

2021-2022 CATALOG ADDENDUM – FALL 2021 – DECEMBER 22, 2021

Campus: Online

Program: Master of Arts in Organizational Leadership (MAOL)

Purpose: This addendum provides a comprehensive list of potential elective courses that MAOL students may take in support of their degree completion plan.

Students in the MAOL program may choose three (3) of the following six (6) courses to be taken for elective credit, at 3 credit hours each:

INDS502: Stats

MIO504: Org Dev and Change

MIO520: Workplace Measurement + Performance Management

MIO523: Coaching and Consulting

MIO524: Training Theory

MAOL508: Systems Thinking

Campus: Vancouver

Program: Master of Applied Psychology (MOAP)

Purpose of Addendum - Program Addition: Master of Applied Psychology (MOAP)

MASTER OF APPLIED PSYCHOLOGY (MOAP)

Program Overview

The Master of Applied Psychology Program, a nonclinical degree program, is designed to prepare socially responsible professionals and leaders to devise practical solutions to complex problems within a multitude of public and private sector employment settings. The program incorporates Adler's social justice mission, emphasizing inclusiveness and culturally competent practices that prepare passionate agents of change to meet the ever-evolving needs of dynamic workplace settings and thriving diverse communities. Students will master core competencies in socially responsible practice, applied research, business and community applications, and varied skills for leadership, program management, and cross-cultural communication.

Experienced faculty members will guide students through a rigorous curriculum that focuses on building academic knowledge and developing professional skills. Students will apply real world problem solving and develop solutions which apply the principles of applied psychology and demonstrate a commitment to social justice within a wide variety of environments. Students will also complete a project that will reflect the culmination of their learning and training experiences within the program and will serve

to advance their preparation to contribute to the field.

Graduates of this program will use the knowledge they have gained to implement effective solutions, resolve practical problems, improve the experience of individuals and groups, and participate in their field of interest within a diverse cross-cultural community. Program graduates will be poised to practice and lead within diverse fields and occupations such as Government and Nongovernmental Organizations, Nonprofits, Business and Industry, Healthcare, Human Resource Management, Addictions, Family and Domestic Violence, Public Safety and Emergency Management Systems, and Youth and Older Adult Services.

Admission Requirements

At Adler University, we take great pride in our diverse student body. Students represent a wide range of professional interests, ethnic and cultural backgrounds, and academic and work histories. We admit individuals with a strong record of academic achievement and a commitment to social responsibility.

Applicants to the program must have the following:

- A baccalaureate degree or equivalent from an accredited institution
- A GPA of 3.0 or higher on a 4.0 scale for all undergraduate or graduate coursework
- The equivalent of six semester credit hours in baccalaureate level psychology with a grade of C or better. These courses must include introductory psychology and research methods.

International students, whose first language is not English, are required to receive a score of 88 or better on the iBT (Internet based) TOEFL or 6.5 (overall) on IELTS. Students with IELTS 6.5 overall & 6.0 in reading and writing, or 6.0 overall, with no band below 6.0 are required to successfully complete a 12-week, non-credit Graduate Preparatory Program as a prerequisite for admission into the Master of Applied Psychology Program.

Applicants will be evaluated through a writing sample and an interview as the final step in the application process. Students must complete all coursework required for the program at Adler University Vancouver Campus. The only exceptions to this policy are any courses accepted for transfer credit in accordance with the University's official Transfer Credit Policy. For full details about our admissions requirements, visit adler.edu.

Practicum – Vancouver Campus

Social Justice Practicum (SJP)

In their first year of the MOAP program, students will spend approximately eight to ten hours per week over the course of six months at an approved Social Justice Practicum (SJP) site, and must concurrently enroll in required coursework. A minimum of 200

clock hours of SJP is required. For more information, students should contact the Manager of Community Action & Engagement, Vancouver Campus.

Prerequisite Courses (0 credits)

GPP 500	Effective English Communication	0 cr
GPP 510	Fundamental Research Skills	0 cr
GPP 520	Fundamental Presentation Skills	0 cr

Degree Requirements

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

Core Courses (30 credits)

MOAP 202	Social Justice Practicum I	1 cr
MOAP 203	Social Justice Practicum II	1 cr
MOAP 204	Social Justice Practicum Continuation (as needed)	0 cr
MOAP 500	History & Systems for Applied Psychology	3 cr
MOAP 501	Current Issues & Applications in the Psychological Sciences I	3 cr
MOAP 502	Current Issues & Applications in the Psychological Sciences II	3 cr
MOAP 503	Ethics & Socially Responsible Practice for Applied Psychology	3 cr
MOAP 504	Research Methods in Organization Psychology	3 cr
MOAP 505	Diversity & Individual Differences	3 cr
MOAP 506	Cognitive, Affective & Biological Bases of Behaviour	3 cr
MOAP 507	Community Psychology and Program Evaluation	3 cr
MOAP 508	Project Preparation	1 cr
MOAP 509	Project I	2 cr
MOAP 510	Project II	1 cr
MOAP 511	Project Continuation (as needed)	0 cr

Electives (select one concentration)

Health & Wellness Concentration Courses (9 credits)

MOAP 512	Positive Psychology for Health & Wellness	3 cr
MOAP 513	Mindfulness-Based Approaches to Health & Wellness	3 cr
MOAP 514	Biological Bases for Health & Wellness	3 cr

Gender Studies Concentration Courses (9 credits)

MOAP 515	Theories of Gender & Sexuality	3 cr
MOAP 516	Social and Cultural Co-Evolution of Gender & Sexuality	3 cr
MOAP 517	Social Justice, Gender, Sexuality & the Law	3 cr

Human Resources Concentration Courses (9 credits)

MOAP 518	Strategic Human Resource Management	3 cr
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MOAP 519 Personnel Selection and Assessment	3 cr
MOAP 520 Career Development and Executive Succession	1 cr
MOAP 521 Human Resource Development	1 cr
MOAP 522 Consulting Skills	1 cr

Total Credit Hours = 39

Curriculum Sequence

YEAR ONE

Fall Term

MOAP 500 History & Systems for Applied Psychology	3 cr
MOAP 501 Current Issues & Applications in the Psychological Sciences I	3 cr
MOAP 202 Social Justice Practicum I	1 cr

Term Credits = 7

Spring Term

MOAP 502 Current Issues & Applications in the Psychological Sciences II	3 cr
MOAP 503 Ethics & Socially Responsible Practice for Applied Psychology	3 cr
MOAP 508 Project Preparation	1 cr
MOAP 203 Social Justice Practicum II	1 cr

Term Credits = 8

Summer Term

MOAP 504 Research Methods in Organization Psychology	3 cr
MOAP 505 Diversity & Individual Differences	3 cr
MOAP 506 Cognitive, Affective & Biological Bases of Behaviour	3 cr
MOAP 204 Social Justice Practicum Continuation (as needed)	0 cr

Term Credits = 9

YEAR TWO

Health & Wellness Concentration

Fall Term

MOAP 512 Positive Psychology for Health & Wellness	3 cr
MOAP 507 Community Psychology and Program Evaluation	3 cr
MOAP 509 Project I	2 cr

Term Credits = 8

Spring Term

MOAP 513 Mindfulness-Based Approaches to Health & Wellness	3 cr
MOAP 510 Project II	1 cr

Term Credits = 4

Summer Term

MOAP 514 Biological Bases for Health & Wellness	3 c
MOAP 511 Project Continuation (as needed)	0 cr

Term Credits = 3**Gender Studies Concentration****Fall Term**

MOAP 515 Theories of Gender & Sexuality	3 cr
MOAP 507 Community Psychology and Program Evaluation	3 cr
MOAP 509 Project I	2 cr

Term Credits = 8**Spring Term**

MOAP 516 Social and Cultural Co-Evolution of Gender & Sexuality	3 cr
MOAP 510 Project II	1 cr

Term Credits = 4**Summer Term**

MOAP 517 Social Justice, Gender, Sexuality & the Law	3 cr
MOAP 511 Project Continuation (as needed)	0 cr

Term Credits = 3**Human Resources Concentration****Fall Term**

MOAP 518 Strategic Human Resource Management	3 cr
MOAP 507 Community Psychology and Program Evaluation	3 cr
MOAP 509 Project I	2 cr

Term Credits = 8**Spring Term**

MOAP 519 Personnel Selection and Assessment	3 cr
MOAP 510 Project II	1 cr

Term Credits = 4**Summer Term**

MOAP 520 Career Development and Executive Succession	1 cr
MOAP 521 Human Resource Development	1 cr
MOAP 522 Consulting Skills	1 cr
MOAP 511 Project Continuation (as needed)	0 cr

Term Credits = 3**Total Credit Hours = 39****MOAP New Program – Course Descriptions**

MOAP 202 Social Justice Practicum I

Number of Credits: 1

Course Description:

The SJP is a non-clinical and non-discipline specific experience to help students learn how to work alongside communities as agents of social change. It serves as the catalyst for students to realize and understand their own strengths and responsibility to contribute to social equity. The SJP requirements are to: complete a 6 month, minimum 150 hours, non-clinical practicum at a Centre for Civic Learning and Community Action approved and appointed SJP site, attend all mandatory information sessions, complete hour logs and evaluations, receive a “pass” grade for mid-term and final evaluations from site supervisors, and present at the bi-annual SJP Celebration after the completion of the majority of the required SJP hours.

Students will acquire knowledge about community-based problems and the range of programs and services designed to address these problems; public health approaches, policy development, and implementation; and professional networking. Throughout the process, students are contributing to others in the community on behalf of the degree that is being earned and also the profession to which the degree leads. Students represent the reputation of Adler University through the Social Justice Practicum. They are opening doors for psychology where there may have been a historical void and making it more accessible and less stigmatizing for others to ask for help. Upon graduating, students’ experiences will allow them to demonstrate knowledge, skills, and attitudes that reflect socially responsible practices. As professionals, students’ skill sets will reflect an awareness of the realities that confront our global society and the needs of the individuals in it.

MOAP 203 Social Justice Practicum II

Number of Credits: 1

Course Description:

The SJP is a non-clinical and non-discipline specific experience to help students learn how to work alongside communities as agents of social change. It serves as the catalyst for students to realize and understand their own strengths and responsibility to contribute to social equity. The SJP requirements are to: complete a 6 month, minimum 150 hours, non-clinical practicum at a Centre for Civic Learning and Community Action approved and appointed SJP site, attend all mandatory information sessions, complete hour logs and evaluations, receive a “pass” grade for mid-term and final evaluations from site supervisors, and present at the bi-annual SJP Celebration after the completion of the majority of the required SJP hours.

Students will acquire knowledge about community-based problems and the range of programs and services designed to address these problems; public health approaches, policy development, and implementation; and professional networking. Throughout the

process, students are contributing to others in the community on behalf of the degree that is being earned and also the profession to which the degree leads. Students represent the reputation of Adler University through the Social Justice Practicum. They are opening doors for psychology where there may have been a historical void and making it more accessible and less stigmatizing for others to ask for help. Upon graduating, students' experiences will allow them to demonstrate knowledge, skills, and attitudes that reflect socially responsible practices. As professionals, students' skill sets will reflect an awareness of the realities that confront our global society and the needs of the individuals in it.

MOAP 204 Social Justice Practicum Continuation (as needed)

Number of Credits: 0

Course Description:

The SJP is a non-clinical and non-discipline specific experience to help students learn how to work alongside communities as agents of social change. It serves as the catalyst for students to realize and understand their own strengths and responsibility to contribute to social equity. The SJP requirements are to: complete a 6 month, minimum 150 hours, non-clinical practicum at a Centre for Civic Learning and Community Action approved and appointed SJP site, attend all mandatory information sessions, complete hour logs and evaluations, receive a "pass" grade for mid-term and final evaluations from site supervisors, and present at the bi-annual SJP Celebration after the completion of the majority of the required SJP hours.

Students will acquire knowledge about community-based problems and the range of programs and services designed to address these problems; public health approaches, policy development, and implementation; and professional networking. Throughout the process, students are contributing to others in the community on behalf of the degree that is being earned and also the profession to which the degree leads. Students represent the reputation of Adler University through the Social Justice Practicum. They are opening doors for psychology where there may have been a historical void and making it more accessible and less stigmatizing for others to ask for help. Upon graduating, students' experiences will allow them to demonstrate knowledge, skills, and attitudes that reflect socially responsible practices. As professionals, students' skill sets will reflect an awareness of the realities that confront our global society and the needs of the individuals in it.

MOAP 500 History & Systems for Applied Psychology

Number of Credits: 3

Course Description:

This course will focus on the conceptual origins and evolution of modern ideas in applied psychology with an emphasis on historical and contemporary viewpoints that have influenced and shaped accepted models and systems within the field. Students

will examine major theories, frameworks, and historical influences in relation to the current practice of applied psychology. This course will include a consideration of the early philosophers and the modern integration of theory and applied research. Students will evaluate the social, cultural, political, and scientific contexts that fostered the origins and development of applied psychology and analyze multifaceted issues related to the development of the discipline.

MOAP 501 Current Issues and Applications in the Psychological Sciences I
Number of Credits: 3

Course Description:

This course provides an overview of foundational psychological sciences and the related applications in the field. A broad review of scientific approaches to inquiry, methodological frameworks, professional skills and application will be reviewed in fundamental areas of psychology. These areas include behavioural neuroscience, cognitive development, and social/community. This course will be structured in a modular format with various domain experts providing instruction. Course activities will include workshops and career exploration.

MOAP 502 Current Issues and Applications in the Psychological Sciences II
Number of Credits: 3

Course Description:

This course provides an overview of foundational psychological sciences and the related applications in the field. A broad review of scientific approaches to inquiry, methodological frameworks, professional skills and application will be reviewed in fundamental areas of psychology. These areas include behavioural neuroscience, cognitive development, and social/community. This course will be structured in a modular format with various domain experts providing instruction. Course activities will include workshops and career exploration.

MOAP 503 Ethics & Socially Responsible Practice for Applied Psychology
Number of Credits: 3

Course Description:

This course focuses on establishing and promoting ethical and socially responsible practice within the field of applied psychology. Students will evaluate human rights, welfare, and public health and safety of groups and individuals as these constructs relate to the practice of applied psychology. This course will prepare students to apply socially responsible practice and leadership approaches within a variety of environments and systems. Students will explore foundations and delivery systems for building effective and ethical organizations, groups, and systems. Students will also apply ethical strategies for problem solving, explore best practice models within social

justice focused delivery systems, and evaluate the integration of ethical frameworks in communities and public and private sector systems.

MOAP 504 Research Methods in Organizational Psychology

Number of Credits: 3

Course Description:

This course discusses the assumptions and methods of a range of research designs used in Organizational and Applied Psychology research. A critical assessment is provided of the strengths and weaknesses of different research methods and their application to the study of individual, group and organizational behaviour. Students are expected to generate a statement of a research problem of interest, and then propose how this problem could be investigated through two different methodologies – one qualitative and one quantitative. Preparation of a research question and exploring options to answer this through research is intended to assist students in their eventual completion of the Master's Capstone Project.

MOAP 505 Diversity & Individual Differences

Number of Credits: 3

Course Description:

In this course, students will examine the value and nature of diversity and individual differences within groups, communities, and global environments in contemporary society. This course will explore the meaning and dimensions of diversity from an individual and systems perspective and the various contexts of diversity at the individual, group, domestic, organizational, and global level. Concepts such as power, privilege, individual and group identity, age, gender, sexual orientation, culture, race, ethnicity, religion, socioeconomic status, and health and ability status will be examined. This course will emphasize experiential and theoretical learning, including self-reflection and the exploration of personal identity, so that students may develop and apply culturally and socially responsive skills and attitudes within their personal and professional lives. Research, theoretical frameworks, and models for understanding diversity and identity will be presented throughout the course for personal and professional development and students will integrate diverse perspectives into their personal and professional practice as socially responsible practitioners within the field.

MOAP 506 Cognitive, Affective, & Biological Bases of Behaviour

Number of Credits: 3

Course Description:

This course explores biological bases of behaviour throughout the lifespan with an emphasis on practical applications of current neuroscience research. Students will critically analyze practical situations as they relate to the impact of biological structures and physiological systems on psychological functioning. Students will explore practical applications of research on brain development, learning, memory, mental health

functioning, and developmental and learning capability. This course includes a consideration of the impact of socially responsible practice on the achievement of a healthy lifestyle. Students will critically evaluate the role of neuropsychological intervention and explore the impact of socially responsible practice on the health of individuals and communities.

MOAP 507 Community Psychology and Program Evaluation

Number of Credits: 3

Course Description:

Community Psychology investigates a range of pervasive social justice issues that impact the well-being of individuals and communities. In this course students will study a wide variety of forces and structures in the community which affect the positive growth, development, and functioning of its members. The course offers an exploration of contemporary social policy issues and the social structures and dynamics that create and support inequity, while inviting students to consider their own social positioning as it relates to oppression. The general framework addresses community issues and problems from multiple levels of analysis (person, group, organization, and society), identifying and critical reviewing related programs, program evaluation, and research. Students will acquire knowledge on different types of program evaluation, and research. Students will acquire knowledge on different types of program evaluation and approaches, the development program evaluation indicators and plans, and impact assessments.

MOAP 508 Project Preparation

Number of Credits: 1

Course Description:

This seminar will provide students with an opportunity to meet in a group format with peers and faculty as a part of the comprehensive specialty project advising process. With guidance from faculty members and peers, students will review and discuss their project topics and research methodologies. Students will also learn about the ethical responsibilities related to conducting academic and literature review research. Comprehensive Specialty Project students will develop a topic, plan, and structure for their project.

MOAP 509 Project I

Number of Credits: 2

Course Description:

The Capstone course provides students with a unique opportunity to complete a project that will reflect their learning and training experiences throughout the program. This project will provide students with the ability to communicate socially responsible recommendations and solidify their intended contributions to the field of applied psychology. Students will identify a current or emerging social justice problem within the

field of applied psychology and complete an applied research project that demonstrates their mastery of culturally competent engagement as a practitioner of social justice.

MOAP 510 Project II

Number of Credits: 1

Course Description:

The Capstone course provides students with a unique opportunity to complete a project that will reflect their learning and training experiences throughout the program. This project will provide students with the ability to communicate socially responsible recommendations and solidify their intended contributions to the field of applied psychology. Students will identify a current or emerging social justice problem within the field of applied psychology and complete an applied research project that demonstrates their mastery of culturally competent engagement as a practitioner of social justice.

MOAP 511 Project Continuation (as needed)

Number of Credits: 0

Course Description:

The Capstone course provides students with a unique opportunity to complete a project that will reflect their learning and training experiences throughout the program. This project will provide students with the ability to communicate socially responsible recommendations and solidify their intended contributions to the field of applied psychology. Students will identify a current or emerging social justice problem within the field of applied psychology and complete an applied research project that demonstrates their mastery of culturally competent engagement as a practitioner of social justice.

MOAP 512 Positive Psychology for Health and Wellness

Number of Credits: 3

Course Description:

This course will explore the history, theory, and research methods of positive psychology as it applies to professional settings and the public health sector. Students will be exposed to the methodology in assessment of positive emotions, character strengths, and meaning in life. The course will include an investigation of experiential understanding of positive interventions. Students will have the opportunity to learn how positive approaches may encourage cognitive emotional and character strengths throughout the lifespan.

MOAP 513 Mindfulness-Based Approaches to Health and Wellness

Number of Credits: 3

Course Description:

This course provides an introduction to mindfulness and other meditative and mind-body approaches to counseling. The course focuses on theory, technique, and practice.

No prior experience with meditation is required, though students must be willing to practice selected techniques daily throughout the semester, as meditative and mind-body techniques cannot be learned through description alone. The class will cover a range of approaches, including mindfulness approaches, yoga, and sensorimotor approaches.

MOAP 514 Biological Bases for Health and Wellness

Number of Credits: 3

Course Description:

This course will provide an overview of biological, physiological, and pharmacological foundations for optimal human development and psychological wellbeing. Students will be exposed to different explanatory models of human functioning from a naturalistic and holistic organism perspective. An emphasis will be placed on the influence of attitude, motivation, and choice in maintaining healthy and sustainable lifestyles. Further, this course will offer insight into the individual decision-making process and how using proper self-care supports biological health and wellness. The Bio-Psycho-Social-Spiritual model for health and behavioural wellbeing will be critically examined as it applies to illness management and recovery.

MOAP 515 Theories of Gender and Sexuality

Number of Credits: 3

Course Description:

This course provides an overview of theories related to both gender and sexuality, touching upon foundational frameworks before moving on to more current perspectives. Course materials introduce students to social constructionist and biological notions of gender and use an interdisciplinary lens to explore the ways in which gender identity, gender expression and sexual orientations can be regarded. This course uses feminist, intersectional, queer/ed, social justice-oriented perspectives that allow for discussion about gender as institution and its co-location with other facets of identity such as sexuality, age, (dis)ability, class, race, and ethnicity.

MOAP 516 Social and Cultural Co-Evolution of Gender and Sexuality

Number of Credits: 3

Course Description:

This course examines key terms and debates in the study of gender and sexuality through an intersectional and interdisciplinary lens that uses a global perspective. Course concepts introduce students to shifting definitions and conceptualizations of gender and sexuality, with a focus on materials drawn from several disciplines including sociology, psychology, gender and women's studies, (dis)ability studies, and history. Students will have the opportunity to explore ways to understand both gender identity and sexuality that vary across time, between cultures and subcultures, and in different

societal contexts. This will foster an appreciation of how these understandings may impact/have impacted those individuals whose gender identity and expression or sexual orientation might fall outside of the established norms of dominant culture.

MOAP 517 Social Justice, Gender, Sexuality and the Law

Number of Credits: 3

Course Description:

This course provides a social justice-oriented introduction to the relationship between the law and gender and sexuality. Students will learn how to critique legal texts and the law itself, particularly in relation to both gender and sexuality. Course materials will explore a variety of issues related to gender, sexuality, and the law including workplace discrimination, marriage equality, sexual education, age of consent law, treatment of those marginalized due to their sexual orientations in carceral facilities, and laws regulating public accommodations gender and sexual minorities in carceral facilities, and laws regulating public accommodations, such as "Bathroom Bills." This course uses feminist, intersectional, queer/ed, social justice-oriented perspectives that allow for discussion about how the law intersects with both gender and sexuality.

MOAP 518 Strategic Human Resource Management

Number of Credits: 3

Course Description:

This course provides students with an introduction to human resource management and the role of psychological theory and methodology in promoting strategic utilization and development of human resources in organizations. Current developments in the behavioural sciences as they apply to the business organization are stressed. Applied psychology in the workplace is explored through the study of best practices in the areas of job analysis, performance development recruitment, selection, and training.

MOAP 519 Personnel Selection and Assessment

Number of Credits: 3

Course Description:

This course focused on how to conduct practical and professional psychological assessments for the purpose of personnel selection and development in organizational settings. Students will learn applied psychometric theory and how to evaluate, select, administer, score, interpret, and integrate the findings from the most commonly used psychological assessment techniques in the field of organizational psychology. Students will examine legal and ethical context of personnel selection in Canada. The primary emphasis of the course is placed on behavioural interviewing, personality inventories, cognitive ability tests, vocational interests inventories, works samples, and simulations.

These techniques will be taught in the context of assisting organizations in selecting and developing leaders.

MOAP 520 Career Development and Executive Succession

Number of Credits: 1

Course Description:

This course will prepare students to work within a workforce planning framework to assess and advise on internal candidates' career aspirations and options. Students will also learn the principles of identifying and developing leadership competencies. Students will learn to develop and implement a succession plan for a senior executive team through the use of competency analysis, evaluation of potential, assessment of current skills, and the use of assessment techniques including the development of assessment centers,

MOAP 521 Human Resource Development

Number of Credits: 1

Course Description:

This course will introduce students to core concepts and theories of adult learning and development. In addition, students will be introduced to the principles and practices of training and development. More specifically the focus will be on theories, methodologies, and best practices for designing and implementing effective training programs in organizations. In addition to theory and research, students will be able to develop practical skills through assignment focused on curriculum design, presentation skills development, and application of adult learning and development tools.

MOAP 522 Consulting Skills

Number of Credits: 1

Course Description:

This course is designed to help the student develop "core" management consulting skills. These include relationship skills with internal and external consulting clients and stakeholders, contracting, managing and delivering responses to requests for proposals (RFPs), designing and delivering a training intervention, and the role and expectations of a consultant. The course will provide approaches, surveys, and materials necessary for undertaking and completing management consulting projects successfully.

Conceptual understanding, reflection, on learning and practical advice is offered.