA-E 556 Limnology (4 cr.)	R: undergraduate courses: general biology, general chemistry with lab
*+BIOL-B 300 Vascular Plants	
*+BIOL-L 376 Biology of Birds	

+If taking the approved undergraduate courses, please notify O'Neill Records, as your record will need updated manually. Approved undergraduate courses taken while the student was an undergraduate DO NOT count toward the concentration. Approved undergraduate courses must be taken during the graduate career.

**+Indicates an undergraduate course outside of O'Neill—please see notes above.*

ELECTIVES: (9 credit hours)

Ecology and Conservation Electives – Take an additional **three** classes from the above list or from the additional electives listed below:

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-E 504 Sustainable River Management	
SPEA-E 517 BMP Design for Healthy Urban Watersheds	R: E545
SPEA-E 520 Environmental Toxicology	
SPEA-E 522 Urban Forest Management	
SPEA-E 534 Restoration Ecology	P: E527 or E540 or permission of instructor
SPEA-E 545 Lake and Watershed Management	
SPEA-E 550 Soil Science and Management	R: one semester of college chemistry
SPEA-E 555 Conservation Planning	
SPEA-E 555 Sustaining Urban Ecosystems	R: upper level ecology course
SPEA-E 557 Conservation Biology	P: E527 or waiver of E527
SPEA-E 591 Climate Change Impacts on Natural Resources	P: grad course in ecology, envl. policy or envl. management or a waiver of one of these

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Energy and Climate Change Science
(15 credit hours)

The MSES Energy and Climate Change Science concentration trains students in the scientific and technological aspects of energy generation, utilization, and impacts of these practices as well as science and technology associated with the study of climate change and its impacts. Courses should be selected in consultation with a concentration advisor to ensure the best fit for student interests in this broad and dynamic field.

As a reminder, MSES students should prioritize their core courses and appropriate course sequencing. Students may not use MSES core courses to fulfill concentration requirements.

REQUIREMENTS: (3 credit hours)

The following course is required.

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-E 574 Energy Systems in Transition	

ELECTIVES: (12 credit hours)

Select **four** of the following courses. Two may be out-of-O'Neill courses.

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-E 505 Renewable and Nuclear Energy and Climate Change	R: E574
SPEA-E 515 Fundamentals of Air Pollution	R: E536
SPEA-E 591 Climate Change Impacts on Natural Resources	P: grad course in ecology, envl. policy or envl. management or a waiver of one of these
SPEA-R 674 Energy Economics and Policy	P: V517
*GEOG-G 532 Physical Climatology	
*GEOG-G 544 Climate Change Impacts	
*EAS-G 534 Dynamic Meteorology: Synoptic to Global Scale	P: GEOG-G 532 or consent of instructor
*EAS-G 537 Synoptic Meteorology and Climatology	P: GEOG-G 532 or consent of instructor
*EAS-G 540 Physical Meteorology, Climate, and Paleoclimate	
*EAS-G 556 Wind Power Meteorology	Consent of instructor
*EAS-G 576 Climate Change Science	

***Registration in courses outside of O'Neill requires an Outside-Program Course Request Form (may be obtained in the Forms section of the Current Student Portal) approved by the appropriate Faculty Program Director. Please refer to the page outlining the policy on outside course substitutions.**

Environmental Chemistry, Toxicology, and Risk Assessment (ECTRA)
(15 credit hours)

This concentration addresses the fate and transport of chemicals in the environment and the hazards and risks to human health and the environment associated with chemical pollution. Courses on the chemical/physical/biological fate of pollutants in soil, aquatic, and atmospheric systems are included. Additional courses study the hazards associated with chemicals used by modern society, technologies available to manage and remediate contaminated sites, the toxicological effects of chemical exposure, and methods to assess risks associated with chemicals in the environment. Courses should be selected in consultation with a concentration advisor.

As a reminder, MSES students should prioritize their core courses and appropriate course sequencing. Students may not use MSES core courses to fulfill concentration requirements.

REQUIREMENTS: (9 credit hours)

ECTRA Core – Select **one** course from **each** of the following three groups:

Environmental Chemistry (select one):

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-E 515 Fundamentals of Air Pollution	R: E536
SPEA-E 539 Aquatic Chemistry	R: E536
SPEA-E 564 Organic Pollutants: Environmental Chemistry and Fate	R: E536 or undergraduate organic chemistry

Toxicology (select one):

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-E 514 Changing Landscape of Toxic Chemical Regulation	
SPEA-E 520 Environmental Toxicology	

Risk Analysis:

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-E 560 Environmental Risk Analysis	P: E538, V506 , or consent of instructor. A firm foundation in math and/or science is useful. Carries capstone credit for MSES and MPA-MSES.

ELECTIVES: (6 credit hours)

ECTRA Electives – Select an additional **two** courses from the above lists or from the additional electives listed below.

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-E 537 Environmental Chemistry Laboratory	P: E536. Requires substitution form.
SPEA-E 542 Hazardous Materials	
SPEA-E 554 Groundwater Flow Modeling	
SPEA-E 562 Solid and Hazardous Waste Management	
*EAS-A 547 Atmospheric Instrumentation	

***Registration in courses outside of O'Neill requires an Outside-Program Course Request Form (may be obtained in the Forms section of the Current Student Portal) approved by the appropriate Faculty Program Director. Please refer to the page outlining the policy on outside course substitutions.**

Water Resources
(15 credit hours)

The water resources concentration emphasizes scientific principles of water quantity and quality. Courses provide information and problem-solving skills using biological, chemical, and physical descriptions of water in the environment. Courses should be selected in consultation with a concentration advisor.

As a reminder, MSES students should prioritize their core courses and appropriate course sequencing. Students may not use MSES core courses to fulfill concentration requirements.

REQUIREMENTS: (9 credit hours)

Water Resources Core – Take **three** courses including at least one course from **each** section.

Physical and Chemical Aspects of Water (select at least one course):

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-E 539 Aquatic Chemistry	R: E536
SPEA-E 554 Groundwater Flow Modeling	
SPEA-E 555 Watershed Hydrology	
*GEOG G-551 Physical Hydrology	

Ecological Aspects of Water (select at least one course):

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-E 516 Fisheries Management	
SPEA-E 540 Wetlands Ecology and Management (4 cr.)	P: E527 or permission of instructor
SPEA-E 546 Stream Ecology	P: E556 or permission of instructor. Carries capstone credit.
SPEA-E 556 Limnology (4 cr.)	R: undergraduate courses: general biology, general chemistry with lab

ELECTIVES: (6 credit hours)

Water Resources Electives – Select an additional **two** courses from the above lists or from the additional electives listed below.

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-E 504 Sustainable River Management	
SPEA-E 517 BMP Design for Healthy Urban Watersheds	R: E545
SPEA-E 534 Restoration Ecology	P: E527 or E540 or permission of instructor

SPEA-E 545 Lake and Watershed Management	
SPEA-E 557 Conservation Biology	P: E527 or waiver of E527
SPEA-E 591 Climate Change Impacts on Natural Resources	P: grad course in ecology, envl. policy or envl. management or a waiver of one of these
GEOG-G 567 Ecohydrology	

***Registration in courses outside of O'Neill requires an Outside-Program Course Request Form (may be obtained in the Forms section of the Current Student Portal) approved by the appropriate Faculty Program Director. Please refer to the page outlining the policy on outside course substitutions.**

MSES Specialized Concentration
(15 credit hours)

A student, whose educational and professional goals are not satisfied by O'Neill's concentrations, may design a Specialized Concentration that best suits his or her needs in consultation with a faculty advisor with final approval required by the relevant faculty program director(s). **The student, the student's advisor, and the appropriate Faculty Program Director must sign a Specialized Concentration Form that specifies the courses that will comprise the customized concentration.** This form is available in Forms section of the Current Student Portal. The completed Specialized Concentration Form must be submitted prior to enrolling in the courses outlined. **The concentration must be declared within the first 24 credit hours of the student's academic program.**

MSES specialized concentrations consist of a minimum of 15 credit hours.

Although no specific guidelines exist for the courses to be included in a Specialized Concentration, students must take O'Neill courses unless approved by a faculty advisor(s) and the appropriate Faculty Program Director(s). Students must name their Specialized Concentration. However, these names will not appear on their IU transcript. Instead, after "Major" the words "Specialized Study" will appear.

MSES Thesis Concentration (18-24 credits)

Students who wish to pursue their own research may do so under the MSES thesis concentration. Note that a master's thesis is generally not required for admission to doctoral programs, although research experience (for example, through graduate assistantships or research internships) is strongly recommended. Students interested in research experience and considering a future doctoral degree should talk with the MSES faculty advisors to determine what kinds of research experience will be most useful to them. It may also be useful to explore webpages of possible doctoral-program websites to determine the desired research experience for applicants in your chosen field.

Students pursue the MSES thesis concentration under the guidance of a major professor and thesis committee comprising at least 3 O'Neill faculty (including the major advisor). Students must find a faculty member willing to work with them as a major professor, and must do so early in their degree, preferably in their first semester. Because of the need for close faculty guidance, O'Neill can only support a few MSES thesis projects at any one time. Many more students obtain research experience (sometimes including co-authorship on journal articles) as GAs and research interns.

After the student has found a major advisor, the two work together to determine whom to ask to join the MSES thesis committee. Once the committee has been established, the student files a [Nomination of Advisory Committee for the MSES Thesis form](#) (available in the Forms section of the Current Student Portal) with the O'Neill Records Office (oneillrc@indiana.edu).

MSES thesis concentrations must have a minimum of 18 credits, comprising environmental science coursework and research credit (E625), and may have as much as 24 credits. The mix of research and courses is designed and agreed upon among the student, major advisor, and other committee members, and is recorded on an [MSES Thesis Coursework](#) form (available in the Forms section of the Current Student Portal) submitted to the O'Neill Records Office (oneillrc@indiana.edu) for approval by the MSES program director.

Students taking the MSES thesis concentration must still meet the requirements for at least 6 credits of Economics/Management/Policy coursework, which will typically fall outside the thesis concentration. The capstone requirement and experiential requirement are met by the thesis concentration: students do not need to take a specific capstone course nor are they required to complete an internship. This does not prevent MSES thesis students from taking a capstone course or undertaking an internship if they wish to do so. However, MSES thesis students who choose to take an internship would not register it with the Career Hub.

Once the thesis research is completed, the student writes up the results as a master's thesis. MSES thesis formatting instructions are in the document [MSES Thesis Components, Formatting, and Submission](#) (available in the Forms section of the Current Student Portal). Students and major professors may also choose to publish the MSES thesis research as a journal article. The process of preparing a journal article is separate from the MSES thesis submission process, but the MSES thesis and the article may be quite similar in their content and formatting.

When the full MSES thesis is drafted, the student must successfully defend the thesis, providing a public presentation (typically 30-45 min) about the research and then making a closed-door defense to the thesis committee (typically 1-2 hr). If the thesis is accepted, the committee signs the [MSES Thesis Acceptance form](#) (available in the Forms section of the Current Student Portal). If revisions to the thesis are required, the committee may sign the acceptance form at the defense or may request to see the finalized revisions before signing.

After the MSES thesis is accepted and the acceptance form has been signed by the entire committee, the student sends a copy of the final version of the MSES thesis (which includes the signed acceptance form) as a Word document, to the major advisor. The advisor, in turn, transmits electronic copies of the final thesis to the MSES program director, the O'Neill Records Office, and to the librarian who is the head of the Business/O'Neill Information Commons using the appropriate form (available in the Forms section of the Current Student Portal).

This accomplishes two aims. First, it confirms to the Master's Programs Office and to the O'Neill Graduate Records Office that the thesis research (and, usually, the concentration) is completed, and assigns final grades to any E625 research courses that were part of the thesis work. Second, it provides a copy of the MSES thesis to be added to the IU Library System and to be made available to the ProQuest, LLC Dissertation and Thesis portfolio. Researchers and other members of the public can search both the IU Library System and the ProQuest database to find the MSES thesis.

Dual MPA-MSES Program Requirements (60 credit hours)

Program Description

All dual MPA-MSES students must take core requirements from both the MPA and MSES degree program. In some instances, students may be eligible to waive one or more MPA and/or MSES core courses based on previous coursework. All waivers for core courses must be approved by the designated gatekeepers for these requirements; gatekeepers are identified at the front of the handbook. Dual students may pursue one of five options to complete their concentration(s). Dual MPA-MSES students are also required to complete a capstone course and may select that course from either the MPA or MSES program options.

Students Transitioning into Dual MPA-MSES Degree Program

Students already accepted into either the MPA or MSES program may pursue admission into the dual MPA-MSES degree program, provided they meet the admission requirements of the other program. An application should be submitted via the Forms section of the Current Student Portal (<https://students.oneill.indiana.edu/masters/index.html>). The Assistant Director of Admissions and Financial Aid will notify the appropriate Faculty Program Director and request a review and subsequent decision regarding admission. The candidate's original application file may be supplemented prior to review to demonstrate preparedness for the dual degree program. Students who enter the dual degree program at the end of their first year or later may require one or two additional semesters to complete the dual MPA-MSES degree.

MPA-MSES Requirement I: Public Affairs Core Courses (18 credit hours)

Students may not use MPA core courses to fulfill concentration requirements. The following courses are required:

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-E 538 Statistics for Environmental Science	Should be taken first semester. For MPA students who add the dual degree after the first semester, only, V506 will be accepted in place of E538. Also part of the MSES core.
SPEA-E 543 Environmental Management	Fulfills V535 requirement of the MPA core for MPA-MSES students only. MPA students who add the dual degree after the first semester must take E543.
SPEA-V 512 Public Policy Process OR SPEA-V 538 Comparative and International Policy Process	
SPEA-V 517 Public Management Economics	
SPEA-V 532 Social Equity and Justice	1.5 credits
SPEA-V 536 Rights and Responsibilities: How Law Shapes Public Affairs	1.5 credits
SPEA-V 537 Designing and Managing Complex Projects	1.5 credits
SPEA-V 548 Evidence-Based Decision-Making	1.5 credits

MPA-MSES Requirement II: Environmental Science Core Courses (12 credit hours)¹

Each student should demonstrate a competency in the following areas of environmental science: mathematics, statistics, chemistry, engineering principles, and ecology.

Students may seek waivers via gatekeepers based on their background or former academic training. Students may not use MSES core courses to fulfill concentration requirements.

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-E 526 Applied Mathematics for Environmental Science	R: differential and integral calculus
SPEA-E 527 Applied Ecology	
SPEA-E 536 Environmental Chemistry	P: undergrad chemistry course with lab
SPEA-E 552 Environmental Engineering	R: E526, E536

MPA-MSES Requirement III: Concentration (24 credit hours)

Each student may select one of the concentration options listed on the following pages. Topics courses and independent study credits may be included in any concentration with the approval of a concentration advisor. Students also have an option of pursuing a specialized dual-degree concentration.

MPA-MSES Requirement IV: Experiential (Typically 0-6 credit hours)

Each candidate for the MPA-MSES degree must obtain professionally relevant experience through one of the following options:

- A. **Internship** – Students who are ready to complete an internship should consult with their academic advisor regarding the number of credits the student should register for and to confirm what degree requirements the internship may satisfy. Additionally, students must consult the Career Hub before the internship begins. The Career Hub will provide details concerning eligibility, procedures and required paperwork.
 - a. **Registered Internship (0-6 credit hours)** –To satisfy the MPA-MSES experiential requirement with an internship during the degree program, students must register for zero to six credits of **SPEA-E 589 Practicum in Environmental Science or SPEA-V 585 Practicum in Public Affairs**. The amount of credit hours granted is determined by the number of hours worked. A student must work for 120 hours for zero and one credit, while each credit hour thereafter is earned by working an additional 80 hours. To satisfy the requirement, students must complete the proper paperwork with the Career Hub before starting an internship and must complete all progress reports and other required paperwork during the internship. In addition, Indiana University policy states “registration for the internship should be placed in the session during which the external event or experience on which it is based occurs.” Internships that have been completed in the past cannot be registered for a current or future term.

¹ The MSES core requirements also includes E538, but for a dual degree student this requirement is listed in the MPA core.

- i. Research internships are also an option, with a supervising O'Neill faculty member or a researcher, agency, or organization outside O'Neill. Further details are available with the Career Hub.

B. Internships for International Students - International students seeking to fulfill the experiential component should consult with Indiana University's Office of International Student Services (OIS) to make sure they meet all necessary guidelines for participation. Please follow the links offered to read more about qualifications.

Curricular Practical Training (CPT):

<http://ois.iu.edu/living-working/employment/fl/curricular.html>

Academic Training (AT):

<http://ois.iu.edu/living-working/employment/j1/academic.html>

International students will generally be approved for one internship and CPT request per degree program (e.g. an MPA student will likely be approved for one internship, and an MPA-MSES student will likely be approved for two internships even though the dual program only requires one internship). CPT requests are approved by OIS and therefore must be proven as integral to the student's degree program(s). Therefore, any additional CPT requests outside of the one required to complete the experiential component of O'Neill degrees must be well-supported and will need to be approved by MPO staff and the designated Faculty Program Director. Please contact the MPO at agoneill@indiana.edu for any questions or inquiries.

- C. **Thesis Project** – Students completing the MSES Thesis Concentration automatically complete the experiential requirement for the MPA-MSES dual degree. See the MSES Thesis Concentration pages for additional information.
- D. **Prior Experience (PE)** – A student's experiential requirement may be satisfied through Prior Experience (PE). There are three categories of PE (Professional, Military, and Volunteer). If a student is granted credit for PE, the experiential requirement is automatically satisfied. Credit is granted for experience gained **prior** to taking courses in O'Neill graduate degree programs. No more than 9 credits will be granted for any combination of PE waivers. Applications for the different types of PE can be found online via the Current Student Portal in the Forms section. Completed forms should be returned to the O'Neill Graduate Records Office (SPEA A328 or oneillrc@indiana.edu) so they may be advanced to the appropriate Faculty Program Director for review and potential award of credit. Students are strongly encouraged to submit applications for PE **within the first 24 credit**. Please see the Director of the Master's Programs Office for counsel and questions/concerns.

MPA-MSES Requirement V: Capstone Course (3 credit hours)

Dual MPA-MSES degree students should take a course during which they participate in a team to carry out an integrative project that addresses a multi-disciplinary problem. A faculty advisor may be consulted regarding an appropriate selection. This requirement may be met in one of the following ways:

1. **SPEA-V 600** Capstone in Public and Environmental Affairs
2. An alternative course with a similar structure, such as **SPEA-E 546** Stream Ecology (P: SPEA-E 556) or **SPEA-E 560** Environmental Risk Analysis (P: SPEA-E 538 or SPEA-V 506) or other approved course.
3. **MSES Thesis** - Completion of the MSES Thesis Concentration satisfies the MPA-MSES capstone requirement. Students interested in completing a research thesis will find additional information on the MSES Thesis Concentration page.

Dual MPA-MSES Concentrations: (Typically 24 credit hours)

Dual students may pursue one of five options to complete their concentration(s).

Option 1: One or more MPA Concentrations plus Additional Credit hours

One or more complete MPA Concentration(s), (see MPA Concentration pages for a full listing), plus 9 additional credit hours from the MSES tools and concentration courses in the E-series of O'Neill courses. At least two MSES concentration courses must be focused on science content. MSES concentration courses beyond the minimum of two science-focused courses may include tools/methods courses such as E512 Risk Communication, E518 Vector-based GIS, E529 Applications of GIS, E555 Conservation Planning and E555 coding courses. You may not count MSES core courses (E526, E527, E536, E538 and E552) as part of your MSES concentration credit hour requirements. E-series courses that satisfy MPA concentration requirements (typically in MPA-Energy and Sustainability and Sustainable Development) may double count as MSES concentration courses. Please consult with your concentration advisor(s) regarding your course selections.

Option 2: One or more MSES Concentrations plus Additional Credit hours

One or more complete MSES Concentration(s) (see MSES Concentration pages for a full listing) plus 9 additional credit hours from MPA concentration courses outside of the E-series of O'Neill courses. You may not use MPA or MSES core courses as part of your concentration credit hour requirements. Please consult with your concentration advisor(s) regarding your course selections.

Option 3: Any MPA concentration plus any MSES concentration

One MPA Concentration (see MPA Concentration pages for a full listing) plus one MSES Concentration (see MSES Concentration pages for a full listing). You may not use MPA or MSES core courses to count as part of your concentration credit hour requirement. Please consult with your concentration advisor(s) regarding your course selections.

Option 4: Any Dual MPA-MSES-Only Concentration

There are five concentrations specifically designed for (and only available for) dual MPA-MSES students.

Option 5: Specialized Concentration (24 credit hours)

In conjunction with a faculty advisor, dual MPA-MSES students may design a specialized concentration. This means a student may select a balance of MPA and MSES concentration courses, typically with at least 3 courses from each side, in order to assemble a specialized concentration design.

Note: The role of the MSES thesis for MPA-MSES students

The MSES thesis fulfills the concentration requirement for the MSES degree. MPA-MSES students must also complete 9 concentration credits (usually 3 courses) from the MPA curriculum, as outlined in Option 2 above).

Whereas MSES-only thesis students must meet the 6-credit Economics/Management/Policy MSES requirement, MPA-MSES thesis students do not have such a requirement due to the economics/management/policy content of their MPA-side core.

Completion of the MSES thesis fulfills the capstone and experiential requirements for the MPA-MSES dual degree. This does not prevent MSES thesis students from taking a capstone course or undertaking an internship if they wish to do so. However, MSES thesis students who choose to take an internship should consult with an academic advisor.

Energy and Climate Change Solutions
(24 credits)

The Energy and Climate Change Solutions concentration prepares students to contribute to the areas of climate change and energy through integrated use of science, policy, law, and planning. Contexts encompass governmental, private, and NGO sectors across scales. Courses address climate science, climate-change impacts, energy production, human behavior, analysis, development, and implementation of climate law and policy, and possibilities for natural and engineered solutions.

As a reminder, MSES students should prioritize their core courses and appropriate course sequencing. Students may not use MPA or MSES core courses to fulfill concentration requirements.

REQUIREMENTS: (6 credit hours)

The following **two** courses are required.

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-E 574 Energy Systems	
SPEA-R 674 Energy Economics and Policy	P: V517

ELECTIVES: (18 credit hours)

Students seek a mixture of science and policy courses related to energy in accordance to professional goals. No double counting with program core courses is permitted. At least **two** courses must be taken from **each** group.

Group I – Natural Science Courses (6-12 credit hours)

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-E 505 Renewable and Nuclear Energy	R: E574
SPEA-E 515 Fundamentals of Air Pollution	R: E536
*GEOG-G 532 Physical Climatology	
*GEOG-G 544 Climate-Change Impacts	
*EAS-G 576 Climate Change	
*EAS-G 534 Dynamic Meteorology: Synoptic to Global Scale	GEOG-G 532 or consent of instructor
*EAS-G 537 Synoptic Meteorology & Climatology	GEOG-G 532 or consent of instructor
*EAS-G 540 Physical Meteorology, Climate, and Paleoclimate	same as GEOG-G 532
*EAS-G 556 Wind Power Meteorology	consent of instructor

Group II – Economics, Public Policy and Law-Related Courses (6-12 credit hours)

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-E 501/ Human Behavior and Energy	
SPEA-X 511 Consumption	
SPEA-P 541 Benefit-Cost Analysis	P: V517 or consent of instructor
SPEA-P 562 Public Program Evaluation	
SPEA-R 512 Climate Law and Policy	
SPEA-R 521 Domestic Environmental Policy	
SPEA-R 532 Water Policy and Economics	R: V517
SPEA-R 533 Public Natural Resources Law	R: V540 (before or during)
SPEA-R 535 International Environmental Policy	
SPEA-R 563 Corporate Sustainability in a Tri-Sectoral World	
SPEA-R 564 Environmental and Natural Resource Policy Design and Implementation	P: V517
SPEA-R 625 Environmental Economics and Policy	P: V517
SPEA-R 626 Energy Justice and Policy Seminar	P: E574
SPEA-R 643 Natural Resource Management and Policy	
SPEA-R 645 Environmental Law	
SPEA-S 516 Preparing for Climate Change and Resilient Urban Communities	
SPEA-S 596 Sustainable Development	
*INTL-I 525 International Climate Governance	requires application ahead of registration
*LAW-B 644/ Energy Law and Policy	
SPEA-V 550	
*MSCH-T 602 Communicating Climate Change	

***Registration in courses outside of O'Neill requires an Outside-Program Course Request Form (may be obtained in the Forms section of the Current Student Portal) approved by the appropriate Faculty Program Director. Please refer to the page outlining the policy on outside course substitutions.**

Environmental Management
(24 credit hours)

The Environmental Management concentration integrates the competencies of environmental science with management and policy. The result is two degrees that identify the successful student as mastering the concepts institutions require for their environmental management – science, law, policy, economics and communication – with the state-of-the-art tools that allow for successful implementation. Fulfillment of all MSES and MPA core coursework early in a student’s academic tenure is required. Students may not use MPA or MSES core courses to fulfill concentration requirements.

REQUIREMENTS: (12 credit hours)

In consultation with a concentration advisor, select **four** of the following courses.

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-E 515 Fundamentals of Air Pollution	R: E536
SPEA-E 516 Fisheries Management	
SPEA-E 520 Environmental Toxicology	(Or SPEA-E 410 Introduction to Environmental Toxicology with permission of Faculty Program Director)
SPEA-E 528 Forest Ecology and Mgmt.	
SPEA-E 530 Fundamentals of Sustainable Agriculture	
SPEA-E 539 Aquatic Chemistry	R: E536
SPEA-E 540 Wetlands Ecology and Management (4 cr.)	P: E527 or permission of instructor
SPEA-E 542 Hazardous Materials	
SPEA-E 545 Lake and Watershed Management	
SPEA-E 550 Soil Science and Management	
SPEA-E 562 Solid and Hazardous Waste Management	
SPEA-E 563 Wildlife Management	P: E527 (or E527 waiver) or permission of instructor

ELECTIVES: (12 credit hours)

In consultation with an advisor, choose **four** of the following, including **at least two law/management/policy-focused electives**. Required courses from the first part of this concentration may also be used as Science-Focused Electives.

Group I – Science-Focused Electives:

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-E 514 Changing Landscape of Toxic Chemical Regulation	
SPEA-E 534 Restoration Ecology	P: E527 or E540 or permission of instructor
SPEA-E 550 Soil Science and Management	R: one semester of college chemistry
SPEA-E 554 Groundwater Flow Modeling	
SPEA-E 555 Conservation Planning	
SPEA-E 557 Conservation Biology	P: E527 or waiver of E527
SPEA-E 564 Organic Pollutants: Environmental Chemistry and Fate	R: E536 or undergraduate organic chemistry
SPEA-E 574 Energy Systems in Transition	
SPEA-E 591 Climate Change Impacts on Natural Resources	P: grad course in ecology, env. policy or env. management or a waiver of one of these

Group II – Law, Management, and Policy-Focused Electives: (at least two)

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-E 512 Risk Communication	
SPEA-R 512 Energy and Climate: Law and Policy	
SPEA-R 513 Wildlife Law	R: V536 (before or during)
SPEA-R 516 Sustainable Agriculture and Environmental Governance	
SPEA-R 521 Domestic Environmental Policy	
SPEA-R 531 Water Law	
SPEA-R 532 Water Policy and Economics	R: V517
SPEA-R 533 Public Natural Resource Law	R: V536 (before or during)
SPEA-R 563 Corporate Sustainability in a Tri-Sectoral World	
SPEA-R 564 Environmental and Natural Resource Policy Design and Implementation	P: V517

Group II – Law, Management, and Policy-Focused Electives: (continued)

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-R 625 Environmental Economics and Policy	P: V517
SPEA-R 643 Natural Resource Management and Policy	
SPEA-R 645 Environmental Law	
SPEA-R 674 Energy Economics and Policy	P: V517
SPEA-S 516 Preparing for Climate Change and Resilient Urban Communities	
SPEA-V 550 Food Policy in a Changing World	

Group III – Tools Electives:

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-E 518 Vector-based Geographic Information Systems	
SPEA-E 529 Application of Geographic Information Systems	P: E518 , or other introductory GIS course with lab, or equivalent practical experience
SPEA-E 555 Intro to Coding for Environment and Policy (1 cr.)	
SPEA-E 555 Python Programming for Environment and Policy (1 cr.)	
SPEA-E 555 Using R for Environment and Policy (1 cr.)	P: E555 Intro to Coding for Env. and Pol.
SPEA-E 560 Environmental Risk Analysis	P: E538, V506 , or consent of instructor. A firm foundation in math and/or science is useful. Carries capstone credit for MPA-MSES.
SPEA-I 516 Public Management Information Systems	
SPEA-M 547 Negotiation and Dispute Resolution for Public Affairs	
SPEA-M 654 Public Program Management and Contracting	
SPEA-P 507 Data Analysis and Modeling in Public Affairs	P: E538 or V506
SPEA-P 541 Benefit-Cost Analysis	P: V517 or consent of instructor
SPEA-P 562 Public Program Evaluation	

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Environmental Systems Analysis and Modeling
(24 credit hours)

The Environmental Systems Analysis and Modeling Concentration is designed to provide students with the mathematical and empirical tool skills necessary for involving both policy and environmental problems. These problems include topics such as climate change where there are systems involving physical systems (climate models), economic systems (decisions regarding emissions and adoption of emission reduction technologies) and political systems (decisions on the part of government to regulate or provide incentives). Suitable electives for this concentration change frequently and often include topics courses. It is particularly important that consultation with a concentration advisor occurs in putting together a plan, which is suitable for particular substantive areas of interest. Students may not use MPA or MSES core courses to fulfill concentration requirements.

REQUIREMENTS: (6 credit hours)

The following courses are required.

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-E 560 Environmental Risk Analysis	P: E538, V506 , or consent of instructor. A firm foundation in math and/or science is useful. Carries capstone credit for MPA-MSES.
SPEA-P 507 Data Analysis and Modeling for Public	P: E538 or V506

ELECTIVES: (18 credit hours)

In consultation with a concentration advisor, select a total of **six** courses, including at least **two** courses from the Science section and **two** courses from the Policy and Administration section.

Group I – Science Electives: (at least 6 credit hours)

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-E 515 Fundamentals of Air Pollution	R: E536
SPEA-E 539 Aquatic Chemistry	R: E536
SPEA-E 554 Groundwater Flow Modeling	
SPEA-E 564 Organic Pollutants: Environmental Chemistry and Fate	R: E536 or undergraduate organic chemistry

Group II – Policy and Administration Electives: (at least 6 credit hours)

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-P 541 Benefit-Cost Analysis	P: V517 or consent of instructor
SPEA-P 562 Public Program Evaluation	
SPEA-R 625 Environmental Economics and Policy	P: V517
SPEA-R 674 Energy Economics and Policy	P: V517

Group III – Tools and Methods Electives:

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-E 518 Vector-based Geographic Information Systems	
SPEA-E 529 Application of Geographic Information Systems	P: E518 , or other introductory GIS course with lab, or equivalent practical experience
SPEA-E 555 Intro to Coding for Environment and Policy (1 cr.)	
SPEA-E 555 Python Programming for Environment and Policy (1 cr.)	
SPEA-E 555 Using R for Environment and Policy (1 cr.)	P: E555 Intro to Coding for Env. and Pol.
SPEA-P 539 Management Science for Public Affairs	P: E538 or V506
*GEOG-G 588 Applied Spatial Statistics	

***Registration in courses outside of O'Neill requires an Outside-Program Course Request Form (may be obtained in the Forms section of the Current Student Portal) approved by the appropriate Faculty Program Director. Please refer to the page outlining the policy on outside course substitutions.**

Food and Farming Sustainability
(24 credit hours)

The Food and Farming Sustainability concentration prepares students to understand the social and ecological complexities of our food system. Students gain in-depth knowledge and problem-solving skills in the emerging field while understanding its growing importance and impact through policy, environmental, and public affairs lenses. The concentration provides preparation for employment in food and/or agriculture at scales from local to global, and across sectors (public, private, NGO) at many levels.

REQUIREMENTS: (12 credit hours)

Core: Natural Sciences – The following two courses are required:

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-E 530 Fundamentals of Sustainable Agriculture	
SPEA-E 550 Soil Science and Management	R: one semester of college chemistry

Core: Social Science, Policy, and Governance – Choose two of the following three courses:

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-R 516 Sustainable Agriculture and Environmental Governance	
SPEA-R 519 Food Systems and Community Resilience	
SPEA-V 550 Food Policy in a Changing World	

ELECTIVES: (12 credit hours)

In consultation with a concentration advisor, select 12 credits from the list below or from required concentration courses not used to satisfy the required credits

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-E 518 Vector-based Geographic Information Systems	
SPEA-E 520 Environmental Toxicology	
SPEA-E 528 Forest Ecology and Management	
SPEA-E 539 Aquatic Chemistry	R: E536
SPEA-E 540 Wetland Ecology and Management (4 cr.)	P: E527 or permission of instructor
SPEA-E 545 Lake and Watershed Management	

Electives: (continued)

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-E 560 Environmental Risk Analysis	P: E538 or V506, or consent of instructor. A firm foundation in math and/or science is useful. Carries capstone credit for MPA-MSES.
SPEA-E 591 Climate-Change Impacts on Natural Resources	P: grad course in ecology, envl. policy or envl. mgt or waiver of one of these
SPEA-N 521 Nonprofit and Voluntary Sector	
SPEA-N 557 Proposal Development and Grant Administration	
SPEA-P 541 Benefit Cost Analysis	P: V517
SPEA-P 562 Public Program Evaluation	
SPEA-R 532 Water Policy and Economics	R: V517
*ANTH-B 545 Nutritional Anthropology	
*BUS-P 601 Supply Chain and Distribution	
*GEOG-G 558 Food and Poverty in America	
*GEOG-G 567 Ecohydrology	
*GEOG-G 578 Global Change, Food, and Farming Systems	
*INFO-I 516 Informatics in Disasters and Emergency Response	
*SPH-N 536 Public Health Nutrition	
*NTRD-N 500 Nutrition I	Note: This is an IUPUI course

***Registration in courses outside of O'Neill requires an Outside-Program Course Request Form (may be obtained in the Forms section of the Current Student Portal) approved by the appropriate Faculty Program Director. Please refer to the page outlining the policy on outside course substitutions.**

Water Management
(24-25 credit hours)

The Water Management concentration addresses water quality, quantity, and access. This concentration allows students to gain a mastery of water science, law, policy, economics, communication, and management. Water Management students will gain relevant tools for success in the dynamic field of water resource management. This concentration is unique in that it allows students to obtain a MPA-MSES concentration specializing in the crucial field of water resource management.

Suitable electives for this concentration change frequently and often include topics courses. It is particularly important that consultation with a concentration advisor occurs in putting together a plan, which is suitable for particular substantive areas of interest. Students may select 2 courses in Water Science and 3 courses in Policy and Administration **or** students may select 3 courses in Water Science and 2 courses in Policy and Administration. **Students may not use MPA or MSES core courses to fulfill concentration requirements.**

REQUIREMENTS: (10 credit hours)

The following courses are required:

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-E 556 Limnology (4 cr.)	R: undergraduate courses: general biology, general chemistry with lab
SPEA-R 531 Water Law OR SPEA-R 532 Water Policy and Economics	R: V517 (R532)
One Physical Science class listed below	

ELECTIVES: (14-15 credit hours)

Group I – Water Science Electives (6-9 credit hours without overlap with courses used for requirements) Select courses from the following groups.

Physical Sciences:

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-E 539 Aquatic Chemistry	R: E536
SPEA-E 554 Groundwater Flow Modeling	
*GEOG-G 551 Physical Hydrology	

Group I – Water Science Electives (continued)

Ecology and Management:

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-E 504 Sustainable River Management	
SPEA-E 517 BMP Design for Healthy Urban Watersheds	R: E545
SPEA-E 540 Wetlands Ecology and Management (4 cr.)	P: E527 or permission of instructor
SPEA-E 545 Lake and Watershed Mgmt.	
SPEA-E 546 Stream Ecology	P: E556 or permission of instructor. Carries capstone credit for MPA-MSES.
SPEA-E 550 Soil Science and Management	R: one semester of college chemistry

*Requirements continued on the next page.

Group II – Policy and Administration Electives (6-9 credit hours without overlap with courses used for requirements)

	P=Prerequisite, C=Corequisite, & R=Recommendations
SPEA-P 541 Benefit-Cost Analysis	P: V517 or consent of instructor
SPEA-P 562 Public Program Evaluation	
SPEA-R 512 Energy and Climate: Law and Policy	
SPEA-R 521 Domestic Environmental Policy	
SPEA-R 531 Water Law	
SPEA-R 532 Water Policy and Economics	R: V517
SPEA-R 563 Corporate Sustainability in a Tri-Sectoral World	
SPEA-R 564 Environmental and Natural Resource Policy Design and Implementation	P: V517
SPEA-R 625 Environmental Economics and Policy	P: V517
SPEA-R 643 Natural Resource Management and Policy	
SPEA-R 645 Environmental Law	
SPEA-X 511/ Human Behavior and SPEA-E 501 Energy Consumption	
*GEOG-G 553 Water and Society	

***Registration in courses outside of O'Neill requires an Outside-Program Course Request Form (may be obtained in the Forms section of the Current Student Portal) approved by the appropriate Faculty Program Director. Please refer to the page outlining the policy on outside course substitutions**

MPA-MSES Specialized Concentration **(24 credit hours)**

A student, whose educational and professional goals are not satisfied by O'Neill's concentrations, may design a Specialized Concentration that best suits his or her needs in consultation with a faculty advisor with final approval required by the relevant faculty program director(s). The student, the student's advisor, and the appropriate Faculty Program Director must sign a Specialized Concentration Form that specifies the courses that will comprise the customized concentration. This form is available in the Forms section of the Current Student Portal. The completed Specialized Concentration Form must be submitted prior to enrolling in the courses outlined. The concentration must be declared within the first 24 credit hours of the student's academic program.

Dual MPA-MSES specialized concentrations consist of a minimum of 24 credit hours. Specialized concentrations associated with other dual degrees vary in credit hour requirements. See specific guidelines associated with the respective degree design.

Although no specific guidelines exist for the courses to be included in a Specialized Concentration, students should include a balance of MPA and MSES concentration courses, typically with at least 3 courses from each side. At least two MSES concentration courses must be focused on science content. MSES concentration courses beyond the minimum of two science-focused courses may include tools/methods courses such as E512 Risk Communication, E518 Vector-based GIS, E529 Applications of GIS, E555 Conservation Planning and E555 coding courses. Specialized MPA-MSES concentrations should consist of O'Neill courses unless approved by a faculty advisor(s) and the appropriate Faculty Program Director(s). Students must name their Specialized Concentration. However, these names will not appear on their IU transcript. Instead, after "Major" the words "Specialized Study" will appear.

MSHM Program Requirements (36 credit hours)

The Indiana University Master of Science in Healthcare Management (MSHM) degree program is a prestigious and rigorous one-year, 36 credit-hour degree experience offered jointly between the O'Neill School of Public and Environmental Affairs (O'Neill) and Kelley School of Business (KSB). We prepare students to lead in a variety of health-focused industries including fields including: hospitals, healthcare consulting firms, pharmaceutical companies, medical device companies, insurance, long term care facilities and others.

There are 3 pathway options to complete the MSHM program: Traditional – Hybrid, Traditional – Online, and Executive. The two traditional pathways have the same curriculum while the executive pathway has a slightly different curriculum to meet the needs of an experienced working professional.

MSHM Requirement I: Program Requirements Outside of Required Courses

All MSHM students must successfully complete the following items in order to be eligible for graduation:

- Online onboarding class before first semester begins
- MSHM Orientation before first semester begins
- Create and defend a portfolio
- Demonstrate and document self-care behaviors on a semester basis through effective utilization of the 8 Dimensions of Wellness

MSHM Requirement II: Kelley Credits (18 credit hours)

REQUIREMENTS – Traditional Pathway: (15 credit hours)

The following courses are required:

BUKD-C 520	Quantitative Analysis	3 credits
BUKD-C 580	Intro to Operations and Supply Chain Management	3 credits
BUKD-X 574	Career Design and Development	1.5 credits
BUS-X 545	Business Foundations	6 credits
BUS-Z 540	HR Systems and Organizational Effectiveness	1.5 credits

REQUIREMENTS – Executive Pathway: (15 credit hours)

The following courses are required:

BUEX-V 595	The Value Chain in Healthcare	3 credits
BUEX-V 596	Accounting for Execs in the Life Sciences 1	1.5 credits
BUEX-V 596	Accounting for Execs in the Life Sciences 2	1.5 credits
BUEX-V 597	Strategic Financial Management	3 credits
BUEX-V 598	Marketing Management & Strategy in Life Sciences	3 credits
BUKD-X 574	Career Design and Development	1.5 credits
BUS-Z 590	Independent Study: Leadership Perspectives, Talent Management, and Organizational Change	1.5 credits

ELECTIVES – Traditional and Executive Pathway: (3 credit hours)

Choose 3 credits from the following list:

BUKD-X 520	Kelley Washington Campus Program	3 credits
BUKD-X 530	Economics of Healthcare Analytics	3 credits
BUS-X 518	Business of Life Sciences I: Trends*	1.5 credits
BUS-X 519	Business of Life Sciences: Value Chain*	1.5 credits

**If taking X518/X519, students MUST take both courses to fulfill the 3-credit electives requirement. Please note, these courses have residential components that might not work for online students who live outside of Bloomington.*

MSHM Requirement III: O'Neill Credits (18 credit hours)

REQUIREMENTS – Traditional and Executive Pathway: (9 credit hours)

The following courses are required:

SPEA-H 525	Health Economics for Policy and Management	3 credits
SPEA-H 549	Health Policy	3 credits
SPEA-H 600	Capstone in Healthcare Management*	3 credits

*SPEA-H 600 requires successful completion of Practicum 1 and 2; otherwise, students must take SPEA-V 600.

ELECTIVES – Traditional and Executive Pathway: (9 credit hours)

Group 1 Electives – (3 credit hours): Select 3 credits from the following list.

SPEA-H 524	Healthcare Industry Regulation	3 credits
SPEA-H 526	Healthcare Finance	3 credits
SPEA-V 506	Statistical Analysis for Effective Decision Making	3 credits

Group 2 Electives – (6 credit hours): Select 6 credits from Group 1 electives (not used in the Group 1 requirement) or the following list.

SPEA-M 547	Negotiation and Dispute Resolution	3 credits
SPEA-N 522	Human Resource Management in Nonprofit Organizations	3 credits
SPEA-N 525	Management in the Nonprofit Sector	3 credits
SPEA-N 557	Proposal Development and Grant Administration	3 credits
SPEA-P 507	Data Analysis and Modeling for Public Affairs	3 credits
SPEA-P 562	Public Program Evaluation	3 credits
SPEA-V 535	Managing and Leading Public Affairs	3 credits
SPEA-H 585	Practicum 1	3 credits
SPEA-H 586	Practicum 2	3 credits

Please note: If you are in the online program, some of the elective courses will be offered as “SPCN” instead of “SPEA.” Some courses are only offered residentially or only offered online. Please consult with your academic advisor to plan accordingly.

Outside Dual Degree Programs

Dual MAAA programs

- MAAA-Master of Arts in Folklore and Ethnomusicology (MAAA-MAFE)
- MAAA-Master of Arts in Musicology (MAAA-MAM)
- MAAA-Master of Arts in Cultural Policy and Arts Management at University College Dublin (MAAA-MACPAM at UCD)

Dual MPA programs

- MPA-Doctor of Jurisprudence (MPA-JD)
- MPA-Master of Arts in African Studies (MPA-MA)
- MPA-Master of Arts in African American and African Diaspora Studies (MPA-MA)
- MPA-Master of Arts in Central Eurasian Studies (MPA-MA)
- MPA-Master of Arts in East Asian Studies (MPA-MA)
- MPA-Master of Arts in European Studies (MPA-MA)
- MPA-Master of Arts in Latin American and Caribbean Studies (MPA-MA)
- MPA-Master of Arts in Middle Eastern Languages and Cultures (MPA-MA)
- MPA-Master of Arts in Russian and East European Studies (MPA-MA)
- MPA-Master of Information Science (MPA-MIS)
- MPA-Master of Library Science (MPA-MLS)
- MPA-Master of Science in Cybersecurity (MPA-MS)
- MPA-Master of Public Administration at SNU (MPA-MPA at SNU)

Dual MSES programs

- MSES-Doctor of Jurisprudence (MSES-JD)
- MSES-Master of Science in Chemistry (MSES-MS)
- MSES-Master of Science in Geological Sciences (MSES-MS)
- MSES-Master of Science in Intelligent Systems Engineering (MSES-MS)
- MSES-Master of Science in Physics (MSES-MS)

Please note:

1. In every case, students must apply separately and be admitted into both programs in order to participate in a dual degree program. All requirements are detailed in the O'Neill Graduate Bulletin, which is available online at <https://bulletins.iu.edu/iu/spea/2023-2024/spea-pdf.pdf>.
2. MPA-dual degree students must complete the core (18-24 credit hours depending on the program) with a traditional concentration option or design a specialized concentration. "Outside" dual students do not normally have enough credit hours due to the reduction offered across the two University units to pursue multiple concentrations. **Note:** Students may not double count courses between degrees.
3. MSES-dual degrees are all uniquely designed. Most are thesis-based. **Thus, students interested in these degrees should consult early in their academic tenure with the MSES Faculty**

Program Director and notify the O'Neill Records Office (SPEA A328 or oneillrc@indiana.edu) of their intention.

4. "Outside" dual degree students must also proactively consult the other school or department in order to meet their academic requirements. The Master's Programs Office (MPO) can assist students with contact information, if needed.
5. Students pursuing a second degree outside of O'Neill are expected to register equally through both schools during their time in the dual degree program. In general, students should enroll through the school in which the majority of their credits are being taken for a given term. The O'Neill Graduate Records Office will check dual degree student enrollments each term to ensure enrollments are placed under O'Neill when necessary and will reach out to students whose enrollments need switched to adhere to this rule.
6. Dual degree students cannot graduate with one degree before the other is complete. BOTH degrees must be awarded at the same time in order to benefit from the dual degree agreement.

*Students pursuing a second degree outside of O'Neill that is not part of a formal "dual degree" agreement listed above will not be able to double count courses between the two degrees. Even if the degrees are pursued concurrently, all degree requirements will be met independent of one another. Contact the O'Neill Graduate Records Office with any questions. More information on outside dual degrees can be found on the O'Neill website.

Residential Certificate Programs

In addition to the Master's degree programs described previously, O'Neill offers the Certificate Programs listed below. All are detailed in the O'Neill Graduate Bulletin, which is available online at <https://bulletins.iu.edu/iu/spea/2022-2023/spea-pdf.pdf>

- Certificate in Hazardous Materials Management
- Certificate in Nonprofit Management
- Certificate in Public Budgeting and Financial Management
- Certificate in Public Management
- Certificate in Rural Arts Administration

Nonprofit Management Certificate

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 the nonprofit sector and nonprofit management skills 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, public health, or business. Students pursuing a nonprofit management certificate gain an understanding of how to work in and with nonprofit organizations.

Requirements

Three required courses (9 credit hours) and two electives (6 credit hours) make up this certificate.

Required Courses:

- Financial Management for Nonprofit Organizations (F526)
- Human Resource Management in Nonprofit Organizations (N522)
- Management in the Nonprofit Sector (N525)

Electives:

You will choose two additional O'Neill graduate courses (6 credit hours) that meet your needs.

Public Budgeting and Financial Management Certificate

The Certificate in Public Budgeting and Financial Management is a 15-credit hour program for those seeking graduate training in the fundamentals of budgeting and finance for government and nonprofit organizations. It is designed for pre-career students, including graduate students in other disciplines who seek to additional capacity-building in their educational program, and for in- service professionals who seek additional expertise in their work or who plan to change their professional roles. The program is for those who wish to acquire additional knowledge and skills in public financial management and control, governmental or nonprofit accounting, and public expenditure planning, management, and control.

Requirements

Three required courses (9 credit hours) and two electives (6 credit hours) make up this certificate.

Required Courses:

- Governmental Financial Accounting and Reporting (F542) **or** Financial Management for Nonprofit Organization (F526)
- Public Finance and Budgeting (F560)
- Public Management Economics (V517)

Electives:

You will choose two additional O'Neill graduate courses (6 credit hours) that meet your needs:

- Seminar in Revenue Theory and Administration (F609)
- Government Budget and Program Analysis (F610)
- Seminar in Public Capital and Debt Theory (F667)

Public Management Certificate

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 pre-career 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.

Requirements

Three required courses (9 credit hours) and two electives (6 credit hours) make up this certificate.

Required Courses:

- Public Finance and Budgeting (F560)
- Public Human Resource Management (M561)
- Managing and Leading Public Affairs (V535)

Electives:

You will choose two additional O'Neill graduate courses (6 credit hours) that meet your needs.

Hazardous Materials Management Certificate

The Certificate in Hazardous Materials Management is a 15-credit hour program of study. The program provides managers and technicians in concerned organizations and agencies, public and private, with training in the management of hazardous materials. The certificate program provides an information base that these managers and technicians can use to develop, implement, manage, and assess hazardous waste programs for local, state, and federal regulatory agencies.

Requirements

Three required courses (9 credit hours) and two electives (6 credit hours) make up this certificate.

Required Courses:

- Environmental Toxicology (E520)
- Hazardous Materials (E542)
- Solid and Hazardous Waste Management (E562)

Electives:

You will choose two additional O'Neill graduate courses (6 credit hours) that meet your needs.

Rural Arts Administration Certificate

The Certificate in Rural Arts Administration is a 15-credit hour program of study. The Rural Arts Administration Certificate prepares students to manage and lead an arts organization in a rural setting, and an understanding of the specific challenges that come with rural arts development in the contemporary era. They will also be familiar with the changing economic and social environment of the rural Midwest, and the key public policy issues affecting rural development, and the arts.

Requirements

Three required courses (9 credit hours) and two electives (6 credit hours) make up this certificate.

Required Courses:

- Organizational Behavior and the Arts (Y502)
- Cultural Planning and Community Development (Y551)
- Internship in Arts Administration (Y750)

Electives:

You will choose two additional O'Neill graduate courses (6 credit hours) that meet your needs.

O’Neill Online Graduate Programs

Faculty Program Director: Dr. Jill Nicholson-Crotty, MPA Director and Professor

Overview:

O’Neill Online delivers the O’Neill School’s #1-ranked MPA program, as well as three public affairs graduate certificates, to students around the world in an asynchronous, web-based format. O’Neill Online’s graduate programs are targeted primarily towards mid-career professionals who work and reside at some distance from the Bloomington campus, or who have full-time jobs in-state. These students are generally at a more advanced stage of career than the traditional residential student. Admissions standards to online programs are identical to residential programs. O’Neill Online courses are taught by a talented mix of O’Neill’s full-time faculty, O’Neill PhD alumni from across the country, and experienced practitioners, and provide the same top-ranked curriculum and rigor found in O’Neill’s residential courses.

Online Certificate Programs

O’Neill Online offers the Certificate Programs listed below. All are detailed at <https://online.oneill.indiana.edu/online-programs/online-certificates/index.html>.

- Certificate in Nonprofit Management
- Certificate in Public Management
- Certificate in Public and Nonprofit Evaluation

O'Neill Academic Policies & Regulations

In order to learn about pertinent academic information and to access necessary forms to support academic planning, students should become familiar with the Current Student Portal at **students.oneill.indiana.edu** > **Masters**. The Current Student Portal is a secure platform for current O'Neill students where login is required. Detailed instructions and forms related to O'Neill academic policies can be found online via the Current Student Portal in the Forms section.

Academic Exceptions

The following sections apply to MES, MIA, MPA, MPA-MSES, MPA-MIA, MSES, & MSHM students. MAAA and MAAA-MPA students should review the section designated for their program policies.

O'Neill Substitutions

An exception form is required for any course not appearing in the degree outlines and/or concentration templates that outline faculty-approved electives. General elective hours taken to fulfill the required minimum number of credit hours for a degree do not require substitution approvals as long as they are O'Neill courses. Non-O'Neill courses have a separate approval process; see Academic Exceptions – Outside-Program Courses for more information.

A student who wishes to substitute a course into their concentration should first work with the appropriate concentration advisor to determine if the proposed substitution is appropriate. The student may then access the Academic Exceptions Form in the Forms section of the Current Student Portal and select either “Request a Concentration Requirement Substitution” or “Request to Use an Alternate Elective Course in My Concentration.” The Exception Form will be routed to the concentration advisor for approval, then to the appropriate Faculty Program Director(s) for final approval before being entered into the student's online Academic Advising Report (AAR).

Submitting requests for academic exceptions *after* a course has been taken is highly discouraged.

Waivers

A course waiver normally means that a student has already demonstrated proficiency in the subject matter covered by a required course. Thus, a student will be offered the opportunity to pursue another course that will expand the student's proficiency in a related or new subject area. A course waiver does *not* reduce the number of total credit hours required by the student's degree program.

A student who wishes to request a waiver of a core course may access the Academic Exceptions Form in the Forms section of the Current Student Portal and select “Request a Core Course Waiver.” A syllabus for the prior coursework should be attached. The Exception Form will be routed to the respective Gatekeeper for that course who will evaluate the student's case and determine if another course may be taken in its place.

Waivers are only available for core courses. V600 Capstone is not eligible to be waived. If a student has demonstrated proficiency in a concentration requirement, another course should be substituted for that course rather than having the requirement waived. The number of credits required by a concentration cannot be reduced.

Outside Program & Transfer Courses

There are limits on how many courses can be taken outside of IU Bloomington's O'Neill School and counted towards an O'Neill degree. These courses must be approved for use in an O'Neill degree. This includes:

- Courses taken at another department at IUB
- Courses from a regional campus of IU (including the O'Neill School at a regional campus)
- Courses from another institution

Courses taken **prior to the start of an IUB O'Neill program** are considered **transfer courses**.

Students are limited to transferring in **9 credits** of approved coursework. O'Neill students cannot use coursework that has already been counted towards another conferred degree.

Courses taken **after the start of an IUB O'Neill program** are considered **Outside Program courses**.

Students are limited to taking **6 credits** (or 8 credits in the case of approved 4-credit language courses) of approved Outside Program courses. Students are encouraged to consider O'Neill course options prior to making outside course selections.

No more than 9 credits of transfer courses and Outside Program courses will be approved in total.

Transfer courses and Outside Program courses must receive a grade of B or better to count towards an O'Neill IUB degree. Courses with grades of B- or lower will be counted in the student's GPA but will not count towards any degree requirements.

Students seeking to use transfer courses or outside program courses towards their O'Neill degree should access the Outside-Program Course Request Form in the Forms section of the Current Student Portal.

The form will be routed to the Faculty Program Director for review. Once reviewed, the O'Neill Records Office will notify the student.

A course approved via the Outside Program & Transfer Course Request Form will count towards total credit hours as a general elective. Students who wish to have an outside-program or transfer course count towards concentration requirements should first complete the Outside-Program Course Request Form, then, if approved, complete an Academic Exception to substitute the course for a concentration requirement. Outside-Program Course Request approval does not guarantee that the course will be counted in the concentration.

Exceptions and Waivers for MAAA and MAAA-MPA Students

MAAA degrees are conferred by the University Graduate School, which has slightly different procedures for exceptions and waivers. All MAAA student requests for waivers, course substitutions, and exceptions must be approved in advance by both the O'Neill Faculty Program Director of MAAA and by the Dean's Office of the University Graduate School. This approval is granted via the **Request for Substitution or Waiver of Program Requirements form**, which is available at One.IU.edu. Students should explain their reasoning in detail despite having preliminary approval from an advisor or Faculty Program Director since the University Graduate School will be reviewing the request as well. Requests for internship or practicum waivers must be based on professional experience gained **prior** to beginning the MAAA program.

These requests may take several weeks for processing. Before submitting your substitution/waiver form for a MAAA or MAAA-MPA course requirement, first connect with the Assistant Director of MAAA or the Faculty Program Director of MAAA to review your eligibility.

Detailed instructions for submitting the **Request for Substitution or Waiver of Program Requirements form** can be found online via the Current Student Portal in the Forms section.

Electives

In addition to core and concentration requirements, students are encouraged to take O'Neill graduate elective hours to satisfy the total credit hour requirements of their degrees. For an elective course to count toward a graduate degree, it must be 500-level or higher or listed in the University Graduate School Bulletin as eligible for graduate credit.

NOTE: Some 400-level language courses have titles suggesting they are for graduate students, but do not actually count for graduate credit. Some 400-level courses are approved for graduate credit in the MSES program. Contact the O'Neill Graduate Records Office (oneillrc@indiana.edu) for clarifications.

- **For MPA, MSES, MPA-MSES, & MES Students:** If the course is outside the O'Neill curriculum, it should be approved by the appropriate Faculty Program Director—see *Academic Exceptions – Outside-Program Courses*.
- **For Joint Degree Students (MIA, MPA-MIA, & MSHM):** If the course is outside the O'Neill or partnering school's curriculum, it should be approved by the appropriate Faculty Program Director—see *Academic Exceptions – Outside-Program Courses*.
- **For MAAA and MAAA-MPA Students:** Approval is **not** needed to take courses outside of O'Neill (SPEA or AADM), so long as they are 500-level or higher (or approved for grad credit) and offered on the IU Bloomington campus. Courses taken at another IU campus or another institution are considered transfer credit; 9 credit hours of appropriate graduate course work with grades of B (3.0) or higher may be transferred. Students should access the Outside-Program Course Request Form in the Forms section of the Current Student Portal to request approval for an elective taken at another IU campus or institution.

Residential Student Online Enrollment Policy

O'Neill's residential graduate students (students who are taking courses on campus and are not part of O'Neill Online) will be eligible to enroll in most O'Neill Online courses without first seeking permission to do so. Online course registration will be delayed for residential students to allow O'Neill Online students time to enroll in the courses they need; the exact date will be communicated via email from the MPO. SPCN-V 551 and SPCN-V 600 are not available to residential students.

Residential students interested in enrolling in online courses must read the Online Enrollment FAQ document in the Registration and Enrollment section of the Current Student Portal before registering for an online class. Failure to read and understand the online enrollment policy could result in possible irreversible consequences that could affect degree completion.

Prior Experience (PE) Waivers and Credit Reductions

A student's experiential requirement may be satisfied through Prior Experience (PE). Depending upon the type and amount of experience, a student may qualify for a credit reduction as well. There are three categories of PE (Professional, Military, and Volunteer) available to MPA, MSES, MPA-MSES, MES, and MIA students. MAAA and MAAA-MPA students have different guidelines for PE since they are governed by the University Graduate School; see the appropriate page for information on exceptions and waivers for MAAA students.

Applications for the different types of PE can be found online via the Current Student Portal in the Forms section. Completed forms should be emailed to the O'Neill Graduate Records Office (oneillrc@indiana.edu) so they may be advanced to the appropriate Faculty Program Director.

Please note:

- PE waivers and credit reductions are granted for experience gained **prior** to taking courses in the MPA, MES, MSES, and MIA programs.
- Students are strongly encouraged to submit applications for PE **within the first 24 credit hours**.
- Students may be approved for more than one type of PE, but the combined credit reduction cannot exceed 9 credit hours for MPA, MSES, and MPA-MSES students or 6 credit hours for MES and MIA students.
- Credit reductions cannot result in the elimination of degree or concentration requirements. Students receiving prior experience credit reductions should carefully plan the balance of their program with an advisor.
- A student may not apply for PE with any of O'Neill's outside, dual degree programs (e.g., MPA-MA, MSES-JD). All of O'Neill's outside dual degree programs reflect a discounted credit hour program in an effort to streamline the academic demands for the student. Further credit reductions are not negotiable. This does not apply to O'Neill's dual MPA-MSES and MAAA-MPA degree.
- Determination of PE credit is made separately from decisions about transfer of credit. Under no circumstances will the prior experience credit and transfer credit total more than:
 - 18 credit hours for MPA, MSES, and MPA-MSES students
 - 15 credit hours for MES students
 - 6 credit hours for MIA students

The three types of PE are described on the next page.

1. **Professional Experience:** Experiential waivers and credit reductions can be granted for prior professional or technical work experience. The appropriate Faculty Program Director, using guidelines set forth in the Professional Experience application forms, determines if the experience qualifies for a waiver and/or reduction. In general, credit reductions require work experience above entry level that involves some independent managerial, analytic, or scientific responsibility and work that articulates with the student's current field of study. **Only experience gained after graduating with a bachelor's degree and before starting an O'Neill master's program will be considered.** The Professional Experience Application can be found in the Forms section of the Current Student Portal.

General guidelines to qualify for Professional Experience:

- The work is generally assumed to have been paid, full-time work, but students may make the case for highly relevant volunteer and part-time work.
 - To qualify for a waiver of the experiential requirement, experience should roughly equal or surpass that of a summer internship.
 - Position may be with government, private firm, or nonprofit organization, but the work must be explicitly related to an MPA, MES, MSES, or MIA career path, regardless of the type of employer.
 - Employing entity may be domestic or international.
 - Documentation from supervisors may be required.
2. **Military Experience:** Students with at least one year of active duty or full-time guard/reserve service OR two years of part-time guard/reserve service with the U.S. military are eligible for an experiential waiver and a minimum 3-credit reduction. Proof of service that indicates dates of service will be required. The Military Credit Reduction Application can be found in the Forms section of the Current Student Portal.

Students who have international military experience should submit the Professional Experience form rather than the Military Credit Reduction Form.

3. **Volunteer Experience:** Students who have participated as a volunteer in Peace Corps, AmeriCorps, or Teach For America are eligible for a 3- or 6-credit hour reduction based on years of service, as well as a waiver of their experiential component. Proof of service will be required. The Volunteer Credit Reduction Application can be found in the Forms section of the Current Student Portal.

Independent Study Courses

Students may work directly with a faculty member on an individual plan of study by submitting an Independent Study Contract for a Readings or Research course. The available courses are:

- | | | |
|-----------------------------------|--|---|
| ○ V580 Readings in Public Affairs | ○ E579 Readings in Environmental Science | ○ Y680 Readings in Arts Administration |
| ○ V590 Research in Public Affairs | ○ E625 Research in Environmental Science | ○ Y690 Independent Study in Arts Administration |

The independent study course will count as a general elective unless the student submits an Academic Exceptions Form to have the course substituted into a concentration. Students should work with the sponsoring professor to agree upon a plan of study, and then submit the Independent Study Contract in the Forms section of the Current Student Portal. The contract must offer detail that clearly reflects a plan of independent study including learning objectives, learning activities, and graded deliverables. The form will be routed to the sponsoring professor for confirmation, then to the Faculty Program Director for final approval. The O'Neill Records Office will contact the student with registration information once this process is complete.

Incompletes

The grade of Incomplete (or "I") used on final grade reports indicates that coursework is satisfactory as of the end of the semester but has not been completed. Instructors may award the grade of Incomplete only after a student demonstrates that holding him or her to the normally fixed time limits for completing course work would constitute an unjust hardship, for example extreme medical or personal circumstances. An Incomplete should *not* be offered as an option if a student's course load is merely too heavy and/or a course cannot be completed within the timeframe of any given semester/session.

Please note that multiple grades of Incomplete may jeopardize a student's academic progress. See more information under "*Multiple Incompletes*." The time allowed for the removal of an Incomplete is one calendar year from the date of its recording. The IU Registrar will automatically change an outstanding "I" to "F" at the end of this period.

A student should not re-enroll in a course if a grade of Incomplete has been recorded. Contact the O'Neill Records Office (oneillrc@indiana.edu) for clarification regarding policies.

Full Time Student Status and "Passing" Grades

By University policy, students considered "full time" are expected to take at least 8 credit hours per semester. Summer full-time enrollment is 4 credit hours. Only grades of "C" or better are counted toward O'Neill degree requirements. If a "C-" or lower is received in a required course, it must be retaken. Outside courses require a grade of B or better to count toward O'Neill degree requirements; see *Academic Exceptions – Outside-Program Courses*.

Understanding and Utilizing Resources for Academic Success

All students at Indiana University are required to be familiar and comply with the Code of Student Rights, Responsibilities and Conduct.

Leave of Absence Form

Students who will not register for classes for a semester or more should fill out the Leave of Absence form available in the Forms section of the Current Student Portal. This includes both students who are taking a semester or more off for any reason (such as health, finances, etc.) but plan to return at a later date and also students who do not intend to continue with the program.

Returning Student Process

Students who have gone a semester or more without registering for classes will need to submit the Returning Student Form in order to have their student record reactivated, which allows them to register for classes. This includes taking a break from school for personal or academic reasons, working on incomplete grades from previous terms without registering for new classes, etc. The Returning Student form can be accessed in the Forms section of the Current Study Portal or by emailing the O'Neill Records Office at oneillrc@indiana.edu. If possible, students should submit the Returning Student form in advance of the start of classes. This process generally only takes 1-2 business days but can take longer in some cases. *Students who are appealing an Academic Dismissal should use this form and include rationale for the appeal.*

Auditing O'Neill Classes

Students who wish to audit courses need to consult with the instructor and seek permission. Next, a student should obtain an auditing form from Student Central's website (<https://studentcentral.indiana.edu/register/audit.html>). After completing the form and obtaining the instructor's signature, students can upload the form to Student Central's secure contact form (a link is available on Student Central's website). Please know that audit hours are assessed at a rate per credit hour (\$25.00) regardless of residency classification. Additionally, IU charges mandatory fees based on your total on-campus hours, whether you're taking classes for credit or auditing them. Students who choose to audit a course(s) should be sure to fully understand the expectations (course obligations) as an auditor.

Audited courses do not fulfill degree requirements. Full- and part-time, degree-seeking students are offered priority in O'Neill courses if space constraints limit enrollment. O'Neill Capstone courses are not open to audit. O'Neill adheres to a guideline that a non-degree seeking student may not audit more than 12 credit hours of O'Neill coursework (this is consistent with the credit transfer policy maintained by the University for non-degree seeking students).

Students who enroll in a course for audit, then decide they want to drop the course must complete an audit drop form from Student Central's website (<https://studentcentral.indiana.edu/register/audit.html>) and submit it via Student Central's secure contact form, which is linked at the website above.

Grade Appeals

Any student who disputes a grade in an O'Neill course because of error, bias, or failure to follow the grading policy as outlined in the syllabus may initiate the grade appeal process. Here are the steps:

1. Within 14 days of the final grade being posted, the student notifies the Faculty Program Director through email that he or she wishes to appeal a grade. This email must include the:
 - course number;
 - section number;
 - name of the instructor; and
 - reason for appeal (error, bias, or failure to follow the grading policy as outlined in the syllabus).
2. The Director then sends an email to the instructor informing him or her that the grade appeal process has been initiated and that the instructor will soon be receiving a request for a meeting by the student.
3. The student must then contact the instructor and meet with him or her to discuss the issue. At this meeting, both student and instructor will make a good faith effort to resolve the dispute to the satisfaction of both.
4. If the grade dispute is not resolved at this meeting, the student then makes a written appeal to the Director through an email that briefly describes the situation and states what relief he or she seeks.
5. The Director then meets with the student and the instructor separately to learn more about the situation and understand both sides of the grade dispute.
6. After these meetings, the Director may suggest a solution to the parties to see if they find it acceptable.
7. The instructor makes a final decision on the grade, sending it by email to the student and the Director.
8. Within 14 days of the instructor's decision email, the student may appeal the instructor's decision by sending an email to the Executive Associate Dean that contains the:
 - the course number;
 - the section number;
 - the name of the instructor;
 - the reason for appeal (error, bias, or failure to follow the grading policy as outlined in the syllabus),
 - a brief description of the situation; and
 - what relief he or she seeks.
9. The Executive Associate Dean will inform the Academic Fairness Committee (Committee) of the appeal. The Committee will then contact the student about the appeal and inform the student of next steps.
10. The Committee will "consider procedural errors in assigning grades." BL-ACA-H35. The Committee may "direct the Dean of the School/College to change grades on the basis of the Committee's findings."

Further questions about this process may be directed to the Director of the Master's Programs Office (SPEA A304, oneillmp@indiana.edu).

Drop and Add Policies

Students may change their schedules through the first week of classes without being assessed additional fees. After the first week of classes, please consult [Student Central](#) for IU policies, regulations, and fees.

“Even Exchange” Policy for Graduate Students Not in Flat-Fee Programs

If you’re a graduate student in a program other than a law, optometry, or M.B.A. program, you may exchange one class for another through the second week of full-term classes with no additional tuition. Note the following requirements:

- You must use eDrop/eAdd Pair to request your even exchange. If you make the request during this time period, it will be covered under this policy even if the approval occurs after the second week of classes.
- Both classes must be full-term classes subject to the 75 percent refund period during the second week of classes. The courses must be from the same session and cannot be for a different session for either the drop or the add component.
- You’ll receive a grade of “W” for the class you drop.
- The exchange is applicable only to one class dropped and one class added for the same number of hours.
- If the hours of the class you add are greater than those of the class you drop, you’ll be charged tuition for the extra hours.

Official Master's Probation Policies

Academic Probation

Students must be in good academic standing in order to graduate. To be in good standing, students must maintain a cumulative grade point average (GPA) of **3.000** or higher*. If a student falls below a 3.000 GPA, they will be placed on academic probation for the following semester. Students on academic probation must schedule and attend appointments with an O'Neill Master's Programs Office advisor or Faculty Program Director.

A student placed on probation has one semester to raise their cumulative GPA to 3.000 or above. Failure to do so will result in a review of the student's status and may result in dismissal from the program.

For students in degree programs requiring more than 36 credit hours, students must have 9 completed credits before being placed on academic probation. After two consecutive semesters on academic probation, a student may be reviewed by their program director(s) for dismissal from their program.

For students in all degree programs requiring 36 or fewer credit hours, a student may be reviewed by their program director(s) for dismissal from their program at the end of their first semester.

For students in the degree programs requiring 36 or fewer credit hours (with exception of the MIA program), students may be placed on academic probation at the conclusion of their first course.

For all students:

1. **GPA** – Once a student is placed on academic probation, at least a **3.0 term GPA** must be earned in the subsequent semesters. While any student with below a **3.0 cumulative GPA** will remain on probation, they at least would need to earn a **3.0 term GPA** in the following semester.
2. **Failed Core Courses** – If a student does not pass a core course on the 2nd attempt, they will be placed on academic probation regardless of GPA. Failure to pass on a 3rd attempt will result in dismissal. Grades of “C” or better are considered passing; a “C-” or lower is considered failing.
3. **Enrollment** – A hold will be placed on the record of students on academic probation that will only be removed once they meet with their academic advisor. The student is expected to meet with their academic advisor by the end of the 3rd week of the semester. The academic advisor and/or program director will recommend that the student follow a course schedule prescribed by their advisor.
4. **Dismissal Appeal** – Any student being academically dismissed can appeal their dismissal, in writing, to the program director within 2 weeks of being notified of the dismissal decision. The appeal form can be found within the Returning Student Form in the Forms section of the Current Student Portal.
5. **Leave of Absence/Returning Student** – If a student on academic probation chooses to take a leave of absence, the student will return on academic probation status. Additionally, a hold will be placed on their record, and they must meet with an academic advisor before enrolling. If a dismissed student wants to return and didn't originally appeal their dismissal, the student can apply to return after a break of at least a full fall/spring semester away via the returning student form. This would be reviewed similarly to an appeal by the program director. If approved to return, they would return on academic probation status - a hold will be placed on their record, and they must meet with an academic advisor before enrolling.

Multiple Incompletes

Students with more than one incomplete on their record will have a hold placed on their student account which will prohibit registration for the next semester. The hold will be lifted when the student has only one incomplete remaining or has completed all incomplete courses. If students have enrolled and still have multiple incompletes on their record at the start of the next term, students may be administratively unenrolled from courses until the incompletes are resolved.

**Cumulative GPA can be found at the bottom of the AAR; transcript GPA is not always accurate.*

Appointments for Probation and Multiple Incompletes

Students who are on academic probation, financial aid probation or have multiple incompletes in coursework must make an appointment(s) with an O'Neill MPO advisor or Faculty Program Director.

The decision of the frequency of the appointments for each student will be decided by the O'Neill MPO staff member or faculty program director. The decision will be based on the student's overall academic performance and need. Students who are placed on probation or have multiple incompletes will be notified of their status and how often they must meet with an O'Neill MPO advisor or a faculty program director. Frequency of appointments are subject to change at the discretion of MPO staff and faculty program directors, based on student progress, performance, and feedback.

Note regarding academic probation: If a student is placed on academic probation, a hold will be placed on their academic record. This hold will prevent the student from registering for next semester's courses. The hold will remain on the student's academic record until the student schedules and attends a meeting with an O'Neill MPO advisor or faculty program director.