

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/2021-2022/>

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)**

<b>Program</b>	<b>FACULTY MEMBER</b>	<b>E-MAIL<sup>1</sup></b>	<b>ROOM</b>	<b>PHONE</b>
MAAA	Karen Gahl-Mills	kgahlmil	SPEA A323	812-856-7404
MPA	Sanya Carley	scarley	SPEA A319	812-856-0920
MSES/MES	Vicky Meretsky	meretsky	SPEA A321	812-855-2840
MSHM	April Grudi	agrudi	SPEA A325	812-855-7879
MIA	Daniel Preston	prestond	SPEA 217	812-856-4925

### **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.

<b>MES</b>				
<b>CONCENTRATION</b>	<b>FACULTY</b>	<b>SCHEDULING E-MAIL<sup>1</sup></b>	<b>FACULTY OFFICE</b>	<b>SCHEDULING PHONE</b>
<b>Environmental Quality &amp; Toxicology</b>	Vicky Meretsky	meretsky	SPEA A321	812-855-2840
	Jonathan Raff	jdraff	MSB-II 308	812-855-6525
<b>Municipal Sustainability</b>	Aaron Deslatte	adeslatt	SPEA 441	812-856-4647
	Vicky Meretsky	meretsky	SPEA A321	812-855-2840
<b>Sustainable Natural Resource Conservation &amp; Management</b>	Jon Eldon	jeldon	SPEA 322	812-855-4168
	Vicky Meretsky	meretsky	SPEA A321	812-855-2840
<b>Sustainable Water Resources</b>	Melissa Laney	mlaney	SPEA 445	812-856-4647
	Vicky Meretsky	meretsky	SPEA A321	812-855-2840

<b>MPA</b>				
<b>CONCENTRATION</b>	<b>FACULTY</b>	<b>SCHEDULING E-MAIL<sup>1</sup></b>	<b>FACULTY OFFICE</b>	<b>SCHEDULING PHONE</b>
<b>Energy</b>	Sanya Carley	scarley	SPEA A319	812-856-0920
	John Rupp	rupp	SPEA 327	812-855-1323
<b>Community and Economic Development</b>	David Audretsch	daudrets	SPEA 211	812-855-6766
<b>Environmental Policy and Natural Resource Management</b>	David Konisky	dkonisky	SPEA 345	812-855-0732
	Antung Liu (on leave during the 22-23 academic year)	aaliu	SPEA 375D	812-856-4647
	Vicky Meretsky	meretsky	SPEA A321	812-855-2840
<b>Information Systems</b>	Roger Morris	morrisr	SPEA 428	812-856-4647

MPA				
CONCENTRATION	FACULTY	SCHEDULING E-MAIL <sup>1</sup>	FACULTY OFFICE	SCHEDULING PHONE
<b>International Development</b>	Jennifer Brass Anh Tran	brassj trananh	SPEA 457 SPEA 410J	812-855-0732 812-855-0563
<b>Health Policy</b>	Seth Freedman Alex Hollingsworth (on leave during the Fall 2022 semester) Kosali Simon	freedmas hollinal  simonkos	SPEA 355 SPEA 329  SPEA 357	812-855-4556 812-855-6982  812-856-3850
<b>Local Government Management</b>	Aaron Deslatte Mark Levin	adeslatt levin2	SPEA 441 SPEA 375B	812-856-4647 812-855-6989
<b>Nonprofit Management</b>	Brad Fulton Jill Nicholson-Crotty	fulton jillnich	SPEA 419 SPEA 351	812-855-6948 812-855-8406
<b>Policy Analysis</b>	Ashlyn Nelson Justin Ross Kosali Simon	ashlyn justross simonkos	SPEA 410D SPEA 375E SPEA 443	812-855-0732 812-855-4556 812-856-3850
<b>Public Financial Administration</b>	Denvil Duncan Bob Kravchuk Justin Ross	duncande kravchuk justross	SPEA 375F SPEA 375H SPEA 375E	812-855-0732 812-856-7888 812-855-4556
<b>Public Management</b>	Claudia Avellaneda Tom Rabovsky Amanda Rutherford	cavellan rabovsky aruther	SPEA 453 SPEA 451 SPEA 425	812-856-9026 812-855-5008 812-856-4647
<b>Sustainability &amp; Sustainable Development</b>	James Farmer Vicky Meretsky Ken Richards	jafarmer meretsky kenricha	SPEA 410H SPEA A321 SPEA 410L	812-856-0969 812-855-2840 812-855-4944

MSES				
CONCENTRATION	FACULTY MEMBER	SCHEDULING E-MAIL <sup>1</sup>	FACULTY OFFICE	SCHEDULING PHONE
<b>Ecology and Conservation</b>	Melissa Laney Vicky Meretsky Chris Craft	mlaney meretsky ccraft	SPEA 445 SPEA A321 MSBII 408	812-856-4647 812-855-2840 812-856-1837
<b>Energy</b>	Vicky Meretsky	meretsky	A321	812-855-2840
<b>Environmental Chemistry, Toxicology, and Risk Assessment</b>	Joe Shaw Marta Venier Jonathan Raff	joeshaw mvenier jdraff	SPEA 410 MSB-II 324 MSB-II 308	812-855-0732 812-855-1005 812-855-6525
<b>Water Resources</b>	Kim Novick Todd Royer Adam Ward	knovick troyer adamward	MSB-II 316 MSB-II 426 MSB-II 430	812-855-3010 812-855-0563 812-856-4820

<sup>1</sup>@indiana.edu

<b>MPA-MSES</b>				
<b>CONCENTRATION</b>	<b>FACULTY MEMBER</b>	<b>SCHEDULING E-MAIL<sup>1</sup></b>	<b>FACULTY OFFICE</b>	<b>SCHEDULING PHONE</b>
<b>Energy</b>	Sanya Carley Vicky Meretsky	scarley meretsky	SPEA A319 SPEA A321	812-856-0920 812-855-2840
<b>Environmental Management</b>	Landon Yoder Vicky Meretsky	yoderl meretsky	SPEA 441A SPEA A321	812-856-7290 812-855-2840
<b>Environmental Systems Analysis and Modeling</b>	David Good Kerry Krutilla	good krutilla	SPEA 349 SPEA 461	812-855-4556 812-855-0492
<b>Food and Farming Sustainability</b>	James Farmer Shellye Suttles	jafarmer shelsutt	SPEA 410H	812-856-0969
<b>Water Management</b>	Vicky Meretsky Todd Royer Adam Ward	meretsky troyer adamward	SPEA A321 MSB-II 426 MSB-II 430	812-855-2840 812-855-0563 812-856-4820

<b>MPA Outside Dual</b>				
<b>CONCENTRATION</b>	<b>FACULTY MEMBER</b>	<b>SCHEDULING E-MAIL<sup>1</sup></b>	<b>FACULTY OFFICE</b>	<b>SCHEDULING PHONE</b>
<b>African Studies</b>	Jennifer Brass	brassj	SPEA 457	812-855-0732
<b>African-American Studies and African Diaspora Studies</b>	Osita Afoaku Henry Wakhungu	osafoaku hewakhun	SPEA 463 SPEA 427	812-855-0749 812-855-9820
<b>Arts Administration</b>	Karen Gahl-Mills	kgahlmil	SPEA A323	812-856-7404
<b>Central Eurasian Studies</b>	Bob Kravchuk	kravchuk	SPEA 375H	812-856-7888
<b>East Asian Languages and Cultures</b>	Joyce Man	yman	SPEA 339	812-855-4944
<b>Latin American and Caribbean Studies</b>	Claudia Avellaneda	cavellan	SPEA 453	812-856-9026
<b>Law</b>	Andrea Need	aneed	SPEA 260E	812-855-0635
<b>Library and Information Science</b>	Roger Morris	morrisr	SPEA 428	812-856-4647
<b>Russian and East European Studies</b>	Bob Kravchuk Vicky Meretsky	kravchuk meretsky	SPEA 375H SPEA A321	812-856-7888 812-855-2840
<b>European Studies</b>	David Audretsch	daudrets	SPEA 211	812-855-6766

<sup>1</sup>@indiana.edu

<b>MSES Outside Dual</b>				
<b>CONCENTRATION</b>	<b>FACULTY MEMBER</b>	<b>SCHEDULING E-MAIL<sup>1</sup></b>	<b>FACULTY OFFICE</b>	<b>SCHEDULING PHONE</b>
<b>Chemistry</b>	Jonathan Raff	jdraff	MSB-II 308	812-855-6525
<b>Earth and Atmospheric Sciences</b>	Vicky Meretsky	meretsky	SPEA A321	812-855-2840
<b>Physics</b>	Vicky Meretsky	meretsky	SPEA A321	812-855-2840
<b>Law</b>	Andrea Need	aneed	SPEA 260E	812-855-0635
	Vicky Meretsky	meretsky	SPEA A321	812-855-2840

<sup>1</sup>@indiana.edu

## Master's Degree Program Gatekeepers

Well-prepared MPA, MSES, MES, 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 <sup>1</sup>	FACULTY OFFICE	PHONE
All AADM-Y courses	Karen Gahl-Mills	kgahlmil	SPEA A323	812-856-7404

MES				
COURSE	FACULTY MEMBER	SCHEDULING E-MAIL <sup>1</sup>	FACULTY OFFICE	PHONE
SPEA-E 513	Vicky Meretsky	meretsky	SPEA A321	812-855-2840
SPEA-E 543	Landon Yoder	yoderl	SPEA 341B	812-855-5249

MPA				
COURSE	FACULTY MEMBER	SCHEDULING E-MAIL <sup>1</sup>	FACULTY OFFICE	PHONE
SPEA-V 535	Tom Rabovsky	rabovsky	SPEA 451	812-855-5008
SPEA -V 506	Tom Rabovsky	rabovsky	SPEA 451	812-855-5008
SPEA -V 517	Justin Ross	justross	SPEA 375E	812-856-7559
SPEA -V 512	Jill Nicholson-Crotty	jillnich	SPEA 351	812-855-8406
SPEA-V 538	Susan Siena	sjsiena	SPEA 225	812-856-6775
SPEA -V 537	Laura Littlepage	llittlep	SPEA 423	812-855-5263
SPEA -V 532	Ashlyn Nelson	ashlyn	SPEA 410F	812-855-5599
SPEA -V 536	Andrea Need	aneed	SPEA 260E	812-855-0635
SPEA -F 560	Denvil Duncan	duncande	SPEA 375F	812-855-7493
SPEA-V ***	Sanya Carley	scarley	SPEA A319	812-856-0920

\*\*\*Evidence-Based Decision Making – A new course number will be assigned to this course in the future.

MSES				
COURSE	FACULTY MEMBER	SCHEDULING E-MAIL <sup>1</sup>	FACULTY OFFICE	PHONE
SPEA-E 526	Kim Novick	knovick	MSB-II 316	812-855-3010
SPEA-E 538/ SPEA-V 506	David Good	good	SPEA 349	812-855-4556
SPEA-E 527	Vicky Meretsky	meretsky	SPEA A321	812-855-2840
SPEA-E 536	Jonathan Raff	jdraff	MSB-II 308	812-855-6525
SPEA-E 552	Todd Royer	Troyer	MSB-II 426	812-855-0971

<sup>1</sup>@indiana.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 (30 credit hours)**

#### **Introduction Course (3 credit hours)**

The following course is required:

<b>AADM-Y 502</b> Intro to Arts Administration and Organizational Behavior
--

#### **Management and Policy Courses (9 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):

<b>AADM-Y 505</b> Programming the Performing Arts
<b>AADM-Y 508</b> Performing Arts Organization Management
<b>AADM-Y 511</b> Performing Arts Center Management

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

<b>AADM-Y 506</b> Curating for Museums and Galleries
<b>AADM-Y 525</b> Museum Management

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

<b>AADM-Y 551</b> Cultural Planning and Urban Development
<b>AADM-Y 559</b> Public Policy in the Arts

#### **Skill-Building Courses (9 credit hours)**

The following courses are required:

<b>AADM-Y 515</b> Financial Management in the Arts
<b>AADM-Y 530</b> Audience Development and Marketing the Arts
<b>AADM-Y 558</b> Fund Development for Nonprofits

#### **Theory and Survey Courses (6 credit hours)**

The following courses are required:

<b>AADM-Y 504</b> Arts Organizations in the Public and Private Sectors
<b>AADM-Y 562</b> Legal Issues in the Arts

### Seminar (3 credit hours)

The following course is required:

<b>AADM-Y 650</b> Seminar in Arts Administration	Semester III
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### **MAAA Requirement II: General Electives (9 credit hours)**

The Arts Administration Program offers several electives each semester. Please refer to the Schedule of Classes for course availability. Elective courses must be graduate level (500+) and can be taken through any academic program on campus, *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 visit**

<https://oneill.indiana.edu/masters/degrees-certificates/arts-administration/curriculum/electives.html>

### **MAAA Requirement III: Experiential (6 credit hours)**

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

1. **Practicum (Y550)** – Three different 50-hour arts management projects are completed throughout the three semesters of coursework. Students can register for all three credits at once or one credit per semester, as long as the total number of credits equals three. However, it is recommended that students sign up for one credit per semester until completion of all three credits. Students should seek advice from an advisor before beginning practicum work.
2. **Internship (Y750)** – 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.

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](https://ois.iu.edu/living-working/employment/fl/curricular.html) *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)**

\*Nonprofit Management Concentration

**Note:** At least 21 credit hours must be taken from each program. Students should plan to enroll in classes and pay tuition as an MPA student for the first year of study and as a MAAA student for the second year of study. For any remaining semesters of enrollment, students should plan to alternate between the MPA and MAAA programs. This only affects the distribution of tuition between the schools; it does not change the types of classes that students are able to enroll in during a given semester. 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. 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: MPA Core (18 credit hours)**

<b>SPEA-F 560</b>	Public Finance and Budgeting (3 credits)
<b>SPEA-V 506</b>	Statistical Analysis for Effective Decision Making (3 credits)
<b>SPEA-V 512</b>	Public Policy Process (3 credits) <b>OR</b>
<b>SPEA-V 538</b>	Comparative and International Policy Process (3 credits)
<b>SPEA-V 517</b>	Public Management Economics (3 credits)
<b>SPEA-V 532</b>	Social Equity and Justice (1.5 credits)
<b>SPEA-V 536</b>	Rights and Responsibilities: How Law Shapes Public Affairs (1.5 credits)
<b>SPEA-V 537</b>	Designing and Managing Complex Projects (1.5 credits)
<b>SPEA-V ***</b>	Evidence-Based Decision-Making (1.5 credits)

\*\*\*During the 2022-2023 academic year, core courses may appear in the Student Center as SPEA-V 550 Topics. Please ensure you are attentive to the course titles. The corresponding title will fulfill the core course requirement.

### **Requirement II: MPA Leadership Series (0 credit hours)**

Students will complete a 4-week seminar on personal leadership development. By the end of the series, students will construct a point of view on leadership and will build tools to help them manage themselves throughout their careers. Students should plan to enroll in the series before their requisite internship. Students should confer with their advisor(s) prior to registration each term to ensure they are making progress toward completing all degree requirements.

### **Requirement III: MAAA Core (18 credit hours)**

#### **Required Courses:**

<b>AADM-Y 502</b>	Organizational Behavior and Arts Management
<b>AADM-Y 530</b>	Audience Development and Marketing the Arts
<b>AADM-Y 562</b>	Legal Issues in the Arts

Area I: Performing Arts: (choose one)

<b>AADM-Y 505</b>	Programming the Performing Arts
<b>AADM-Y 508</b>	Performing Arts Organizations Management
<b>AADM-Y 511</b>	Performing Arts Center Management

Area II: Visual Arts: (choose one)

<b>AADM-Y 506</b>	Curating for Museums and Galleries
<b>AADM-Y 525</b>	Museum Management

Area III: Arts and Cultural Policy: (choose one)

<b>AADM-Y 551</b>	Cultural Planning and Urban Development
<b>AADM-Y 559</b>	Public Policy in the Arts

**Requirement IV: Nonprofit Management Concentration (6 credit hours)**

<b>SPEA-N 521</b>	The Nonprofit and Voluntary Sector
<b>AADM-Y 558</b>	Fund Development for Nonprofits

**Requirement V: Financial Management Course (3 credit hours) Choose one of the following:**

<b>SPEA-F 526</b>	Financial Management for Nonprofit Organizations
<b>AADM-Y 515</b>	Financial Management for the Arts

**Requirement VI: Seminar/Additional Management Core (6 credit hours) Choose one of the following combinations:**

<b>SPEA-N 525</b>	Management in the Nonprofit Sector
<b>SPEA-V 600</b>	Capstone in Public and Environmental Affairs
<b>AADM-Y 504</b>	Arts Organizations in the Public and Private Sectors
<b>AADM-Y 650</b>	Seminar in Arts Administration

**Requirement VII: Electives (9 Credit Hours)**

MAAA-MPA students may take any graduate-level elective, chosen in consultation with an advisor. They may also take Practicum (Y550) as an elective. The Practicum option requires three different 50-hour arts management projects to be completed throughout three semesters of coursework. Students can register for all three credits at once or one credit per semester, as long as the total number of credits equals three. Students should seek advice from an advisor before beginning practicum work.

### **Requirement VIII: Experiential (3 Credit Hours)**

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, summer between their fourth and fifth or in the spring following the fifth 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.

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.

	<b>P=Prerequisite, C=Corequisite, &amp; R=Recommendations</b>
<b>SPEA-E 543</b> Environmental Management	
<b>SPEA-E 513</b> 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.

	<b>P=Prerequisite, C=Corequisite, &amp; R=Recommendations</b>
<b>SPEA-V 600</b> 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](mailto:oneillrc@indiana.edu)) so they may be advanced to the appropriate Faculty Program Director for review and potential award of credit. Applications for PE must be submitted **within the first 24 credit hours** or they will be denied. Please see the Director of the Master's Programs Office 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.

	<b>P=Prerequisite, C=Corequisite, &amp; R=Recommendations</b>
<b>SPEA-E 431</b> Water Supply and Wastewater Treatment	
<b>SPEA-E 451</b> Air Pollution and Control	
<b>SPEA-X 511/</b> Human Behavior and Energy <b>SPEA-E 501</b> Consumption	
<b>SPEA-E 502</b> Water Quality Modeling	<b>R: E526</b> or comfortable with applying equations
<b>SPEA-E 503</b> Natural Gas: Technical and Policy Challenges	<b>R: E574</b>
<b>SPEA-E 514</b> Changing Landscape of Toxic Chemical Regulation	
<b>SPEA-E 515</b> Fundamentals of Air Pollution	<b>R: E536</b>
<b>SPEA-E 517</b> BMP Design for Healthy Urban Watersheds	<b>R: E545</b>
<b>SPEA-E 520</b> Environmental Toxicology	
<b>SPEA-E 536</b> Environmental Chemistry	<b>P:</b> undergrad chemistry course with lab
<b>SPEA-E 537</b> Environmental Chemistry Lab	<b>P: E536</b>
<b>SPEA-E 539</b> Aquatic Chemistry	<b>R: E536</b>
<b>SPEA-E 542</b> Hazardous Materials	
<b>SPEA-E 552</b> Environmental Engineering	<b>R: E526, E536</b>
<b>SPEA-E 554</b> Groundwater Flow Modeling	
<b>SPEA-E 560</b> Environmental Risk Analysis	<b>P: E538, V506</b> , or consent of instructor. A firm foundation in math and/or science is useful.
<b>SPEA-E 562</b> Solid and Hazardous Waste Management	

## Environmental Quality and Toxicology - Fundamental Science: (continued)

	<b>P=Prerequisite, C=Corequisite, &amp; R=Recommendations</b>
<b>SPEA-E 564</b> Organic Pollutants: Environmental Chemistry and Fate	<b>R: E536</b> or undergraduate organic chemistry
<b>SPEA-E 574</b> Energy Systems	
<b>*GEOG-G 551</b> 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.

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

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## **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.

	<b>P=Prerequisite, C=Corequisite, &amp; R=Recommendations</b>
<b>SPEA-E 431</b> Water Supply and Wastewater Treatment	
<b>SPEA-E 451</b> Air Pollution and Control	
<b>SPEA-E 460</b> Fisheries and Wildlife Management	<b>P: E272 or H316</b> , or any biology course *Will be listed as E563 Wildlife Management in future years.
<b>SPEA-E 461</b> Fisheries & Wildlife Management Laboratory	Note: Contrary to Bulletin, no pre or corequisites for graduate students. Email <a href="mailto:oneillrc@indiana.edu">oneillrc@indiana.edu</a> for permission to enroll. *Will be listed as E561 Wildlife Techniques in future years.
<b>SPEA-X 511/</b> Human Behavior and Energy <b>SPEA-E 501</b> Consumption	
<b>SPEA-E 502</b> Water Quality Modeling	<b>R: E526</b> or comfortable with applying equations
<b>SPEA-E 505</b> Renewable and Nuclear Energy	<b>R: E574</b>
<b>SPEA-E 514</b> Changing Landscape of Toxic Chemical Regulation	
<b>SPEA-E 515</b> Fundamentals of Air Pollution	<b>R: E536</b>
<b>SPEA-E 517</b> BMP Design for Healthy Urban Watersheds	<b>R: E545</b>
<b>SPEA-E 520</b> Environmental Toxicology	
<b>SPEA-E 522</b> Urban Forest Management	
<b>SPEA-E 527</b> Applied Ecology	
<b>SPEA-E 534</b> Restoration Ecology	<b>P: E527 or E540</b> or permission of instructor
<b>SPEA-E 539</b> Aquatic Chemistry	<b>R: E536</b>
<b>SPEA-E 540</b> Wetlands Ecology and Management (4 cr.)	
<b>SPEA-E 542</b> Hazardous Materials	

### Municipal Sustainability - Fundamental Science: (continued)

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

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

### Municipal Sustainability - Applications: (continued)

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

## 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.

	<b>P=Prerequisite, C=Corequisite, &amp; R=Recommendations</b>
<b>SPEA-E 460</b> Fisheries and Wildlife Management	<b>P: E272 or H316</b> , or any biology course. *Will be listed as E563 Wildlife Management in future years.
<b>SPEA-E 461</b> Fisheries & Wildlife Management Laboratory	Note: Contrary to Bulletin, no pre or corequisites for graduate students. Email <a href="mailto:oneillrc@indiana.edu">oneillrc@indiana.edu</a> for permission to enroll. *Will be listed as E561 Wildlife Techniques in future years.
<b>SPEA-E 504</b> Sustainable River Management	
<b>SPEA-E 522</b> Urban Forest Management	
<b>SPEA-E 527</b> Applied Ecology	
<b>SPEA-E 528</b> Forest Ecology and Management	
<b>SPEA-E 534</b> Restoration Ecology	<b>P: E527 or E540</b> or permission of instructor
<b>SPEA-E 540</b> Wetlands Ecology and Management (4 cr.)	
<b>SPEA-E 545</b> Lake and Watershed Management	
<b>SPEA-E 546</b> Stream Ecology	<b>P: E556</b> or permission of instructor
<b>SPEA-E 550</b> Soil Science and Management	<b>R: one semester of college chemistry</b>
<b>SPEA-E 555</b> Conservation Planning	
<b>SPEA-E 555/</b> Food Systems and Community <b>SPEA-V 550</b> Resilience	
<b>SPEA-E 555</b> Plants and Plant Communities	
<b>SPEA-E 555</b> Sustaining Urban Ecosystems	<b>R: upper level ecology course</b>
<b>SPEA-E 556</b> Limnology (4 cr.)	<b>R: undergraduate courses: general biology, general chemistry with lab</b>
<b>SPEA-E 557</b> Conservation Biology	<b>P: E527</b> or waiver of E527

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

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

	<b>P=Prerequisite, C=Corequisite, &amp; R=Recommendations</b>
<b>SPEA-E 504</b> Sustainable River Management	
<b>SPEA-E 534</b> Restoration Ecology	<b>P: E527 or E540</b> or permission of instructor
<b>SPEA-E 545</b> Lake and Watershed Management	
<b>SPEA-E 555</b> Conservation Planning	
<b>SPEA-E 555/</b> Food Systems and Community <b>SPEA-V 550</b> Resilience	
<b>SPEA-E 591</b> Climate Change Impacts on Natural Resources	<b>P:</b> grad course in ecology, envl policy or envl management or a waiver of one of these
<b>SPEA-R 512</b> Climate Law and Policy	
<b>SPEA-R 513</b> Wildlife Law	<b>R: V540</b> (before or during)
<b>SPEA-R 516</b> Sustainable Agriculture and Environmental Governance	
<b>SPEA-R 531</b> Water Law	
<b>SPEA-R 533</b> Public Natural Resources Law	<b>R: V540</b> (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.

	<b>P=Prerequisite, C=Corequisite, &amp; R=Recommendations</b>
<b>SPEA-E 431</b> Water Supply and Wastewater Treatment	
<b>SPEA-E 460</b> Fisheries and Wildlife Management	<b>P: E272</b> or <b>H316</b> , or any biology course. *Will be listed as E563 Wildlife Management in future years.
<b>SPEA-E 461</b> Fisheries & Wildlife Management Laboratory	Note: Contrary to Bulletin, no pre or corequisites for graduate students. Email <a href="mailto:oneillrc@indiana.edu">oneillrc@indiana.edu</a> for permission to enroll. *Will be listed as E561 Wildlife Techniques in future years.
<b>SPEA-E 502</b> Water Quality Modeling	<b>R: E526</b> or comfortable with applying equations
<b>SPEA-E 504</b> Sustainable River Management	
<b>SPEA-E 527</b> Applied Ecology	
<b>SPEA-E 534</b> Restoration Ecology	<b>P: E527</b> or <b>E540</b> or permission of instructor
<b>SPEA-E 539</b> Aquatic Chemistry	<b>R: E536</b>
<b>SPEA-E 540</b> Wetlands Ecology and Management (4 cr.)	
<b>SPEA-E 545</b> Lake and Watershed Management	
<b>SPEA-E 546</b> Stream Ecology	<b>P: E556</b> or permission of instructor
<b>SPEA-E 550</b> Soil Science and Management	<b>R: one semester of college chemistry</b>
<b>SPEA-E 552</b> Environmental Engineering	<b>R: E526, E536</b>
<b>SPEA-E 555/</b> <b>SPEA-V 550</b> Food Systems and Community Resilience	
<b>SPEA-E 555</b> Fluid Mechanics	
<b>SPEA-E 555</b> Sustaining Urban Ecosystems	<b>R: upper level ecology course</b>
<b>SPEA-E 555</b> Watershed Hydrology	
<b>SPEA-E 556</b> Limnology (4 cr.)	<b>R: undergraduate courses: general biology, general chemistry with lab</b>



### Sustainable Water Resources - Fundamental Science: (continued)

<b>SPEA-E 591</b> Climate Change Impacts on Natural Resources	<b>P:</b> grad course in ecology, envl policy or envl management or a waiver of one of these
<b>*GEOG-G 551</b> 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.

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

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

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

Additional Fundamental Science and Applications Courses		Fund/ App	P=Prerequisite, C=Corequisite, & R=Recommendations
<b>SPEA-P 507</b>	Data Analysis and Modeling for Public Affairs	<b>A</b>	Not generally available for MES due to E538/V506 prereq
<b>SPEA-P 539</b>	Management Science for Public Affairs	<b>A</b>	Not generally available for MES due to E538/V506 prereq
<b>SPEA-P 541</b>	Benefit-Cost Analysis	<b>A</b>	Not generally available for MES due to V517 prereq, but possible with econ background
<b>SPEA-P 562</b>	Public Program Evaluation	<b>A</b>	
<b>SPEA-R 513</b>	Wildlife Law	<b>A</b>	R: V540 (before or during)
<b>SPEA-R 521</b>	Domestic Environmental Policy	<b>A</b>	
<b>SPEA-R 531</b>	Water Law	<b>A</b>	
<b>SPEA-R 533</b>	Public Natural Resource Law	<b>A</b>	R: V540 (before or during)
<b>SPEA-R 535</b>	International Environmental Policy	<b>A</b>	
<b>SPEA-R 563</b>	Sustainability in a Tri-Sectoral World	<b>A</b>	
<b>SPEA-R 564</b>	Environmental and Natural Resource Policy Design and Implementation	<b>A</b>	Not generally available for MES due to V517 prereq (fall course)
<b>SPEA-R 625</b>	Environmental Economics and Policy	<b>A</b>	Not generally available for MES due to V517 prereq, but possible with econ background
<b>SPEA-R 643</b>	Natural Resource Management and Policy	<b>A</b>	
<b>SPEA-R 645</b>	Environmental Law	<b>A</b>	
<b>SPEA-S 596</b>	Sustainable Development	<b>A</b>	
<b>SPEA-V 517</b>	Public Management Economics	<b>A</b>	
<b>SPEA-V 550</b>	Communications for Public and Nonprofit Sectors (Online)	<b>A</b>	
<b>SPEA-V 550</b>	Environmental Policy (Online)	<b>A</b>	

## **MIA Program Requirements (36 credit hours)**

The Master of International Affairs is a 36-credit-hour program 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 each O'Neill and 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.

	<b>P=Prerequisite, C=Corequisite, &amp; R=Recommendations</b>
<b>INTL-I 520</b> History of the International System	
<b>INTL-I 521</b> Global Governance and International Organizations	
<b>INTL-I 500</b> Practicum in International Policy Analysis	
<b>SPEA-D 577</b> International Economic Strategies and Trade Policy	
<b>SPEA-V 506</b> 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 take any other MIA concentration course, or, with the approval of the MIA program director, any courses from either O'Neill and/or HLS to broaden their skills. Possible options would include language and/or culture courses at HLS, or further studies in O'Neill-related subject areas. Students may take up to six credits in graduate level courses offered by other academic units at IUB. These courses vary from semester to semester. Contact the program director to learn more about which courses are offered that have already been preapproved. Students interested in taking a graduate level course not on this list must get 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](mailto:oneillrc@indiana.edu)) so they may be advanced to the appropriate Faculty Program Director for review and potential award of credit. Applications for PE must be submitted **within the first 24 credit hours** or they will be denied. Please see the Director of the Master's Programs Office for counsel and questions/concerns.

**Core courses that are not subject to transfer credit or waiver are INTL-I 500 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.

	<b>P=Prerequisite, C=Corequisite, &amp; R=Recommendations</b>
<b>SPEA-D 573</b> Development Economics	

#### **ELECTIVES: (9 credit hours)**

Choose 9 credits from the following courses.

	<b>P=Prerequisite, C=Corequisite, &amp; R=Recommendations</b>
<b>CEUS-R 527</b> Post-Soviet Central Asia Politics, Economics, and Foreign Policy	
<b>EALC-E 592</b> Political Economy of East Asia	
<b>EALC-E 593</b> China's Political Economy	
<b>EURO-W 501</b> The Economics of European Integration	
<b>INTL-I 503</b> Harnessing Foreign Investment for Development	
<b>SPEA-D 578</b> Introduction to Comparative and International Affairs	
<b>SPEA-D 669</b> Economic Development, Globalization, and Entrepreneurship	
<b>SPEA-E 574</b> Energy Systems	
<b>SPEA-F 584</b> Tax Policy in Developing Countries	
<b>SPEA-R 590</b> Energy Policy from a Nation State Perspective	<b>R: E574</b>

## **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.

	<b>P=Prerequisite, C=Corequisite, &amp; R=Recommendations</b>
<b>SPEA-D 573</b> Development Economics	
<b>INTL-I 503</b> Seminar in Global Development	

### **ELECTIVES: (9 credit hours)**

Choose 9 credits from the following courses.

	<b>P=Prerequisite, C=Corequisite, &amp; R=Recommendations</b>
<b>INTL-I 502</b> Seminar in Global Health and Environment	
<b>SPEA-D 576</b> Approaches to Development	
<b>SPEA-D 669</b> Economic Development, Globalization, and Entrepreneurship	
<b>SPEA-E 543</b> Environmental Management	
<b>SPEA-E 574</b> Energy Systems	
<b>SPEA-E 591</b> Climate Change Impacts on Natural Resources	<b>P:</b> grad course in ecology, envl policy or envl mgt or waiver of one of these
<b>SPEA-H 527</b> International Healthcare Systems	
<b>SPEA-L 563</b> Planning and Community Development	
<b>SPEA-L 622</b> Local Economic Development	
<b>SPEA-P 539</b> Management Science for Public Affairs	<b>P: E538 or V506</b>
<b>SPEA-R 533</b> Public Natural Resources Law	<b>R: V540</b> (before or during)
<b>SPEA-R 535</b> International Environmental Policy	
<b>SPEA-R 564</b> Environmental and Natural Resource Policy Design and Implementation	<b>P: V517</b>
<b>SPEA-R 590</b> Energy Policy from a Nation State Perspective	<b>R: E574</b>



**ELECTIVES: (continued)**

		<b>P=Prerequisite, C=Corequisite, &amp; R=Recommendations</b>
<b>SPEA-R 625</b>	Environmental Economics and Policy	<b>P: V517</b>
<b>SPEA-R 626</b>	Energy Justice and Policy Seminar	<b>P: E574</b>
<b>SPEA-R 643</b>	Natural Resource Management and Policy	
<b>SPEA-R 645</b>	Environmental Law	
<b>SPEA-R 674</b>	Energy Economics and Policy	<b>P: V517</b>
<b>SPEA-S 515</b>	Sustainable Communities	
<b>SPEA-S 596</b>	Sustainable Development	
<b>SPEA-V 535</b>	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.

	<b>P=Prerequisite, C=Corequisite, &amp; R=Recommendations</b>
<b>INTL-I 523</b> International Security Regimes	

### **ELECTIVES: (9 credit hours)**

Choose 9 credits from the following courses.

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

## **MPA Program Requirements (48 credit hours)**

### **MPA Requirement I: Core (24 credit hours)**

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

\*\*\*During the 2022-2023 academic year, core courses may appear in the Student Center as SPEA-V 550 Topics. Please ensure you are attentive to the course titles. The corresponding title will fulfill the core course requirement.

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)**<sup>1</sup>

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.

In some concentrations, students have the option of taking the first concentration course in their first semester (instead of a core course). You may want to consult an advisor if you are interested in this option. Students wishing to pursue multiple concentrations are encouraged to see advisors in both areas. Some students choose to develop a “Specialized Study.” 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.

1. **Internship** – Students who wish to complete an internship must seek counsel in the Career Hub (SPEA 200 or [oneillcareerhub.indiana.edu](http://oneillcareerhub.indiana.edu)) before it begins. The Career Hub will provide details concerning eligibility, procedures, and required paperwork.
  - A. **Internship with course credit (1-6 credit hours)** – To satisfy the MPA experiential requirement, while also earning up to six course credits, students may register (as well as pay tuition and fees) for one 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. The first credit hour is received for working 120 hours, and each credit hour thereafter is earned by working an additional 80 hours.

To obtain credit, students must complete the proper paperwork 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.” Students will not be granted academic credit for internships that have been completed in the past.
  - B. **Internship without course credit (0 credit hours)** – Registration for course credit is not required. However, an internship must still be approved before it begins and all necessary paperwork must still be completed during an internship in order to fulfill the experiential requirement. Students must work at least 120 hours in an internship in order to fulfill the experiential requirement.

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<sup>1</sup> 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.

- C. **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](mailto:agoneill@indiana.edu) for any questions or inquiries.

2. **Research Project** – Students may conduct research on selected topics in order to satisfy the MPA experiential requirement. This option requires students to seek out their own research project in coordination with a faculty member and requires special approval by the program director to fulfill the experiential component. Students who wish to complete a research internship must seek counsel in the Career Hub (SPEA 200 or [oneillcareerhub.indiana.edu](http://oneillcareerhub.indiana.edu)) before it begins. The Career Hub will provide details concerning eligibility, procedures, and required paperwork. Research internships will be registered as SPEA-V 585. See guidelines above for rules regarding credit hour options.
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](mailto:oneillrc@indiana.edu)) so they may be advanced to the appropriate Faculty Program Director for review and potential award of credit. Applications for PE must be submitted **within the first 24 credit hours**. Please see the Director of the Master's Programs Office 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 Requirement V: Leadership Series (0 credit hours)**

Students will complete a 4-week seminar on personal leadership development. By the end of the series, students will construct a point of view on leadership and will build tools to help them manage themselves throughout their careers. Students should plan to enroll in the series before their requisite internship. 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:

	<b>P=Prerequisite, C=Corequisite, &amp; R=Recommendations</b>
<b>SPEA-L 563</b> Planning and Community Development	
<b>SPEA-L 622</b> Local Economic Development	

#### **ELECTIVES: (9 credit hours)**

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

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

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

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



**Group II Electives: (continued)**

	<b>P=Prerequisite, C=Corequisite, &amp; R=Recommendations</b>
<b>SPEA-F 609</b> Seminar in Revenue Theory and Administration	<b>P: F560</b>
<b>SPEA-F 610</b> Seminar in Government Budget and Program Analysis	<b>P: F560</b>
<b>SPEA-F 667</b> Seminar in Public Capital and Debt Theory	<b>P: F560</b>
<b>SPEA-I 516</b> Public Management Information Systems	
<b>SPEA-L 564</b> Local Government Management	
<b>SPEA-L 568</b> Management of Local Government Services	
<b>SPEA-M 602</b> Strategic Management for Public and Nonprofit Organizations	<b>P: V502</b>
<b>SPEA-N 521</b> The Nonprofit & Voluntary Sector	
<b>SPEA-P 541</b> Benefit-Cost Analysis	<b>P: V517</b> or consent of instructor
<b>SPEA-P 562</b> Public Program Evaluation	
<b>SPEA-R 563</b> Sustainability in a Tri-Sectoral World	
<b>SPEA-S 596</b> 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**  
(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:

	<b>P=Prerequisite, C=Corequisite, &amp; R=Recommendations</b>
<b>SPEA-E 574</b> Energy Systems	
<b>SPEA-R 674</b> Energy Economics and Policy	<b>P: V517</b>

**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)**

	<b>P=Prerequisite, C=Corequisite, &amp; R=Recommendations</b>
<b>SPEA-E 503</b> Natural Gas: Technical and Policy Challenges	<b>R: E574</b>
<b>SPEA-E 505</b> Renewable and Nuclear Energy	<b>R: E574</b>
<b>SPEA-E 515</b> Fundamentals of Air Pollution	<b>R: E536</b>
<b>SPEA-E 518</b> Vector-based Geographic Information Systems	
<b>SPEA-E 529</b> Application of Geographic Information Systems	<b>P: E518</b> , or other introductory GIS course with lab, or equivalent practical experience
<b>SPEA-E 536</b> Environmental Chemistry	<b>P: undergrad chemistry course with lab</b>
<b>SPEA-E 591</b> Climate Change Impacts on Natural Resources	<b>P: grad course in ecology, envl policy or envl management or a waiver of one of these</b>
<b>*GEOG-G 532</b> Physical Climatology	<b>P: consent of instructor</b>
<b>*GEOG-G 544</b> Climate Change Impacts	

**Group I – Natural Science Electives: (continued)**

	<b>P=Prerequisite, C=Corequisite, &amp; R=Recommendations</b>
<b>*EAS-G 571</b> Principles of Petroleum Geology	<b>P: GEOL-G 323</b> or consent of instructor
<b>*EAS-G 576</b> Climate Change	<b>P:</b> at least two undergraduate courses in the physical sciences or consent of instructor
<b>*EAS-G 587</b> Organic Geochemistry	<b>P:</b> consent of instructor

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

	<b>P=Prerequisite, C=Corequisite, &amp; R=Recommendations</b>
<b>SPEA-X 511/</b> Human Behavior and Energy <b>SPEA-E 501</b> Consumption	
<b>SPEA-P 541</b> Benefit-Cost Analysis	<b>P: V517</b> or consent of instructor
<b>SPEA-P 562</b> Public Program Evaluation	
<b>SPEA-R 532</b> Water Policy and Economics	<b>R: V517</b>
<b>SPEA-R 533</b> Public Natural Resources Law	<b>R: V540</b> (before or during)
<b>SPEA-R 535</b> International Environmental Policy	
<b>SPEA-R 564</b> Environmental and Natural Resource Policy Design and Implementation	<b>P: V517</b>
<b>SPEA-R 590</b> Energy Policy from a Nation State Perspective	<b>R: E574</b>
<b>SPEA-R 625</b> Environmental Economics and Policy	<b>P: V517</b>
<b>SPEA-R 626</b> Energy Justice and Policy Seminar	<b>P: E574</b>
<b>SPEA-R 643</b> Natural Resource Management and Policy	
<b>SPEA-R 645</b> Environmental Law	
<b>SPEA-S 596</b> Sustainable Development	
<b>SPEA-V 550</b> Planning for Climate Change and Resilient Urban Communities	
<b>*LAW-L 644/</b> Energy Law and Policy <b>SPEA-V 550</b>	
<b>*LAW-L 660/</b> Climate Law and Policy <b>SPEA-R 512</b>	

**\*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 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:

	<b>P=Prerequisite, C=Corequisite, &amp; R=Recommendations</b>
<b>SPEA-R 625</b> Environmental Economics and Policy	<b>P: V517</b>
<b>SPEA-R 645</b> Environmental Law	Note: Students who can make a strong case to take an international law course in place of <b>R645</b> 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:

	<b>P=Prerequisite, C=Corequisite, &amp; R=Recommendations</b>
<b>SPEA-R 521</b> Domestic Environmental Policy	
<b>SPEA-R 535</b> International Environmental Policy	

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

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

	<b>P=Prerequisite, C=Corequisite, &amp; R=Recommendations</b>
<b>SPEA-E 529</b> Application of Geographic Information Systems	<b>P: E518</b> , or other introductory GIS course with lab, or equivalent practical experience

## Group II – Analysis and Skills Courses: (continued)

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

## Group III – Context Courses (3 credit hours)

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

	<b>P=Prerequisite, C=Corequisite, &amp; R=Recommendations</b>
<b>SPEA-E 543</b> Environmental Management	<b>NOTE:</b> Cannot count as context course for dual degree
<b>SPEA-R 517</b> Environmental Justice	
<b>SPEA-R 532</b> Water Policy and Economics	<b>R: V517</b>
<b>SPEA-R 564</b> Environmental and Natural Resource Policy Design and Implementation	<b>P: V517</b>
<b>SPEA-R 590</b> Energy Policy from a Nation-State Perspective	<b>R: E574</b>
<b>SPEA-R 626</b> Energy Justice and Policy Seminar	<b>P: E574</b>
<b>SPEA-R 643</b> Natural Resource Management and Policy	
<b>SPEA-R 674</b> Energy Economics and Policy	<b>P: V517</b>
<b>SPEA-S 596</b> 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 V502 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:

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

**ELECTIVES: (6 credit hours)**

**Economics, Finance, and Regulation Components** – Select **two** of the following courses:

	<b>P=Prerequisite, C=Corequisite, &amp; R=Recommendations</b>
<b>SPEA-H 524</b> Health Industry Regulation	
<b>SPEA-H 525</b> Health Economics	
<b>SPEA-H 526</b> Healthcare Finance	
<b>SPEA-H 527</b> International Healthcare Systems	
<b>SPEA-N 557</b> Proposal Development and Grant Management	

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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:

	<b>P=Prerequisite, C=Corequisite, &amp; R=Recommendations</b>
<b>SPEA-I 516</b> Public Management Information Systems	
<b>SPEA-I 519</b> 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**

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

#### **Group II – Decision Support and Analysis Electives**

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

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

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

**Group III – Design and Management of Information Systems Electives**

	<b>P=Prerequisite, C=Corequisite, &amp; R=Recommendations</b>
<b>SPEA-I 611</b> Design of Information Systems	<b>P: I516 and I519</b>
<b>SPEA-M 602</b> Strategic Management of Public and Nonprofit Organizations	<b>P: V502</b>

**Group IV – Networking and Telecommunications Electives**

	<b>P=Prerequisite, C=Corequisite, &amp; R=Recommendations</b>
<b>*BUS-S 515</b> Foundations of Business Telecommunications	
<b>*ILS-Z 525</b> Government Information	
<b>*ILS-Z 532</b> Information Architecture for the Web	
<b>*ILS-Z 643</b> 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.

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**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:

	<b>P=Prerequisite, C=Corequisite, &amp; R=Recommendations</b>
<b>SPEA-D 573</b> Development Economics	
<b>SPEA-D 578</b> Introduction to Comparative and International Affairs	
<b>SPEA-D 669</b> Economic Development, Globalization, and Entrepreneurship	<b>P: V517</b> , 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**

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

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

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**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:

	<b>P=Prerequisite, C=Corequisite, &amp; R=Recommendations</b>
<b>SPEA-L 564</b> Local Government Management	
<b>SPEA-L 568</b> Management of Local Government Services	
<b>SPEA-M 561</b> 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.

	<b>P=Prerequisite, C=Corequisite, &amp; R=Recommendations</b>
<b>AADM-Y 500</b> Cultural Districts and Local Arts Policy	
<b>AADM-Y 504</b> Arts Administration in the Public and Private Sectors	
<b>SPEA-F 610</b> Government Budgeting and Program Analysis	<b>P: F560</b>
<b>SPEA-I 516</b> Public Management Information Systems	
<b>SPEA-L 563</b> Planning and Community Development	
<b>SPEA-L 622</b> Local Economic Development	
<b>SPEA-M 547</b> Negotiation and Dispute Resolution for Public Affairs	
<b>SPEA-M 570</b> Public Sector Labor Relations	
<b>SPEA-M 575</b> Comparative Public Management & Administration	
<b>SPEA-M 602</b> Strategic Management in Public and Nonprofit Organizations	<b>P: V502</b>

**Advanced Local Government Concentration Electives: (continued)**

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

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**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:

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

**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.

	<b>P=Prerequisite, C=Corequisite, &amp; R=Recommendations</b>
<b>SPEA-F 526</b> Financial Management for Nonprofit Organizations	
<b>SPEA-M 504</b> Public Organizations	
<b>SPEA-M 602</b> Strategic Management of Public and Nonprofit Organizations	<b>P: V502</b>
<b>SPEA-N 522</b> Human Resource Management in Nonprofit Organizations	
<b>SPEA-N 523</b> Civil Society and Public Policy	
<b>SPEA-N 524</b> Civil Society in Comparative Perspective	
<b>SPEA-N 534</b> NGO Management for International Development	

**Elective Group I – Nonprofit Management: (continued)**

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

	<b>P=Prerequisite, C=Corequisite, &amp; R=Recommendations</b>
<b>SPEA-I 516</b> Public Management Information Systems	
<b>SPEA-M 547</b> Negotiation & Dispute Resolution for Public Affairs	
<b>SPEA-M 569</b> Managing Interpersonal Relations	<b>P: V502</b>
<b>SPEA-M 652</b> Managing Workforce Diversity in Public Organizations	
<b>SPEA-M 654</b> Public Program Management and Contracting	
<b>SPEA-M 662</b> Seminar in Accountability and Performance	<b>P: V502</b>
<b>SPEA-P 541</b> Benefit-Cost Analysis	<b>P: V517</b> or consent of instructor
<b>SPEA-P 562</b> 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.

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

**Elective Group III – Nonprofit Areas: (continued)**

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

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**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:

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

**ELECTIVES: (6 credit hours)**

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

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



**Policy Analysis Electives: (continued)**

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

**Policy Analysis Electives: (continued)**

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

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**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:

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

	<b>P=Prerequisite, C=Corequisite, &amp; R=Recommendations</b>
<b>SPEA-F 542</b> Governmental Financial Accounting and Reporting	<b>P or C: F560</b>
<b>SPEA-P 541</b> Benefit-Cost Analysis	<b>P: V517</b> 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):

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

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**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).

	<b>P=Prerequisite, C=Corequisite, &amp; R=Recommendations</b>
<b>SPEA-M 561</b> Public Human Resources Mgmt.	
<b>SPEA-M 602</b> Strategic Management in Public and Nonprofit Organizations	<b>P: V502</b>
<b>SPEA-M 654</b> Public Program Management and Contracting	
<b>SPEA-M 662</b> Seminar in Accountability and Performance	<b>P: V502</b>
<b>SPEA-P 562</b> Public Program Evaluation	

**ELECTIVES: (6 credit hours)**

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

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

**Public Management Electives: (continued)**

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

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## **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:

	<b>P=Prerequisite, C=Corequisite, &amp; R=Recommendations</b>
<b>SPEA-R 563</b> Sustainability in a Tri-Sectoral World	
<b>SPEA-S 515</b> Sustainable Communities	
<b>SPEA-S 596</b> 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:**

	<b>P=Prerequisite, C=Corequisite, &amp; R=Recommendations</b>
<b>SPEA-D 576</b> Approaches to Development	
<b>SPEA-D 669</b> Economic Development, Globalization, and Entrepreneurship	<b>P: V517</b> , a course in urban economics or consent of instructor
<b>SPEA-E 530</b> Fundamentals of Sustainable Agriculture	
<b>SPEA-L 622</b> Local Economic Development	
<b>SPEA-R 512</b> Climate Law and Policy	
<b>SPEA-R 516</b> Sustainable Agriculture and Environmental Governance	
<b>SPEA-R 517</b> Environmental Justice	
<b>SPEA-R 532</b> Water Policy and Economics	<b>R: V517</b>
<b>SPEA-R 535</b> International Environmental Policy	
<b>SPEA-R 563</b> Sustainability in a Tri-Sectoral World	
<b>SPEA-R 590</b> Energy Policy from a Nation-State Perspective	<b>R: E574</b>
<b>SPEA-R 625</b> Environmental Economics and Policy	<b>P: V517</b>
<b>SPEA-R 643</b> Natural Resource Management and Policy	
<b>SPEA-R 674</b> Energy Economics and Policy	<b>P: V517</b>
<b>SPEA-S 515</b> Sustainable Communities	
<b>SPEA-S 596</b> Sustainable Development	
<b>SPEA-V 527</b> Urban Sustainability	Note: IUPUI course, permission required.
<b>SPEA-V 550</b> Food Policy in a Changing World	
<b>SPEA-V 559</b> Principles and Practices of Social Entrepreneurship	
<b>SPEA-X 511/</b> Human Behavior and Energy <b>SPEA-E 501</b> Consumption	

**Natural Environment:**

	<b>P=Prerequisite, C=Corequisite, &amp; R=Recommendations</b>
<b>SPEA-E 460</b> Fisheries and Wildlife Management	<b>P: E272</b> or <b>H316</b> , or any biology course *Will be listed as E563 Wildlife Management in future years.
<b>SPEA-E 517</b> BMP Design for Healthy Urban Watersheds	<b>R: E545</b>
<b>SPEA-E 522</b> Urban Forest Management	
<b>SPEA-E 528</b> Forest Ecology and Management	
<b>SPEA-E 534</b> Restoration Ecology	<b>P: E527</b> or <b>E540</b> or permission of instructor



**Natural Environment: (continued)**

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

**Environmental Protection:**

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

**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:

	<b>P=Prerequisite, C=Corequisite, &amp; R=Recommendations</b>
<b>SPEA-E 529</b> Application of Geographic Information Systems	<b>P: E518</b> , or other introductory GIS course with lab, or equivalent practical experience
<b>SPEA-M 547</b> Negotiation and Dispute Resolution for Public Affairs	
<b>SPEA-P 507</b> Data Analysis and Modeling for Public Affairs	<b>P: E538</b> or <b>V506</b>
<b>SPEA-P 541</b> Benefit-Cost Analysis	<b>P: V517</b> or consent of instructor
<b>SPEA-P 562</b> 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 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.**

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 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.

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

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

Courses in economics, management, and policy permit MSES students to understand and discuss their science in terms of its implementation and social impact. These skills are particularly useful in communicating science to the public and to decision makers; discussions with advisors, including the program director, may be appropriate. The course list below includes many of the most commonly used courses, but other courses may be approved by an advisor, including appropriate topics courses (E555 and V550).

	<b>P=Prerequisite, C=Corequisite, &amp; R=Recommendations</b>
<b>SPEA-E 543</b> Environmental Management	
<b>SPEA-R 535</b> International Environmental Policy	
<b>SPEA-R 625</b> Environmental Economics and Policy	<b>P: V517</b>
<b>SPEA-R 643</b> Natural Resource Management and Policy	
<b>SPEA-R 645</b> Environmental Law	
<b>SPEA-S 596</b> Sustainable Development	
<b>SPEA-V 517</b> Public Management Economics	

### **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).

	<b>P=Prerequisite, C=Corequisite, &amp; R=Recommendations</b>
<b>SPEA-E 502</b> Water Quality Modeling	<b>R: E526</b> or comfortable with applying equations
<b>SPEA-E 518</b> Vector-based Geographic Information Systems	
<b>SPEA-E 529</b> Application of Geographic Information Systems	<b>P: E518</b> , or other introductory GIS course with lab, or equivalent practical experience
<b>SPEA-E 554</b> Groundwater Flow Modeling	
<b>SPEA-E 555</b> Introduction to Coding for Environment and Policy (1 cr.)	
<b>SPEA-E 555</b> Python Programming for Environment and Policy (1 cr.)	
<b>SPEA-E 555</b> Using R for Environment and Policy (1 cr.)	<b>P: E555</b> Intro to Coding for Env. and Pol.
<b>SPEA-E 560</b> Environmental Risk Analysis	<b>P: E538, V506</b> , or consent of instructor. A firm foundation in math and/or science is useful.
<b>SPEA-P 507</b> Data Analysis and Modeling for Public Affairs	<b>P: E538</b> or <b>V506</b>
<b>SPEA-P 539</b> Management Science for Public Affairs	<b>P: E538</b> or <b>V506</b>
<b>SPEA-P 541</b> Benefit-Cost Analysis	<b>P: V517</b> or consent of instructor
<b>SPEA-P 562</b> Public Program Evaluation	

### **MSES Requirement IV: Concentration (Typically 15 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:

1. **Internship** – Students who wish to complete an internship must seek counsel in the Career Hub (SPEA 200 or [oneillcareerhub.indiana.edu](http://oneillcareerhub.indiana.edu)) before it begins. The Career Hub will provide details concerning eligibility, procedures, and required paperwork.
  - A. **Internship with course credit (1-6 credit hours)** – To satisfy the MSES experiential requirement, while also earning up to six course credits, students may register (as well as pay tuition and fees) for one 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. The first credit hour is received for working 120 hours and each credit hour thereafter is earned by working an additional 80 hours. To obtain credit, students must complete the proper paperwork 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.” Students will not be granted academic credit for internships that have been completed in the past.
  - B. **Internship without course credit (0 credit hours)** – Registration for course credit is not required. However, an internship must still be approved before it begins and all necessary paperwork must still be completed during an internship in order to fulfill the experiential requirement. Students must work at least 120 hours in an internship in order to fulfill the experiential requirement.
  - C. **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](mailto:agoneill@indiana.edu) for any questions or inquiries.

2. **Research Project** – Students may conduct research on selected topics in order to satisfy the MSES experiential requirement. This option requires students to seek out their own research project in coordination with a faculty member and requires special approval by the program director to fulfill the experiential component. Additionally, students who wish to complete a research internship must seek counsel in the Career Hub (SPEA 200 or [oneillcareerhub.indiana.edu](http://oneillcareerhub.indiana.edu)) before it begins. The Career Hub will provide details concerning eligibility, procedures, and required paperwork. Research internships will be registered as SPEA-E 589. See guidelines above for rules regarding credit hour options.
3. **Thesis Project** – Students completing the MSES Thesis Concentration automatically complete the MSES experiential requirement.
4. **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](mailto:oneillrc@indiana.edu)) so they may be advanced to the appropriate Faculty Program Director for review and potential award of credit. Applications for PE must be submitted **within the first 24 credit hours** or they will be denied. 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:

	<b>P=Prerequisite, C=Corequisite, &amp; R=Recommendations</b>
<b>*SPEA-E 460</b> Fisheries & Wildlife Management	<b>P: E272 or H316</b> , or any biology course *Will be listed as E563 Wildlife Management in future years.
<b>*SPEA-E 461</b> Fisheries & Wildlife Management Laboratory	Note: Contrary to Bulletin, no pre or corequisites for graduate students. Email <a href="mailto:oneillrc@indiana.edu">oneillrc@indiana.edu</a> for permission to enroll. *Will be listed as E561 Wildlife Techniques in future years.
<b>SPEA-E 528</b> Forest Ecology and Management	
<b>SPEA-E 540</b> Wetlands Ecology and Management (4 cr.)	
<b>SPEA-E 546</b> Stream Ecology	<b>P: E556</b> or permission of instructor. Carries capstone credit for MSES and MPA-MSES.
<b>SPEA-E 555</b> Plants and Plant Communities	
<b>SPEA-E 556</b> Limnology (4 cr.)	<b>R:</b> undergraduate courses: general biology, general chemistry with lab
<b>*+BIOL-B 300</b> Vascular Plants	
<b>*+BIOL-L 376</b> Biology of Birds	

*<sup>+</sup>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.*

*<sup>\*+</sup>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:

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

**\*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**  
(15 credit hours)

The MSES Energy concentration trains students in the scientific and technological aspects of energy generation, utilization, and impacts of these practices. Additional courses include energy economics and policy, climatology/meteorology and GIS. 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: (6 credit hours)**

The following **two** courses are required.

	<b>P=Prerequisite, C=Corequisite, &amp; R=Recommendations</b>
<b>SPEA-E 574</b> Energy Systems	
<b>SPEA-R 674</b> Energy Economics and Policy	<b>P: V517</b>

**ELECTIVES: (9 credit hours)**

Select **three** of the following courses.

	<b>P=Prerequisite, C=Corequisite, &amp; R=Recommendations</b>
<b>SPEA-E 505</b> Renewable and Nuclear Energy	<b>R: E574</b>
<b>SPEA-E 515</b> Fundamentals of Air Pollution	<b>R: E536</b>
<b>SPEA-E 591</b> Climate Change Impacts on Natural Resources	<b>P:</b> grad course in ecology, envl. policy or envl. management or a waiver of one of these
<b>*GEOG-G 532</b> Physical Climatology	
<b>*GEOG-G 544</b> Climate Change Impacts	
<b>*EAS-G 534</b> Atmospheric Dynamics II: Synoptic to Global Scale	
<b>*EAS-A 547</b> Atmospheric Instrumentation	
<b>*EAS-G 564</b> Atmospheric Dynamics I: Boundary-Layer Meteorology	
<b>*EAS-G 571</b> Principles of Petroleum Geology	<b>P: EAS-G 323</b> or consent of instructor
<b>*EAS-G 576</b> Climate Change	
<b>*EAS-G 587</b> Organic Geochemistry	

**\*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):**

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

#### **Toxicology (select one):**

	<b>P=Prerequisite, C=Corequisite, &amp; R=Recommendations</b>
<b>SPEA-E 514</b> Changing Landscape of Toxic Chemical Regulation	
<b>SPEA-E 520</b> Environmental Toxicology	

#### **Risk Analysis:**

	<b>P=Prerequisite, C=Corequisite, &amp; R=Recommendations</b>
<b>SPEA-E 560</b> Environmental Risk Analysis	<b>P: E538, V506</b> , 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.

	<b>P=Prerequisite, C=Corequisite, &amp; R=Recommendations</b>
<b>SPEA-E 502</b> Water Quality Modeling	<b>R: E526</b> or comfortable with applying equations
<b>SPEA-E 537</b> Environmental Chemistry Laboratory	<b>P: E536.</b> Requires substitution form.
<b>SPEA-E 542</b> Hazardous Materials	
<b>SPEA-E 554</b> Groundwater Flow Modeling	
<b>SPEA-E 562</b> Solid and Hazardous Waste Management	
<b>*EAS-A 547</b> Atmospheric Instrumentation	
<b>*EAS-G 587</b> Organic Geochemistry	

**\*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):**

	<b>P=Prerequisite, C=Corequisite, &amp; R=Recommendations</b>
<b>SPEA-E 502</b> Water Quality Modeling	<b>R: E526</b> or comfortable with applying equations
<b>SPEA-E 539</b> Aquatic Chemistry	<b>R: E536</b>
<b>SPEA-E 554</b> Groundwater Flow Modeling	
<b>SPEA-E 555</b> Watershed Hydrology	
<b>*GEOG G-551</b> Physical Hydrology	
<b>*EAS-G 544</b> Methods in Analytical Geochemistry	

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

	<b>P=Prerequisite, C=Corequisite, &amp; R=Recommendations</b>
<b>SPEA-E 516</b> Fisheries Management (2 cr.)	
<b>SPEA-E 540</b> Wetlands Ecology and Management (4 cr.)	
<b>SPEA-E 546</b> Stream Ecology	<b>P: E556</b> or permission of instructor. Carries capstone credit.
<b>SPEA-E 556</b> Limnology (4 cr.)	<b>R:</b> 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.

	<b>P=Prerequisite, C=Corequisite, &amp; R=Recommendations</b>
<b>SPEA-E 460</b> Fisheries & Wildlife Management	<b>P: E272</b> or <b>H316</b> , or any biology course
<b>SPEA-E 461</b> Fisheries & Wildlife Management Laboratory	Note: Contrary to Bulletin, no pre or corequisites for graduate students. Email <a href="mailto:oneillrc@indiana.edu">oneillrc@indiana.edu</a> for permission to enroll.
<b>SPEA-E 504</b> Sustainable River Management	
<b>SPEA-E 517</b> BMP Design for Healthy Urban Watersheds	<b>R: E545</b>
<b>SPEA-E 534</b> Restoration Ecology	<b>P: E527</b> or <b>E540</b> or permission of instructor
<b>SPEA-E 545</b> Lake and Watershed Management	
<b>SPEA-E 557</b> Conservation Biology	<b>P: E527</b> or waiver of E527
<b>SPEA-E 591</b> Climate Change Impacts on Natural Resources	<b>P: grad</b> course in ecology, envl. policy or envl. management or a waiver of one of these
<b>GEOG-G 567</b> 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](mailto: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](mailto: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.

### **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 the requirements for the MPA-MSES degree (Option 2 of Dual MPA-MSES Concentrations page). Alternatively, students may choose to complete an entire MPA concentration (Option 3 of Dual MPA-MSES Concentrations page), although the thesis process is demanding, and completing two concentrations may be difficult.

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 would not register it with the Career Hub.



## **Dual MPA-MSES Program Requirements (60 credit hours)**

### **Program Description**

All dual MPA-MSES students must take the 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. 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:

	<b>P=Prerequisite, C=Corequisite, &amp; R=Recommendations</b>
<b>SPEA-E 538</b> 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.
<b>SPEA-E 543</b> 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.
<b>SPEA-V 512</b> Public Policy Process <b>OR</b> <b>SPEA-V 538</b> Comparative and International Policy Process	
<b>SPEA-V 517</b> Public Management Economics	
<b>SPEA-V 532</b> Social Equity and Justice	1.5 credits
<b>SPEA-V 536</b> Rights and Responsibilities: How Law Shapes Public Affairs	1.5 credits
<b>SPEA-V 537</b> Designing and Managing Complex Projects	1.5 credits
<b>SPEA-V ***</b> Evidence-Based Decision-Making	1.5 credits

\*\*\*During the 2022-2023 academic year, core courses may appear in the Student Center as SPCN-V 550 Topics. Please ensure you are attentive to the course titles. The corresponding title will fulfill the core course requirement.

**MPA-MSES Requirement II: Environmental Science Core Courses (12 credit hours)<sup>1</sup>**

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.**

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

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

Each student may select one of the concentrations 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 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:

1. **Internship** – Students who wish to complete an internship must seek counsel in the Career Hub (SPEA 200 or [oneillcareerhub.indiana.edu](http://oneillcareerhub.indiana.edu)) before it begins. The Career Hub will provide details concerning eligibility, procedures and required paperwork.
  - A. **Internship with course credit (1-6 credit hours)** – To satisfy the dual MPA-MSES experiential requirement, while also earning up to six course credits, students may register (as well as pay tuition and fees) for one 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. The first credit hour is received for working 120 hours, and each credit hour thereafter is earned by working an additional 80 hours.

To obtain credit, students must complete the proper paperwork 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.” Students will not be granted academic credit for internships that have been completed in the past.

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

- B. **Internship without course credit (0 credit hours)** – Registration for course credit is not required. However, an internship must still be approved before it begins and all necessary paperwork must still be completed during an internship in order to fulfill the experiential requirement. Students must work at least 120 hours in an internship in order to fulfill the experiential requirement.
- C. **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](mailto:agoneill@indiana.edu) for any questions or inquiries.

2. **Research Project** – Students may conduct research on selected topics in order to satisfy the MPA-MSES experiential requirement. This option requires students to seek out their own research project in coordination with a faculty member and requires special approval by the program director to fulfill the experiential component. Additionally, students who wish to complete a research internship must seek counsel in the Career Hub (SPEA 200 or [oneillcareerhub.indiana.edu](http://oneillcareerhub.indiana.edu)) before it begins. The Career Hub will provide details concerning eligibility, procedures, and required paperwork. Research internships will be registered as either SPEA-V 585 or SPEA-E 589. See guidelines above for rules regarding credit hour options.
3. **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.

4. **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](mailto:oneillrc@indiana.edu)) so they may be advanced to the appropriate Faculty Program Director for review and potential award of credit. Applications for PE must be submitted **within the first 24 credit hours** or they will be denied. 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.

#### **MPA-MSES Requirement VI: Leadership Series (0 credit hours)**

Students will complete a 4-week seminar on personal leadership development. By the end of the series, students will construct a point of view on leadership and will build tools to help them manage themselves throughout their careers. Students should plan to enroll in the series before their requisite internship. Students should confer with their advisor(s) prior to registration each term to ensure they are making progress toward completing all degree requirements.

## **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 core courses (E543, V517, V540, F560, V600) to count as part of your MPA credit hour requirements. R674 Energy Economics and Policy, which is part of the MSES Energy concentration, may double count as an MPA concentration course. 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.

**Energy**  
(24 credits)

The Energy concentration prepares students to contribute to the areas of energy generation, use and impact, focus on energy policies, behaviors, and technologies and their socioeconomic and environmental consequences. Dual degree students may expect content that includes full integration of economics, policy, science and technology, energy systems, and the application of qualitative and quantitative methods in community settings.

**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.

	<b>P=Prerequisite, C=Corequisite, &amp; R=Recommendations</b>
<b>SPEA-E 574</b> Energy Systems	
<b>SPEA-R 674</b> Energy Economics and Policy	<b>P: V517</b>

**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)**

	<b>P=Prerequisite, C=Corequisite, &amp; R=Recommendations</b>
<b>SPEA-E 505</b> Renewable and Nuclear Energy	<b>R: E574</b>
<b>SPEA-E 515</b> Fundamentals of Air Pollution	<b>R: E536</b>
<b>SPEA-E 591</b> Climate Change Impacts on Natural Resources	<b>P:</b> grad course in ecology, envl policy or envl mgt or waiver of one of these
<b>*GEOG-G 532</b> Physical Climatology	
<b>*GEOG-G 544</b> Climate-Change Impacts	
<b>*EAS-G 576</b> Climate Change	
<b>*EAS-G 587</b> Organic Geochemistry	

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

	<b>P=Prerequisite, C=Corequisite, &amp; R=Recommendations</b>
<b>SPEA-E 501/</b> Human Behavior and Energy	
<b>SPEA-X 511</b> Consumption	
<b>SPEA-P 541</b> Benefit-Cost Analysis	<b>P: V517</b> or consent of instructor
<b>SPEA-P 562</b> Public Program Evaluation	
<b>SPEA-R 512</b> Climate Law and Policy	
<b>SPEA-R 521</b> Domestic Environmental Policy	
<b>SPEA-R 533</b> Public Natural Resources Law	<b>R: V540</b> (before or during)
<b>SPEA-R 535</b> International Environmental Policy	
<b>SPEA-R 563</b> Sustainability in a Tri-Sectoral World	
<b>SPEA-R 564</b> Environmental and Natural Resource Policy Design and Implementation	<b>P: V517</b>
<b>SPEA-R 590</b> Energy Policy from a Nation-State Perspective	<b>R: E574</b>
<b>SPEA-R 625</b> Environmental Economics and Policy	<b>P: V517</b>
<b>SPEA-R 626</b> Energy Justice and Policy Seminar	<b>P: E574</b>
<b>SPEA-R 643</b> Natural Resource Management and Policy	
<b>SPEA-R 645</b> Environmental Law	
<b>SPEA-S 596</b> Sustainable Development	
<b>*LAW-L 644/</b> Energy Law and Policy	
<b>SPEA-V 550</b>	

**\*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.

	<b>P=Prerequisite, C=Corequisite, &amp; R=Recommendations</b>
<b>SPEA-E 460</b> Fisheries and Wildlife Management	*Will be listed as E563 Wildlife Management in future years.
<b>SPEA-E 515</b> Fundamentals of Air Pollution	<b>R: E536</b>
<b>SPEA-E 516</b> Fisheries Management	2 credits
<b>SPEA-E 520</b> Environmental Toxicology	(Or <b>SPEA-E 410</b> Introduction to Environmental Toxicology with permission of Faculty Program Director)
<b>SPEA-E 528</b> Forest Ecology and Mgmt.	
<b>SPEA-E 530</b> Fundamentals of Sustainable Agriculture	
<b>SPEA-E 539</b> Aquatic Chemistry	<b>R: E536</b>
<b>SPEA-E 540</b> Wetlands Ecology and Management (4 cr.)	
<b>SPEA-E 542</b> Hazardous Materials	
<b>SPEA-E 545</b> Lake and Watershed Management	
<b>SPEA-E 550</b> Soil Science and Management	
<b>SPEA-E 562</b> Solid and Hazardous Waste Management	



**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:**

	<b>P=Prerequisite, C=Corequisite, &amp; R=Recommendations</b>
<b>SPEA-E 502</b> Water Quality Modeling	<b>R: E526</b> or comfortable with applying equations
<b>SPEA-E 514</b> Changing Landscape of Toxic Chemical Regulation	
<b>SPEA-E 534</b> Restoration Ecology	<b>P: E527</b> or <b>E540</b> or permission of instructor
<b>SPEA-E 550</b> Soil Science and Management	<b>R: one semester of college chemistry</b>
<b>SPEA-E 554</b> Groundwater Flow Modeling	
<b>SPEA-E 555</b> Conservation Planning	
<b>SPEA-E 557</b> Conservation Biology	<b>P: E527</b> or waiver of E527
<b>SPEA-E 564</b> Organic Pollutants: Environmental Chemistry and Fate	<b>R: E536</b> or undergraduate organic chemistry
<b>SPEA-E 574</b> Energy Systems	
<b>SPEA-E 591</b> Climate Change Impacts on Natural Resources	<b>P: grad course in ecology, env. policy or env. management or a waiver of one of these</b>

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

	<b>P=Prerequisite, C=Corequisite, &amp; R=Recommendations</b>
<b>SPEA-E 512</b> Risk Communication	
<b>SPEA-R 512</b> Climate Law and Policy	
<b>SPEA-R 513</b> Wildlife Law	<b>R: V540</b> (before or during)
<b>SPEA-R 516</b> Sustainable Agriculture and Environmental Governance	
<b>SPEA-R 521</b> Domestic Environmental Policy	
<b>SPEA-R 531</b> Water Law	
<b>SPEA-R 532</b> Water Policy and Economics	<b>R: V517</b>
<b>SPEA-R 533</b> Public Natural Resource Law	<b>R: V540</b> (before or during)
<b>SPEA-R 563</b> Sustainability in a Tri-Sectoral World	
<b>SPEA-R 564</b> Environmental and Natural Resource Policy Design and Implementation	<b>P: V517</b>

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

	<b>P=Prerequisite, C=Corequisite, &amp; R=Recommendations</b>
<b>SPEA-R 625</b> Environmental Economics and Policy	<b>P: V517</b>
<b>SPEA-R 643</b> Natural Resource Management and Policy	
<b>SPEA-R 645</b> Environmental Law	
<b>SPEA-R 674</b> Energy Economics and Policy	<b>P: V517</b>
<b>SPEA-V 550</b> Food Policy in a Changing World	

**Group III – Tools Electives:**

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

## **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.

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

### **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)**

	<b>P=Prerequisite, C=Corequisite, &amp; R=Recommendations</b>
<b>SPEA-E 502</b> Water Quality Modeling	<b>R: E526</b> or comfortable with applying equations
<b>SPEA-E 515</b> Fundamentals of Air Pollution	<b>R: E536</b>
<b>SPEA-E 539</b> Aquatic Chemistry	<b>R: E536</b>
<b>SPEA-E 554</b> Groundwater Flow Modeling	
<b>SPEA-E 555</b> Fluid Mechanics	
<b>SPEA-E 564</b> Organic Pollutants: Environmental Chemistry and Fate	<b>R: E536</b> or undergraduate organic chemistry

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

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

**Group III – Tools and Methods Electives:**

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

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**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:

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

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

	<b>P=Prerequisite, C=Corequisite, &amp; R=Recommendations</b>
<b>SPEA-R 516</b> Sustainable Agriculture and Environmental Governance	
<b>SPEA-R 519</b> Food Systems and Community Resilience	
<b>SPEA-V 550</b> 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

	<b>P=Prerequisite, C=Corequisite, &amp; R=Recommendations</b>
<b>SPEA-E 518</b> Vector-based Geographic Information Systems	
<b>SPEA-E 520</b> Environmental Toxicology	
<b>SPEA-E 528</b> Forest Ecology and Management	
<b>SPEA-E 539</b> Aquatic Chemistry	<b>R: E536</b>
<b>SPEA-E 540</b> Wetland Ecology and Management	
<b>SPEA-E 545</b> Lake and Watershed Management	

**Electives: (continued)**

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

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

**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:**

	<b>P=Prerequisite, C=Corequisite, &amp; R=Recommendations</b>
<b>SPEA-E 502</b> Water Quality Modeling	<b>R: E526</b> or comfortable with applying equations
<b>SPEA-E 539</b> Aquatic Chemistry	<b>R: E536</b>
<b>SPEA-E 554</b> Groundwater Flow Modeling	
<b>SPEA-E 555</b> Fluid Mechanics	
<b>*EAS-G 690</b> Fluvial Processes and Sediment Transport	<b>P: SPEA-E 555 Fluid Mechanics</b>
<b>*GEOG-G 551</b> Physical Hydrology	

## Group I – Water Science Electives (continued)

### Ecology and Management:

	<b>P=Prerequisite, C=Corequisite, &amp; R=Recommendations</b>
<b>SPEA-E 460</b> Fisheries and Wildlife Management	<b>P:</b> E272 or H316, or any biology course. *Will be listed as E563 Wildlife Management in future years.
<b>SPEA-E 461</b> Fisheries and Wildlife Management Lab	<b>Note:</b> No pre or corequisites for grad students. Email <a href="mailto:oneillrc@indiana.edu">oneillrc@indiana.edu</a> for permission. *Will be listed as E561 Wildlife Techniques in future years.
<b>SPEA-E 504</b> Sustainable River Management	
<b>SPEA-E 517</b> BMP Design for Healthy Urban Watersheds	<b>R: E545</b>
<b>SPEA-E 540</b> Wetlands Ecology and Management (4 cr.)	
<b>SPEA-E 545</b> Lake and Watershed Mgmt.	
<b>SPEA-E 546</b> Stream Ecology	<b>P: E556</b> or permission of instructor. Carries capstone credit for MPA-MSES.
<b>SPEA-E 550</b> Soil Science and Management	<b>R:</b> one semester of college chemistry



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

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

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

**REQUIREMENTS – Executive Pathway: (15 credit hours)**

The following courses are required:

<b>BUEX-V 595</b>	The Value Chain in Healthcare	3 credits
<b>BUEX-V 596</b>	Accounting for Execs in the Life Sciences 1	1.5 credits
<b>BUEX-V 596</b>	Accounting for Execs in the Life Sciences 2	1.5 credits
<b>BUEX-V 597</b>	Strategic Financial Management	3 credits
<b>BUEX-V 598</b>	Marketing Management & Strategy in Life Sciences	3 credits
<b>BUKD-X 574</b>	Career Design and Development	1.5 credits
<b>BUS-Z 590</b>	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:

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

<b>SPEA-H 525</b>	Health Economics for Policy and Management	3 credits
<b>SPEA-H 549</b>	Health Policy	3 credits
<b>SPEA-H 600</b>	Capstone	3 credits

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

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

<b>SPEA-H 524</b>	Healthcare Industry Regulation	3 credits
<b>SPEA-H 526</b>	Healthcare Finance	3 credits
<b>SPEA-V 506</b>	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.

<b>SPEA-M 547</b>	Negotiation and Dispute Resolution	3 credits
<b>SPEA-N 522</b>	Human Resource Management in Nonprofit Organizations	3 credits
<b>SPEA-N 525</b>	Management in the Nonprofit Sector	3 credits
<b>SPEA-N 557</b>	Proposal Development and Grant Administration	3 credits
<b>SPEA-P 507</b>	Data Analysis and Modeling for Public Affairs	3 credits
<b>SPEA-P 562</b>	Public Program Evaluation	3 credits
<b>SPEA-V 535</b>	Managing and Leading Public Affairs	3 credits
<b>SPEA-H 585</b>	Practicum 1	3 credits
<b>SPEA-H 586</b>	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 (MPA-MAFE)
- MAAA-Master of Museum and Heritage Studies at ANU (MPA-MMHS at ANU)

### 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://bulletin.iu.edu/iu/spea/2021-2022/>.
2. MPA-dual degree students must complete the core (18-21 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](mailto: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/2021-2022/>

- 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

## **O'Neill Online Graduate Programs**

**Faculty Program Director:** Dr. Sanya Carley, 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](https://students.oneill.indiana.edu) > **Masters**. The Current Student Portal is a secure platform for current O'Neill students where login is required.

### **Academic Exceptions for MES, MIA, MPA, MPA-MSES, MSES, & MSHM Students**

#### **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.

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.

Students should include:

- Course Information
  - Course description for courses taken on an IU campus
  - Syllabus for non-IU courses
- Compelling rationale for taking the course outside of the program
- Explanation of how it will be comparable or better suited to their program.

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.

Please fill out the following sections of the UGS Substitution/Waiver form:

- Student Information
  - Note: Please fill in "Graduate Faculty Advisor's IU Network ID" with your Faculty Program Director's IU username.
- First Major
  - Note: Please do NOT fill out Second Major or Minors sections, even if you are MAAA-MPA. This form only requires MAAA information.
- Information on Substitution or Waiver Request
  - If requesting a waiver of the internship or practicum requirement, please include a clear statement of the amount of time worked in the relevant prior position
- Documentation
  - Note: **This section is required for internship or practicum waivers that are based on prior experience.** Please attach a CV/resume and short written description when requesting a waiver, and be sure to click "save note/attachment" before submitting your request. For substitution requests, this section is optional.

## **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](mailto: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 & 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 MPA-MAAA 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.

## **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 returned to the O'Neill Graduate Records Office (SPEA A328 or [oneillrc@indiana.edu](mailto: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.
- Applications for PE must be submitted **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](mailto: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](mailto: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](mailto: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...**

**RULE:** If a graduate student drops and adds hours after the first week of classes, the student will receive a partial refund for the dropped course (75% the second week, 50% the third, 25% the fourth, and 0% thereafter) **and** will pay in full for the added course(s). In addition, the student will receive a grade of “W” for the dropped course. The partial refund will be applied toward the fees for the added course(s). A Late Schedule Change Fee of \$23 will be assessed beginning in the second week of classes for each section dropped. The exception to this rule is the “Even Exchange” policy which only occurs during the second week of classes (see policy below).

**EXAMPLE:** You are a nonresident graduate student enrolled in 9 hours for first semester. You drop a 3-hour class in O’Neill and add a 4-hour class in the University Graduate School during the third week of classes. You will receive a 50% refund of the 3-hour drop and be assessed the full charge of the 4-hour added class. In addition, you will also be assessed \$23 in late program change fees for the dropped course and a grade of “W” will be recorded on your transcript for the O’Neill course.

*\*Fees are set by the University and subject to change. For the latest fee structure, consult the Fee Schedule (<http://bursar.indiana.edu/home/index.php/tuition-fee-rates/>).*

### **“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.
- The dropped class must be a full-term class subject to the 75 percent refund period during the second week of classes.
- 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

See Bursar website for further details:

<https://studentcentral.indiana.edu/register/dropping-adding/late-drop-add.html>

## **Official Master's Probation Policies**

### **Academic Probation**

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. **Students must have 9 completed credits before being placed on academic probation.** After two consecutive semesters on academic probation, a student will be reviewed by their program director(s) for dismissal from their program. Students must be in good academic standing in order to graduate.

### **Financial Aid Probation**

Any student who has received a fellowship from the O'Neill Master's Programs Office (MPO) must maintain a cumulative GPA of **3.400**.\* Falling below the minimum GPA requirement will result in being placed on financial aid probation. Students on financial aid probation must schedule and attend appointments with an O'Neill MPO advisor/staff member.

Two consecutive semesters of failing to meet the 3.400 cumulative GPA threshold may result in the fellowship being revoked. Students may seek clarification on this policy by contacting the Assistant Director of Admissions and Financial Aid. Students must have 9 completed credits before being placed on financial aid probation.

### **Multiple Incompletes**

Students with more than one incomplete on their record must schedule and attend appointments with an O'Neill MPO advisor/staff member, as assigned. A hold will be 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.

### **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 Assistant Director of Admissions and Financial Aid for students with financial aid probation and the Associate Director of Graduate Advising and Student Services for students with academic probation or multiple

incompletes. 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 the student fails to schedule and attend appointments, a hold will be placed on their academic record. This hold will prevent the student from registering for next semester courses. The student will be notified via email when the hold will be placed on their academic record and what steps they need to take to have the hold removed. 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.

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