



UNIVERSITY
of the ROCKIES®

Academic Catalog
Supplement
2016-2017

Last updated May 1, 2017

University of the Rockies
1201 16th St., Suite 200
Denver, CO 80202
Toll-free: (866) 621-0124

Table of Contents

Tuition and Fees	1
Errata	5
Course Descriptions	12

Tuition and Fees

Page 60-62

Revision, Effective 4/1/2017

Non-Standard Term Delivery Format (Denver)

Master of Arts in Counseling – All Specializations

Master of Arts in Psychology - Career Management & Counseling, General Psychology, Sport & Performance Psychology Specializations

Doctor of Psychology, Clinical Specialization

The following is a list of tuition and fees applicable to programs and/or courses offered in the non-standard-term delivery format, effective April 1, 2017. Tuition rates and fees may change at any time without prior notice; however, students will not be charged retroactively for tuition and fee increases for coursework already completed or for coursework the students were in the process of completing. Indirect costs which are not billed directly by the University may be found at:

http://www.rockies.edu/admissions/dis_cost.

^ The Dissertation Support Fee is assessed per credit of Dissertation Extension. The fee covers continued administrative support throughout the dissertation process from the assigned dissertation committee. It is the student's responsibility to ensure payment of this fee when it is charged. Payment must be received before transcripts or diplomas can be released. This fee is fully refundable if a student does not attend beyond week one of a course. After this time, the fee becomes non-refundable.

Page 63

Revision, Effective 4/1/2017

Non-Standard Term Delivery Format (Online)

Master of Arts in Counseling – All Specializations

The following is a list of tuition and fees applicable to programs and/or courses offered in the non-standard term online delivery format, effective March 1, 2017. Tuition rates and fees may change at any time without prior notice; however, students will not be charged retroactively for tuition and fee increases for coursework already completed or for coursework the students were in the process of completing. Indirect costs which are not billed directly by the University may be found at:

<http://www.rockies.edu/admissions/3122.htm>.

Tuition:

Full-Time (per term)	\$3,900.00
Half-Time (5 credits or less, per credit)	\$1,300.00

Fees:

Course Materials+ (average per course)	\$200.00
Technology Fee* (per term)	\$100.00
Assessment/Materials Fee	\$50.00
Assessment (Family/Marital)	\$50.00
Assessment (Children and Adolescents)	\$50.00
Counseling Practicum/Internship (per term)	\$1,300.00
Insufficient Funds Fee	\$10.00

Graduation Fee***	\$250.00
Replacement/Duplicate Diploma Fee	\$45.00
Transcripts (electronic)****	\$6.00
Transcripts (paper) ****	\$8.00
One Internship Application Transcript	No Charge
Copies of Education Records (per page)	\$0.50

Page 64-65

Revision, Effective 4/1/2017

Non-Term Delivery Format (Denver Campus)

Master of Arts in Psychology – All Specializations

Master of Arts in Human Services – All Specializations

Master of Arts in Education—All Specialization

Master of Arts in International Leadership

Master of Arts in Human Development – All Specializations

Master of Arts in Public Sociology – All Specializations

Master of Arts in Organizational Development and Leadership – All Specializations

Doctor of Philosophy in Human Services—All specializations

Doctor of Philosophy in Educations – All Specializations

Doctor of Philosophy in Organizational Development and Leadership – All Specializations

Doctor of Psychology – excluding Clinical Specialization

The following is a list of tuition and fees applicable to programs and/or courses offered in the non-term delivery format, effective April 1, 2017. Tuition rates and fees may change at any time without prior notice; however, students will not be charged retroactively for tuition and fee increases for coursework already completed or for coursework the students were in the process of completing. Indirect costs which are not billed directly by the University may be found at:

http://www.rockies.edu/admissions/dis_cost.

Tuition per credit:

Master's Level (5000-6000)	\$699.00
Doctorate Level (7000-8000)	\$882.00

Fees:

Course Materials+ (average per course)	\$200.00
Technology Services Fee*	
Master's	\$750.00
Doctorate	\$950.00
Transportation Fee ++ (per calendar year)	\$282.00
Assessment/Materials Fee Assessment (Doctoral ORG 7101)	\$50.00
In-Residence Workshop Fee**(per workshop; 3 workshops required)	\$500.00
Insufficient Funds Fee	\$10.00
Replacement Student ID Fee	\$14.00

Dissertation Binding - One bound copy is required for graduation and included with the graduation fee. Students are responsible for additional dissertation bindings.	No Charge
Dissertation Support Fee*** (per EDU/HUM/ORG/PSY 8991 credit)	\$500.00
Graduation Fee^	
Master's	\$250.00
Doctoral	\$500.00
Replacement/Duplicate Diploma Fee	\$45.00
Transcript Fee (electronic)^	\$6.00
Transcript Fee (paper)^	\$8.00
Copies of Education Records (per page)	\$0.50

***The Dissertation Support Fee is assessed per credit of Dissertation Extension. The fee covers continued administrative support throughout of the dissertation process from the assigned dissertation committee. It is the student's responsibility to ensure payment of this fee when it is charged. Payment must be received before transcripts or diplomas can be released. This fee is fully refundable if a student does not attend beyond week one of a course. After this time, the fee becomes non-refundable.

Page 66-67

Revision, Effective 4/1/2017

Non-Term Delivery Format (Online)

~~Master's~~ **Master of Arts in Psychology – All Specializations**

~~Master's~~ **Master of Arts in Human Services - All Specializations**

~~Master's in~~ **Master of Arts in Human Development – All Specializations**

~~Master's in~~ **Master of Arts in Organizational Development and Leadership – All Specializations**

~~Master's in~~ **Master of Arts in Education – All Specialization**

~~Master's in~~ **Master of Arts in International Leadership– All Specialization**

~~Master's in~~ **Master of Arts Public Sociology - All Specializations**

~~Doctor of Philosophy in~~ **Human Services—All specialization**

Doctor of Philosophy in Educations – All Sspecializations

Doctor of Philosophy in Organizational Development and Leadership – All Specializations

Doctor of Psychology – All Specializations

The following is a list of tuition and fees applicable to programs and/or courses offered in the non-term delivery format, effective April 1, 2017. Tuition rates and fees may change at any time without prior notice; however, students will not be charged retroactively for tuition and fee increases for coursework already

completed or for coursework the students were in the process of completing. Indirect costs which are not billed directly by the University may be found at:

http://www.rockies.edu/admissions/online_cost.

Tuition per credit:

Master's Level (5000-6000)	\$857.00
Doctorate Level (7000-8000)	\$1,082.00

Fees:

Course Materials+ (average per course)	\$200.00
Technology Services Fee*	
Master's	\$750.00
Doctorate	\$950.00
Assessment/Materials Fee – Assessment (Doctoral ORG 7101)	\$50.00
In-Residence Workshop Fee** (per workshop; 3 workshops required)	\$500.00
Insufficient Funds Fee	\$10.00
Dissertation Binding - One bound copy is required for graduation and included with the graduation fee. Students are responsible for additional dissertation bindings.	No Charge
Dissertation Support Fee*** (per EDU/HUM/ORG/PSY 8991 credit)	\$500.00
Graduation Fee^	
Master's	\$250.00
Doctoral	\$500.00
Replacement/Duplicate Diploma Fee	\$45.00
Transcript Fee (electronic)^	\$6.00
Transcript Fee (paper)^	\$8.00
Copies of Education Records (per page)	\$0.50

***The Dissertation Support Fee is assessed per credit of Dissertation Extension. The fee covers continued administrative support throughout of the dissertation process from the assigned dissertation committee. It is the student's responsibility to ensure payment of this fee when it is charged. Payment must be received before transcripts or diplomas can be released. This fee is fully refundable if a student does not attend beyond week one of a course. After this time, the fee becomes non-refundable.

Page 71

Revision, Effective 5/1/2017

University of the Rockies Alliance Agreement Grant

~~Graduate Students:~~ Students enrolled in a *University of the Rockies degree/graduate* program may be eligible for the University of the Rockies Alliance Agreement Grant. Eligible students include Participating Organizations' employees and/or immediate family members and Participating Organizations' member companies' employees. Grants are only applied to an eligible student's account upon receipt of an approved employment/membership with a Participating Organization, and must provide the University with an approved verification of corporate affiliation.

Grants are applicable to course tuition, and are applied as a percentage of tuition per credit hour. In addition, this grant may also cover the *Technology Fee (non-standard term) or Technology Services Fee (non-term)*. ~~course materials required for an eligible student's first course, including standard shipping costs where applicable, when purchased through University of the Rockies' bookstore or textbook partner. When course materials are available in both electronic format and hard copy, students may opt to purchase a hard copy textbook and are charged the difference in cost, plus~~

shipping. Military students who reside in a forward location may opt for a hard copy textbook at no additional charge.

Approval of eligibility for Alliance Agreement benefits may be combined with an academic scholarship, but will not be combined with any other University of the Rockies scholarship, grant, or tuition waiver while utilizing the Alliance Agreement benefits.

Students who exceed 1430 days of consecutive non-attendance and are not on an approved ~~break~~ ~~Academic Leave~~ will be asked to re-verify ~~re-certify~~ eligibility for the University of the Rockies Alliance Agreement Grant upon return by providing appropriate verification of corporate affiliation.

The University of the Rockies Alliance Agreement Grant is not retroactive.

Page 75

Revision, Effective 8/4/2016

Financial Aid Disbursements

Loan payments are split into five equal disbursements for non-standard term programs and two equal disbursements for non-term programs per Academic Year, generally made by payment period. Payments are delivered to the institution from the Department of Education. The funds are then posted to the student's account ~~during the first~~ *within approximately the first three weeks* of every term for non-standard term students. Funds for non-term students will post to the student's account *within approximately the first three courses* of each academic year (in the first payment period). A second disbursement will post to the student's account once they have reached the midpoint of required weeks and successfully completed credits necessary to complete an academic year. **The student is responsible for any balance that financial aid does not cover and must adhere to the tuition payment policy.**

Page 82

Revision, Effective 9/1/2016

Alumni Tuition Grant

~~Students who graduate from a University of the Rockies or Ashford University degree program and meet admission requirements to enroll in a new degree program at University of the Rockies are eligible for an Alumni Tuition Grant. The Technology Services Fee for non-term degree programs is considered a one-time fee for University of the Rockies non-term students and will be waived for all University of the Rockies or Ashford University graduates enrolling in other University of the Rockies degree programs. Students who qualify for the Alumni Tuition Grant must successfully complete three attempted courses after matriculation into a graduate degree program to remain eligible for the grant. The tuition grant will then be applied to the student's account in the amount of tuition charged for the fourth attempted course. Once the grant is applied to the student's account, a student is not eligible for an additional grant until he/she graduates from another University of the Rockies or Ashford University degree program and meets admissions requirements to enroll in a subsequent degree program.~~

Page 82

Revision, Effective 8/4/2016

Revision, Effective 9/1/2016

AU and UoR Alumni Doctoral Scholarship

Students who graduate from an Ashford University or University of the Rockies degree program and meet admission requirements to

enroll in a new ~~doctoral~~ degree program at University of the Rockies may be eligible for the AU and UoR Alumni ~~Doctoral~~ Scholarship. Prospective students will need to complete the AU and UoR Alumni ~~Doctoral~~ Scholarship Application and meet the requirements listed in the form.

Students awarded this scholarship will receive a waiver of the Technology Services Fee and net tuition costs for every fourth course. The Technology Services Fee for non-term degree programs is considered a one-time fee *or non-standard is charged every term* and will be waived for Ashford University and University of the Rockies graduates enrolling in a University of the Rockies ~~doctoral~~ degree program. Students who qualify for the AU and UoR Alumni ~~Doctoral~~ Scholarship must successfully complete three courses to have the scholarship payments applied. In order to maintain eligibility, scholarship recipients must remain continuously enrolled at the University. ~~Please note dissertation courses are not eligible for scholarship.~~ Once the ~~scholarship grant~~ is applied to the student's account, a student is not eligible for an additional ~~scholarship grant~~ until he/she graduates from another University of the Rockies or Ashford University degree program and meets admission requirements to enroll in a subsequent degree program.

*Please note dissertation courses are not eligible for the scholarship.

Page 82

Addition, Effective 5/1/2017

First Responders Grant

Students enrolled in a University of the Rockies degree program may be eligible for the University of the Rockies First Responders Grant. Eligible students include Domestic U.S. first responders: Federal/State/County – Local Police, Sheriff, Fire, EMTs and paramedics, who are enrolled in one of the following programs; Master of Arts in Psychology or Doctor of Psychology, Criminology and Justice Studies Specialization, Master of Arts in Organizational Development and Leadership, or Doctor of Philosophy in Organizational Development and Leadership.

The grant amount for Master's degree student will equate to 20% of the cost of tuition. The grant amount for Doctoral degree students will equate to 15% of the cost of tuition. In addition, this grant also waives the entire Technology Fee (non-standard term format) or Technology Services Fee (non-term format), and sales tax charged on tuition and fees.

The First Responders Grant is not retroactive, and recipients of this grant are not eligible for the University of the Rockies Military Grant.

To qualify to receive the University of the Rockies First Responders Grant, you must provide one of the following verification documents:

- *Current paycheck stub dated within 30 days;*
- *Employment verification from employer; or*
- *Email from direct supervisor or HR verifying employment sent from a company email address.*

Students who withdraw from the program and resume at a later date will be required to re-verify eligibility for the University of the Rockies First Responders Grant.

Students that exceed 14 days of consecutive non-attendance, and are not on an approved break, will be asked to re-verify eligibility for the University of the Rockies First Responders Grant upon returning by

submitting verification. The University may schedule periods of non-enrollment during which no courses are scheduled. When this occurs, such as during the annual winter break, the non-enrollment period may extend the 14 day limit to include the break.

Page 82

Addition, Effective 4/1/2017

Revision, Effective 5/1/2017

International Diversity Grant

International students who are non-U.S. residents and non-U.S. citizens, and meet admission requirements to enroll in a degree program at University of the Rockies, may be eligible for the International Diversity Grant. Enrolled students will need to complete the International Diversity Grant Application and meet the requirements listed in the form.

Students awarded this grant, and are enrolled in an online non-term program, will receive a waiver of the Technology Services Fee and net tuition costs for every third course, after the successful completion of preceding courses. The Technology Services Fee for non-term degree programs is considered a one-time fee and will be waived for grant recipients. Student who qualify for the International Diversity Grant must successfully complete two courses to have the grant payments applied*

*Students awarded this grant, and are enrolled in the online Master of Arts in Counseling program, will receive a waiver of the Technology Fee and a 20% tuition grant for each course**. The Technology Fee is charged every term and will be waived for grant recipients. ~~For non-standard term degree programs, the Technology Fee is charged every term. Students who qualify for the International Diversity Grant must successfully complete two courses to have the grant payments applied.~~*

In order to maintain eligibility, grant recipients must remain continuously enrolled at the University. The grant will not be applied retroactively if the grant recipient has already started or completed their third course (non-term programs) or first term (Master of Arts in Counseling program).

Eligibility for the International Diversity Grant may be combined with an academic scholarship, but may not be eligible for any other University of the Rockies scholarship, grant, or tuition waiver while utilizing the International Diversity Grant.

**Please note dissertation courses ~~and the Master of Arts in Counseling program~~ are not eligible for this grant.*

***Please note practicum and internship courses are not eligible for this grant.*

Errata

The errata listed below apply to the 2016-2017 University of the Rockies Academic Catalog (effective date July 1, 2016).

Entries below are provided to correct information presented in the original publication of the Catalog. Page numbers are provided to reference where the original entry may be found.

If you have questions related to changes listed, please contact your Student Advisor (online) or Registrar Advising Assistant (Denver or Colorado Springs Campus) for assistance.

Note: Entries may contain excerpts from policies. For the complete policy or statement reference, please refer to the page number associated with each entry.

Page 14

Revision, Effective 2/3/2017

Grade Appeal Procedure

All grades may be appealed in writing within fourteen (14) calendar days after the grade in dispute is granted, through the following procedure:

The student should first discuss his or her concerns with the instructor who issued the grade by appealing to the instructor in writing for reconsideration of the grade.

- If the student is not satisfied with the outcome of appeal to the instructor of the course, students may appeal to the Office of Academic Integrity by submitting a Grade Appeal form to gradeappeals@rockies.edu. Appeals will not be accepted without documentation that the student has made a written appeal to the instructor.
- The Manager of Academic Integrity, working with the ~~Academic Department Chair~~ appropriate Dean for the program level of ~~degree program~~ in which the student is enrolled, is the final decision maker on all grade appeals.

Page 35

Revision, Effective 9/1/2016

Nondiscrimination

Students, staff, or faculty that wish to report a concern or complaint relating to discrimination, misconduct, harassment, violence or retaliation concerning faculty, staff, a student or students may do so by reporting the concern as listed in the following. For complaints alleging discrimination, misconduct, harassment, violence or retaliation based on gender or sex:

Contact the Title IX/SaVE Compliance Officer for University of the Rockies, ~~Francesca Galarraga Michael Hebert, Director of Student Affairs and Strategy Accreditation & Academic Policy Manager~~ at:

Phone: (866) 621-0124, ext. ~~30212~~ 30220

Email: TitleIX@rockies.edu

Mailing Address:

1201 16th Street
Denver, CO 80202

Page 39

Revision, Effective 9/1/2016

Reporting/Filing a Complaint for Title IX Gender/Sex Discrimination

Sexual Misconduct/Harassment is a threat to the entire University community. Members from the University community are strongly encouraged to report all incidents that threaten a student's continued well-being, safety, or security. Complaints from any member of the University community relating to discrimination, misconduct, harassment, domestic violence, dating or other related violence, stalking, or retaliation based on gender or sex concerning a faculty, staff, a student or students should be reported to:

Contact the Title IX/SaVE Compliance Officer for University of the Rockies, ~~Francesca Galarraga Michael Hebert, Director of Student Affairs and Strategy Accreditation & Academic Policy Manager~~ at:

Phone: (866) 621-0124, ext. ~~30212~~ 30220

Email: TitleIX@rockies.edu

Mailing Address:

1201 16th Street
Denver, CO 80202

For Contact Information, please refer to the *Introduction* section of this *Catalog*.

Page 98-99

Revision, Effective 8/4/2016

Revision, Effective 2/3/2017

Repeating Courses

Master's Level Programs

Master's level students who exceed the number of allowable NP, U, and WU grades will be academically dismissed from their program of study. *While all courses and grades remain on a student's transcript, any course with a grade of NP, U, or WU may be excluded from this policy if a subsequent 18 ~~hours~~ credits of coursework with grades of B- or better is completed.*

Doctorate Level Programs

Doctorate level students who exceed the number of allowable C, C+, U, and WU grades will be academically dismissed from their program of study. *While all courses and grades remain on a student's transcript, any course with a C, C+, U, or WU grade may be excluded from this policy if a subsequent 18 ~~hours~~ credits of coursework with grades of B- or better is completed.*

Doctoral level students may earn a maximum of two NP grades in Dissertation and/or Dissertation Extension courses. Students who exceed the number of allowable NP grades in Dissertation and/or Dissertation Extension courses will be academically dismissed from their program of study.

Doctor of Psychology, Clinical Specialization Program:

Doctorate level students who exceed the number of allowable C, C+, NP*, U, and WU grades will be academically dismissed from their program of study. *While all courses and grades remain on a student's transcript, any course with a C, C+, NP, U, or WU grade may be excluded from this policy if a subsequent 30 ~~hours~~ credits of coursework with grades of B- or better is completed.*

**Excludes NP grades earned in Dissertation and Dissertation Extension courses.*

Doctoral level students may earn a maximum of two NP grades in Dissertation and/or Dissertation Extension courses. Students who exceed the number of allowable NP grades in Dissertation and/or Dissertation Extension courses will be academically dismissed from their program of study.

Page 101

Revision, Effective 2/3/2017

Auditing a Course

With written permission of the ~~appropriate Academic Department Chair~~ ~~Chair~~ ~~Dean~~ for the program level and the course instructor, University of the Rockies students and graduates may audit an on-ground course offering for half of the current tuition if they have previously taken the course at University of the Rockies or another approved accredited institution of higher education. An audit of a course is for the purpose of reviewing theoretical material. An audit is not to be used in lieu of taking a course for credit. Although students who audit a course are not expected to take exams or write papers, they are expected to meet all of the attendance requirements and come to class prepared to participate in class discussions in order to receive audit credit. The instructor of record determines whether or not the term "audit" will be added to the student's transcript. No letter grade will be given for a course audit. University of the Rockies does not allow online course auditing due to the accelerated nature of course offerings and the unique nature of the online classroom environment.

Page 102-103

Revision, Effective 2/3/2017

Graduate Programs Credit Maximum Policy

Non-Standard Term programs: MA degree maximum per academic year: 36; PsyD and PhD maximum per academic year: 36

Non-Term programs: MA degree maximum per academic year: 24; PsyD and PhD maximum per academic year: 36

Students may petition in writing to the ~~appropriate Academic Department Chair~~ ~~Chair~~ ~~Dean~~ for the level of program for an increase to the maximum number of credits they may attempt per academic year. The student must obtain written permission from the ~~Academic Chair~~ ~~Chair~~ ~~Dean~~ before the student may register for additional coursework. Students are encouraged to contact their Student Advisor (online) or Registrar Advising Assistant/Financial Aid Specialist (Campus) for advisement regarding scheduling and financial implications prior to petitioning to the ~~Academic Department Chair~~ ~~Chair~~ ~~Dean~~.

Page 109

Revision, Effective 2/3/2017

In-Residence Workshop Schedule Appeal

In-Residence Workshop Schedule Appeals may be submitted in writing to the ~~appropriate Academic Department Chair~~ ~~Chair~~ ~~Dean~~ for the level of program explaining in detail the extenuating circumstances precluding the student from attending the workshop as scheduled. Students may submit only one appeal during the course of their degree program.

Page 115

Revision, Effective 2/3/2017

Directed Study Courses

Directed Study courses are courses with five or fewer students and may involve a student working one-on-one with a faculty member. Directed Study courses are offered when students have been unable to take a course during one of the regularly scheduled course times due to course cancellations, small cohort size, or course scheduling conflicts beyond student control. Ground based students are not eligible for a Directed Study course if they missed the regularly scheduled class because they took an elective class or because they chose not to take the course at the regularly scheduled time. Depending upon faculty availability, students may be eligible to take a Directed Study course if they missed the regularly scheduled class due to health reasons. Ground based students requesting a Directed Study must obtain written approval from the ~~appropriate Academic Chair~~ ~~Chair~~ ~~Dean~~ for the program level prior to seeking permission from a faculty member. Students complete the process by registering for the course with the Registrar's Office.

Page 115

Revision, Effective 2/3/2017

Independent Study

Independent Study courses are developed by the student in conjunction with a faculty member. Students interested in Independent Study should begin by discussing this option with the ~~appropriate Academic Chair~~ ~~Chair~~ ~~Dean~~ for the program level, who will obtain the consent of the instructor who is best qualified to teach the course. The ~~Academic Chair~~ ~~Chair~~ ~~Dean~~ makes the final determination concerning a faculty member's qualifications to teach the course. The instructor develops the course syllabus to meet the student needs and in line with University of the Rockies procedures, and consults on textbook selection. Students will not be allowed to apply more than 9 credits of independent study coursework to a degree.

Page 115

Revision, Effective 2/3/2017

Maximum Course Load

The normal course load at University of the Rockies is six semester credit hours per term. Students may request to take an additional course. In order to do so, a student must petition the ~~appropriate Academic Chair~~ ~~Chair~~ ~~Dean~~ for the program level in which he or she is enrolled and receive written permission. In some cases a student's program may require him or her to take an additional course in a given term. In these cases, students do not need to petition. Students registered for Clinical, Counseling, or Professional Psychology Practicum who wish to register for more than one credit of practicum in a term must obtain permission from the Director of Clinical Training. In no case will a student be allowed to take more than 10 credit hours in one term.

Page 115-116

Revision, Effective 2/3/2017

Non-Standard Term Format Attendance Policy (Ground)

Additional absences may be approved by the ~~appropriate Academic Chair~~ ~~Chair~~ ~~Dean~~ for the program level for the following reasons:

- Documented military duty that resulted in an inability to continue in the course or program^;
- Documented personal or immediate family medical emergency*;

- Documented act of nature;
- Documented death in the immediate family*; or
- Documented temporary severe economic hardship.

Page 120-121, 130

Revision, Effective 8/4/2016

Revision, Effective 2/3/2017

Appeal for Readmission after Dismissal

Students who have been dismissed from the University for failure to meet satisfactory academic progress requirements may appeal to be readmitted. Appeals must be submitted to academic.progress@rockies.edu and will be evaluated by an Appeal Committee made up of the University Registrar or designee and the appropriate ~~Academic Department Chair~~ Dean or designee for the program level who has oversight in the student's program of study. The decision of the committee will be communicated in writing to the student by the Registrar's Office.

The passage of time does not substantiate eligibility for readmission or appeal for readmission, however, students who have experienced mitigating circumstances and have been dismissed from the University for failure to meet satisfactory academic progress requirements and have been denied readmission after an appeal, may submit another appeal to be readmitted after ~~one or more years~~ six (6) months have elapsed since their last appeal. The appeal must meet the previously mentioned criteria and the student must present reasonable evidence that they have the ability to succeed in an academic program due to changed circumstances, experience, and/or successful completion of graduate level credits since the last appeal was submitted.

Page 123

Revision, Effective 2/3/2017

Concurrent Course Registration Policy

Concurrent course registration may occur when the student is fully admitted and has completed his or her first three attempted courses. The cumulative GPA must be 3.00 or higher and must be maintained at 3.00 or higher to continue with concurrent course registration. Payment of concurrent courses is not deferred and must be paid for in advance of the course start date. Concurrent course registration cannot violate progression or prerequisite requirements. At no time may a student attend more than two University of the Rockies courses concurrently in a non-term format, with the exception of practicum.* Concurrent registration in an academic course and practicum is anticipated and does not require prior approval or petition to do so. In unique cases and with prior approval of the ~~appropriate Academic Department Chair~~ Dean for the program level and Faculty Practicum Supervisor, a student may register for concurrent Practicum courses. Students may contact their advisor to request further information.

Dissertation courses may only be taken sequentially and may not be taken simultaneously or in overlapping periods. Students will register for dissertation courses in sequence (one credit per 9-week period). Under extraordinary circumstances beyond the control of the student (e.g., impending deployment or overseas TDY for military personnel or unexpected long-term expatriate relocation for work or with family), students may petition ~~their~~ the appropriate ~~Academic Department Chair~~ Dean for the program level, with the expressed written support of each of their

Dissertation Committee members, for an exception to this policy and enroll for two or more credits of dissertation courses simultaneously.

Page 126

Revision, Effective 5/1/2017

Breaks in Attendance

Students who plan to take a break in attendance of greater than 14 days from their last date of attendance but less than 45 days from ~~their last date of attendance~~ the end of the course they last attended may provide a written confirmation of their intent to return and will not be administratively withdrawn, provided they return as scheduled.

Page 127

Revision, Effective 8/4/2016

Consecutive Course Drops

Students only meeting attendance requirements in the first week of a course for three (3) consecutively enrolled courses at University of the Rockies will be administratively withdrawn for a period of no less than ~~nine (9)~~ six (6) months from the student's last date of attendance. Students who have been withdrawn may appeal this policy by contacting their Student Advisor or ~~Registrar Advising Assistant~~ Registrar Advising Specialist. Appeals will be reviewed by the University Registrar or designee. The outcome of the appeal will be submitted to the student in writing. Students who have an appeal denied will remain administratively withdrawn for a period of no less than ~~nine (9)~~ six (6) months from the student's last date of attendance. Students who have an approved appeal and do not successfully complete their next scheduled course will be withdrawn for a period of no less than ~~nine (9)~~ six (6) months.

Page 133-142

Revision, Effective 9/21/2016

Program Requirements

Master of Arts in Organizational Development and Leadership, Standard Program of Study Specialization

Course		Credits
ORG 6504	Leadership & Management	3
ORG 6523	Teams in Organizations	3
ORG 6503	Organizational Theories & Systems	3
ORG 6506	Leading Organizational Change	3
ORG 6534	Human Resources Management	3
PSY 5610	Psychometrics: Tests & Measurements	3
ORG 6499	Cultural Diversity & Individual Differences	3
RES 5240	Applied Research Methods	3
ORG 6512	Training & Development	3
ORG 6505	Diagnosing Organizations	3
PSY 5420	Principles of Social Psychology	3
ORG 6520	Professional Ethics, Standards of Practice & Law	3
ORG 6511	Introduction to Human Performance Management	3
ORG 6522	Fundamentals of Coaching	3
Total Credits		39

Master of Arts in Organizational Development and Leadership, Corporate Training and E-Learning Specialization

Course		Credits
ORG 6504	Leadership & Management	3
ORG 6523	Teams in Organizations	3
ORG 6503	Organizational Theories & Systems	3
ORG 6506	Leading Organizational Change	3
ORG 6534	Human Resources Management	3

PSY 5610	Psychometrics: Tests & Measurements	3
ORG 6499	Cultural Diversity & Individual Differences	3
RES 5240	Applied Research Methods	3
ORG 6200	Adult Learning & Human Development	3
ORG 6210	Instructional Systems Design	3
EDU 5260	Issues & Trends in Teaching & Learning	3
ORG 6215	E-Learning & Instructional Technology	3
ORG 6520	Professional Ethics, Standards of Practice & Law	3
ORG 6512	Training & Development	3
Total Credits		39

Master of Arts in Organizational Development and Leadership, Innovation and Entrepreneurship Specialization

Course		Credits
ORG 6504	Leadership & Management	3
ORG 6523	Teams in Organizations	3
ORG 6503	Organizational Theories & Systems	3
ORG 6506	Leading Organizational Change	3
ORG 6534	Human Resources Management	3
PSY 5610	Psychometrics: Tests & Measurements	3
ORG 6499	Cultural Diversity & Individual Differences	3
RES 5240	Applied Research Methods	3
ORG 6800	Foundations of Entrepreneurship	3
ORG 6802	Product & Service Development & Management	3
ORG 6805	Financing Development, Innovation & Growth	3
ORG 6807	Marketing & Managing Innovation	3
ORG 6810	Measuring & Managing Innovation	3
ORG 6812	Managing through Growth Stages	3
Total Credits		39

Master of Arts in Organizational Development and Leadership, Organizational Diversity Specialization

Course		Credits
ORG 6504	Leadership & Management	3
ORG 6523	Teams in Organizations	3
ORG 6503	Organizational Theories & Systems	3
ORG 6506	Leading Organizational Change	3
ORG 6534	Human Resources Management	3
PSY 5610	Psychometrics: Tests & Measurements	3
RES 5240	Applied Research Methods	3
ORG 6499	Cultural Diversity & Individual Differences	3
PSY 5420	Principles of Social Psychology	3
ORG 6701	Emotional Intelligence & Diversity	3
ORG 6705	Cross-Cultural Communication	3
ORG 6522	Fundamentals of Coaching	3
ORG 6710	Strategic Diversity Management	3
ORG 6655	Intercultural, Societal & Global Conflict Resolution & Mediation	3
Total Credits		39

Master of Arts in Organizational Development and Leadership, Risk Management Specialization

Course		Credits
ORG 6504	Leadership & Management	3
ORG 6523	Teams in Organizations	3
ORG 6503	Organizational Theories & Systems	3
ORG 6506	Leading Organizational Change	3
ORG 6534	Human Resources Management	3
PSY 5610	Psychometrics: Tests & Measurements	3

ORG 6499	Cultural Diversity & Individual Differences	3
RES 5240	Applied Research Methods	3
ORG 6420	Fundamentals of Risk Management & Organizational Strategy	3
ORG 6423	Leadership's Impact on Organizational Risk Management	3
ORG 6425	Fundamentals of Risk Management Tools & Terminology	3
ORG 6430	Managing Risk in Organizational Change Management	3
ORG 6434	Human Resources & Risk Management	3
ORG 6440	Risk Management in a Global Environment	3
Total Credits		39

Master of Arts in Organizational Development and Leadership, Social Media and Technology Specialization

Course		Credits
ORG 6504	Leadership & Management	3
ORG 6523	Teams in Organizations	3
ORG 6503	Organizational Theories & Systems	3
ORG 6506	Leading Organizational Change	3
ORG 6534	Human Resources Management	3
PSY 5610	Psychometrics: Tests & Measurements	3
ORG 6499	Cultural Diversity & Individual Differences	3
RES 5240	Applied Research Methods	3
ORG 6900	Technology, Communication & Media in Organizations	3
ORG 6902	Effects of Technology Projects in Organizations	3
ORG 6905	Emerging Media & Social Networking in Organizations	3
ORG 6907	Technology Innovation in Organizations	3
ORG 6910	Introduction to Organizational Development Facilitation Using Technology	3
ORG 6912	Current Trends: How Media & Communication Technologies are Transforming Leadership in Organizations	3
Total Credits		39

Master of Arts in Organizational Development and Leadership, Sport, Fitness, and Wellness Management Specialization

Course		Credits
ORG 6504	Leadership & Management	3
ORG 6523	Teams in Organizations	3
ORG 6503	Organizational Theories & Systems	3
ORG 6506	Leading Organizational Change	3
ORG 6534	Human Resources Management	3
PSY 5610	Psychometrics: Tests & Measurements	3
ORG 6499	Cultural Diversity & Individual Differences	3
RES 5240	Applied Research Methods	3
ORG 6470	Sport, Fitness, & Wellness Management	3
ORG 6742	Fundraising & Financial Concepts in Sport, Fitness, & Wellness Management	3
ORG 6745	Marketing in Sport, Fitness, & Wellness	3
ORG 6747	Facilities Management in Sport, Fitness, & Wellness	3
ORG 6750	Legal Concepts & Personnel Leadership in Sport, Fitness, & Wellness	3
ORG 6520	Professional Ethics, Standards of Practice & Law	3
Total Credits		39

Master of Arts in Psychology

Specializations:

- Business Psychology
- Criminology and Justice Studies
- Educational Leadership
- Health and Wellness Psychology
- Industrial Organizational (I/O) Psychology
- Mediation and Conflict Resolution
- Organizational Leadership

Master of Arts in Psychology, Industrial Organizational (I/O) Psychology Specialization

Offered Online

This program is not intended to lead to certification or licensure.*

The MA Industrial Organizational (I/O) Psychology program introduces students to the guiding principles of the essential field at the intersection of business and psychology. Industrial Organizational (I/O) psychology integrates theory and concepts from the behavioral and social sciences to examine human behavior in the workplace. Master's level I/O psychology practitioners apply their knowledge of human behavior and performance as well as business and management principles to understand and address organization and workforce challenges and opportunities. The required coursework provides a broad overview of concepts, theories, research, and practice in psychology and organizational theory, leadership, diversity, employee assessment, performance management, and organization development.

MA I/O Psychology graduates are prepared to work across industries and in a variety of workplace settings to promote practices that will strengthen organizations and improve workforce experience. For more information about on-time completion rates, the median loan debt of students who completed this program, and other important information, please visit www.rockies.edu/pd/omapsy for program information.

*Licensure Information

COLORADO RESIDENTS

This program of study does not meet, nor is intended to meet, the requirements for professional licensure in the State of Colorado. The Master of Arts in Psychology, Industrial Organizational Psychology Specialization program is not a licensure program.

OUT-OF-STATE RESIDENTS

The Master of Arts in Psychology, Industrial Organizational Psychology Specialization program is not a licensure program. University of the Rockies cannot confirm whether its courses or programs meet requirements for professional licensure in your state. For information regarding professional licensure requirements in your state, you should contact the applicable licensing board or agency in your state and determine whether the program meets requirements for licensure in the state where you reside.

Additional information will be provided to you when you contact the school and during your first term in your program of study.

[General State Licensing Boards for University of the Rockies](#)

Program Learning Outcomes

Graduates of the Master of Arts in Psychology, Industrial Organizational Psychology Specialization will be able to:

1. Determine how organizations should be structured and managed to maximize workforce performance and achieve strategic objectives.
2. Explain workplace behavior in varying organizational structures, cultures, and circumstances.
3. Apply principles of I/O psychology to recommend solutions for specific organizational problems.
4. Evaluate the appropriateness and effectiveness of measures used in human resource management.
5. Design intervention strategies to address workplace problems and opportunities at the individual, interpersonal and group, and system level.
6. Propose research topics in I/O psychology to address current and future workforce challenges.

Program Requirements

Course		Credits
ORG 6499	Cultural Diversity and Individual Differences	3
ORG 6520	Professional Ethics, Standards of Practice & Law	3
PSY 5290	Theories & Techniques of Counseling & Psychotherapy	3
ORG 5270	Mental Health & Psychopathology in the Workplace	3
RES 5400	Understanding, Interpreting, & Applying Statistical Concepts	3
RES 5240	Applied Research Methods	3
ORG 6300	Human Development	3
ORG 6503	Organizational Theories & Systems	3
ORG 6523	Teams in Organizations	3
ORG 6511	Introduction to Performance Management	3
ORG 6512	Training and Development	3
ORG 6640	Advanced Consulting Applications	3
ORG 6506	Leading Organizational Change*	3
	Total Credits	39

*This course may not be transferred in.

Graduation Requirements

To be eligible for the Master of Arts in Psychology, Industrial Organizational Psychology specialization, a student must successfully complete the following:

- The approved program consisting of 39 credits; and
- A minimum cumulative GPA of 3.00.

Note: degree conferral is contingent upon submission of the Petition to Graduate form, payment of the graduation fee, and payment of any outstanding balances with the University.

The degree will be noted on the transcript as a Master of Arts in Psychology, Industrial Organizational Psychology specialization.

Page 181

Addition, Effective 11/2/2016

Master of Arts (MA) in Counseling

Specializations:

- Addiction Counseling
- Marriage, Couples, and Family Counseling
- Clinical Mental Health Counseling

Master of Arts in Counseling, Addiction Counseling Specialization

Offered Online

This program may lead to licensure.*

In the Master of Arts in Counseling, Addiction Counseling Specialization students take a core curriculum that includes the study of theoretical and applied psychology and counseling with the objectives of understanding human development, child and adult psychopathology and treatment, professional ethics, assessment and statistics, and counseling techniques. This specialization will provide students with the skills needed to offer guidance and treatment to people who are struggling with addictive behaviors. For more information about on-time completion rates, the median loan debt of students who completed this program, and other important information, please visit www.rockies.edu/pd for program information.

*Licensure Information

COLORADO RESIDENTS

The Master of Arts in Counseling, Addiction Counseling Specialization meets the requirements for professional licensure in the State of Colorado.

OUT-OF-STATE RESIDENTS

University of the Rockies cannot confirm whether its courses or programs meet requirements for professional licensure in your state. For information regarding professional licensure requirements in your state, you should contact the applicable licensing board or agency in your state and determine whether the program meets requirements for licensure in the state where you reside.

Additional information will be provided to you when you contact the school and during your first term in your program of study.

Below are links to Licensing Boards:

[General State Licensing Boards for University of the Rockies](#)

[US Counseling Licensing Boards for University of the Rockies](#)

This program is not accredited by the Council for Accreditation of Counseling and Related Educational Programs (CACREP), which may be a requirement for licensure in some states. Other factors, such as a student's criminal history, may prevent an applicant from obtaining licensure or employment in this field. Prospective students are also advised to regularly review the state's policies and procedures relating to licensure as those policies are subject to change.

Please note: A criminal record may prevent an applicant from obtaining state licensure. Please refer to individual state licensing boards for additional information relating to licensure requirements.

Program Learning Outcomes

Graduates of the Master of Arts in Counseling, Addiction Counseling Specialization will be able to:

1. Analyze concepts and demonstrate skills that are fundamental to ethical practice in addiction counseling;
2. Conduct assessments based on client needs and available resources at both the individual and community level. Barriers will be identified that impede the progress of the client.
3. Design treatment plans for complex client situations that address the process of change;
4. Evaluate and apply psychological research in addiction counseling practice and communicate this knowledge effectively;
5. Utilize a variety of counseling skills and evaluate one's own decisions and behaviors as they affect relationships with clients and colleagues;
6. Relate prior knowledge to current counseling situations;
7. Develop, promote, and evaluate the impact of social and cultural diversity in professional practice.
8. Design and promote practices that are healthy in nature that promote self-awareness and self-care applying it to personal and professional relationships.
9. Dialogue with clients in clinical situations to generate critical thinking and understanding.
10. Apply diagnostic criteria for substance related disorders, and mental health disorders that commonly occur together with addictive disorders.

Program Requirements

Course		Credits
CSL 5101	Professional Orientation and Issues in Counseling	3
CSL 5530	Cultural Diversity & Individual Differences	3
CSL 5280	Ethics, Laws and Standards of Professional Practice*	3
CSL 5290	Theories & Techniques of Counseling and Psychotherapy	3
CSL 6210	Survey of Psychopathology	3
CSL 5130	Life Span Development	3
CSL 5410	Physiological Bases of Behavior	3
CSL 6370	Addiction Counseling	3
CSL 6130	Prevention & Intervention	3
CSL 5610	Psychometrics: Tests and Measurements	3
CSL 6160	Family Systems and Dynamics	3
CSL 6330	Psychopharmacology	3
CSL 6831	Addiction Counseling Practicum	1
CSL 5400	Understanding, Interpreting, and Applying Statistical Concepts	3
CSL 6430	Substance Abuse	3
CSL 6832	Addiction Counseling Practicum	1
CSL 6820	Treatment of Children & Adolescents	3
CSL 6530	Case Management of Addiction	3
CSL 6833	Addiction Counseling Internship	1
CSL 5420	Principles of Social Psychology	3
CSL 6834	Addiction Counseling Internship	1
CSL 6470	Theories & Techniques of Group Counseling and Psychotherapy*	3
CSL 6835	Addiction Counseling Internship	1
CSL 6836	Addiction Counseling Internship	1
CSL 6837	Addiction Counseling Internship	1
	Total Credits	61

*This course may not be transferred in.

Graduation Requirements

To be eligible for the Master of Arts in Counseling, Addiction Counseling Specialization, a student must successfully:

- Complete the approved program consisting of 61 credits;
- Complete five (5) hours of personal psychotherapy;
- Earn a minimum cumulative grade point average of 3.00; and
- Complete practicum and internship requirements.

Note: The date of degree conferral recorded on the student's transcript and diploma will reflect the end of the term in which the student completes all degree requirements. However, release of transcripts, diplomas, and verifications for degrees awarded are contingent upon submission of the Petition to Graduate form, payment of the graduation fee, and payment of any outstanding balances with the University.

The degree will be noted on the transcript as a Master of Arts in Counseling, Addiction Counseling Specialization.

Page 191-192

Revision, Effective 2/3/2017

Clinical Program Time Limits

In some circumstances it may take longer for an individual student to earn his or her Doctoral degree. For instance, not maintaining full-time status, taking an academic leave from the program, retaking a class, failing to advance to the next stage of the program at an annual review, or failing to pass the Comprehensive Examinations, or the Dissertation defense, can delay a student's completion of the program. From the time a student enters the first term of the PsyD, Clinical Specialization program, he or she has a maximum of seven years to complete the program, except in exceptional cases approved by the *appropriate Academic Department Chair* Dean for the program level.

Page 206-211

Revision, Effective 9/21/2016

Core Course Requirements: Research Course Doctor of Philosophy (PhD) in Education, Curriculum, Instruction, and Assessment Specialization

**Choose from the following Research Courses:

- RES 7415 Advanced Statistics (3 credits)
- ~~RES 7420 Advanced Study in Mixed Research Methods (3 credits)~~
- ~~RES 7430 Action Research (3 credits)~~
- RES 7440 Advanced Study in Qualitative Research (3 credits)

Doctor of Philosophy (PhD) in Education, Distance Learning Specialization

**Choose from the following Research Courses:

- RES 7415 Advanced Statistics (3 credits)
- ~~RES 7420 Advanced Study in Mixed Research Methods (3 credits)~~
- ~~RES 7430 Action Research (3 credits)~~
- RES 7440 Advanced Study in Qualitative Research (3 credits)

Doctor of Philosophy (PhD) in Human Services

*Choose from the following Research Courses:

- RES 7415 Advanced Statistics (3 credits)
- ~~RES 7420 Advanced Study in Mixed Research Methods (3 credits)~~
- ~~RES 7430 Action Research (3 credits)~~
- RES 7440 Advanced Study in Qualitative Research (3 credits)

Page 266

Revision, Effective 9/1/2016

Revision, Effective 11/2/2016

Revision, Effective 2/3/2017

Administration

President and CEO Dawn Iwamoto, EdD

Provost Jeremy Moreland, PhD

Associate Vice President of Operations and Finance Steve Mansdoerfer, MBA

University Registrar and Associate Vice President Katina Jordan, MA

Dean, Doctoral Programs Irene Stein, PhD

Dean, Masters Programs Tami Beaty, EdD

~~**Director of Student Affairs and Strategy** Francesca Galarraga, MA~~

Director of Student Affairs and Strategy Courtney Gibbs, MA

Director of Financial Services Jamie M. Esquibel, MA

Director of Enrollment Services Thomas Gilpin, MBA ~~Courtney Gibbs, BS~~

Director of Library Services Victoria West-Pawl, MLIS

Director of Clinical Training Mary (Marie) Haney, PsyD

Course Descriptions

(New or revised only)

Please see the Course Descriptions section in the Academic Catalog for courses not listed below.

CSL 5290 Theories & Techniques of Counseling & Psychotherapy 3 credits

This course is an overview of the psychodynamic, cognitive/behavioral, and existential/humanistic schools of psychology, as well as corresponding models of counseling and frequently used assessment and therapeutic techniques. The primary focus in the course is on the development of both skills and rationale in the application of intervention strategies to treatment and case management. *Equivalent to ORG 6530.* Cross-listed as and equivalent to PSY 5290.

CSL 5530 Cultural Diversity & Individual Differences 3 credits

This course provides a systematic review of the wide range of cultures and individual differences and the ways in which cultural mores, ethnocentrism, and factors such as matters of race, gender, religion, sexual orientation, customs and cultures impact behavior of the individual themselves and of those around them. Through this course, students better understand themselves and others, in terms of perceptions and behaviors. *Equivalent to HUM 6500.* Cross-listed as and equivalent to PSY 5530/ORG 6499/EDU 6499.

CSL 6130 Prevention & Intervention 3 credits

This is a comprehensive course that addresses the problems associated with drug abuse and substance abuse across spectrums that include most recent thinking about prevention and awareness. Graduates will understand the origins and current status of drug use and develop further understanding as to why a person may be experiencing problems with drug abuse. This course is valuable in assessing the person who is affected by substance abuse and how it can be prevented. Therefore, understanding of proper assessment, intervention, rehabilitation and recovery are important factors when considering prevention and intervention.

CSL 6330 Psychopharmacology 3 credits

This course includes an examination of basic neurobiology, the brain, CNS, and biologic models of major psychiatric illness. Students examine in-depth the clinical uses, mechanisms of action, therapeutic efficacy, side effects, and other practical and clinical issues associated with psychotropic medications. These medications, designed to treat mental illness, include anti-depressants, mood stabilizers, anti-anxiety agents, and anti-psychotic medications. This course also examines the match between different clinical subgroups and various psychotropic medications, as well as the complex relationships between substance abusing or chemically dependent patients and psychopharmacologic treatments.

CSL 6430 Substance Abuse 3 credits

This course will describe the historical use of drugs and describe why people use drugs. The biological explanations for drug use and dependency will be explored. The genetic factors associated with drug use and the relationship between abuse and psychiatric disorders. Students will evaluate the social influences and the socialization patterns that influence drug abuse, including the social learning theory, labeling, subculture theories and the role of

others. This course will elaborate on the internal and external controls that influence drug taking behavior. Students will learn the psychotropic influences of major drug taking behavior, including the socialization patterns that are found among drug abusers. The genetic components, the biological and sociological factors will be discussed to address the behaviors and factors that influence substance abuse.

CSL 6470 Theories & Techniques of Group Counseling & Psychotherapy 3 credits

This course is a study of the history, theory, and practice of group counseling and psychotherapy. Several major contemporary models of group counseling are examined. Instructional methods include both didactic presentations and experiential methods. Students are afforded the opportunity to participate in a training group as a group member and as a leader. A strong emphasis is placed on ethical standards and self-assessment of personal strengths and weaknesses that affect group leadership. *Prerequisite: CSL 6210.* Cross-listed as and equivalent to PSY 6470. *Prerequisite: completion of all required coursework (excluding Practicum and Internship).* **This course may not be transferred in.**

CSL 6530 Case Management of Addiction 3 credits

This course examines the fundamentals and the skills necessary for successful case management in the mental health profession. Students will learn the terminology and methodology of more advanced addiction service professionals in service delivery agencies. Emphasis is placed on the use of community resources, consultation, and documentation for case management of the client that include mental health services, criminal justice systems, employment agencies and child and family services. This course will emphasize critical thinking and prepare graduates with case management skills related to addiction.

CSL 6610 Theories & Techniques of Marriage & Family Therapy II 3 credits

This course focuses on mastery of basic and advanced principles of marriage and family therapy through an integration of therapeutic perspectives of modernist models. Models studied include strategic, brief solution focused, narrative, and integrative. Intervention strategies from each perspective are presented and practiced. *Prerequisites: CSL 6160 and CSL 6600.* Cross-listed as and equivalent to PSY 6610.

CSL 6831 Addiction Counseling Practicum 1 credit

*The Counseling Practicum experience at University of the Rockies is designed to further the classroom experience that students have completed and to allow them to begin practice and application of skills. The competencies that are evaluated are designed to train graduate-level mental health clinicians, specializing in the areas of addiction and substance abuse, consistent with the standards of national accrediting bodies (e.g., CACREP). *Prerequisites: CSL 5280 and CSL 5290, as well as completion of Practicum Application and permission of instructor.**

CSL 6832 Addiction Counseling Practicum 1 credit

*The Counseling Practicum experience at University of the Rockies is designed to further the classroom experience that students have completed and to allow them to begin practice and application of skills. The competencies that are evaluated are designed to train graduate-level mental health clinicians, specializing in the areas of addiction and substance abuse, consistent with the standards of national accrediting bodies (e.g., CACREP). *Prerequisite: CSL 6831.**

CSL 6833-6837 Addiction Counseling Internship 1 credit (each)

The Counseling Internship experience at University of the Rockies is designed to further the classroom and Internship experience that students have completed and to allow them to begin practice and application of skills. The competencies that are evaluated are designed to train graduate-level mental health clinicians, specializing in the areas of addiction and substance abuse, consistent with the standards of national accrediting bodies (e.g., CACREP).

EDU 5101 Learning Theory 3 credits

This course focuses on ~~human~~ learning theory and systems. It explores historical and theoretical views of ~~human~~ learning throughout the developmental lifecycle. Students will address the factors that contribute to individual differences in learning. Students will investigate the major theories concerning the learning process and explore the implications. Students will analyze and apply research in the field through a combination of critical discussions, case studies, journaling, interviews, and written assignments. Equivalent to ORG 6508.

EDU 6300 Communication Methods in Education 3 credits

Grounded in communication theory, this course provides the opportunity to practice their communication skills in multiple settings and modalities. Students will distinguish which communication methodologies work best in particular settings for the given message, taking into account target populations and influencing factors. Students will create various types of reports and a summative presentation to communicate the results of their project. *Prerequisite: completion of all required coursework. This course may not be transferred in.*

EDU 8260 Integrating Technology 3 credits

This course will equip learners to recognize and integrate appropriate learning theory into instructional design, and to make effective use of instructional interventions, technology and media. Participants will evaluate current theories and models, policies and initiatives, along with original scholarship, to examine the historical and philosophical foundations of these theories and their influence on the use of technology and media. *Equivalent to EDU 8310 and ORG 8853.*

HUD 6910 Human Development Capstone 3 credits

This capstone course addresses the application of human development theory to research and practice. Students will choose from a selection of case studies provided that deal with gerontology or adult development and will be required to develop a proposed solution that applies their learning through an integrative project plan that combines advanced research, data collection, analysis, and reporting. *Prerequisite: completion of all required coursework. This course may not be transferred in.*

HUM 5100 Integrative Project for Human Services Learners 3 credits

This course provides the opportunity for students planning careers in human service agencies to apply knowledge and skills obtained throughout the program in a practical way. Students may opt for projects in new program/ service delivery design, program evaluation, *or grant writing by utilizing* quantitative or qualitative research on an issue in human service delivery, or other appropriate areas, approved by the instructor. HUM 5100 is intended to be a capstone course in the student's program. *Prerequisite: completion of all required coursework. This course may not be transferred in.*

HUM 5220 Non-Profit Principles & Practices 3 credits

This course provides students with the common issues and principles surrounding non-profit agencies and organizations. Background and philosophy, rules and regulations, tax implications, principles of philanthropy, the role of grants and other sources of external funding are emphasized. *Prerequisite for MA Psychology, Non-Profit Management Specialization: completion of all required coursework. This course may not be transferred into the MA Psychology, Non-Profit Management Specialization.*

HUM 7170 Financial & Grant Management 3 credits

This financial and grant management course critically examines and identifies various accounting and financial knowledge related to the establishment and monitoring of financial strategies, policies, and tools within a government or private human services organization or service. In addition, financial management roles and responsibilities, advanced grant writing principles and techniques, and ethical financial practices and accountability will be explored and developed. *Equivalent to HUM 7200.*

INT 6245 International Leadership Integrative Project II 3 credits

International leaders must learn to effectively lead cross cultural and virtual teams. The ability to build and maintain relationships is critical and requires a focus on the needs of others with both cognitive and emotional skills. This course will provide students with the opportunity to gain both knowledge and real-world ~~experience~~ *scenario* building and leading cross-cultural teams. Students will use knowledge, skills, and tools acquired in the course and previous courses to lead the team in the development of a proposal to address a pertinent organizational issue and develop a change management plan to effectively implement the initiative within a diverse, trans-cultural or transnational organization. Prerequisites: INT 6240 and RES 5240.

INT 6285 International Leadership Integrative Project III 3 credits

Effective leadership requires a strong outward focus and perspective. As a capstone experience, this course will give students the opportunity to integrate knowledge from prior courses to identify critical strategies, relate human capital concepts to those strategies, and produce actionable organizational strategies and plans that are globally focused through a practical, real-world ~~experience~~ *scenario*. Students will work in teams to design a social innovation initiative, develop an effective grant proposal for the initiative, evaluate proposals, and assess their leadership strengths in light of the experience. The course is delivered over the course of six weeks in an asynchronous online environment. *Prerequisite: completion of all required coursework. This course may not be transferred in.*

ORG 5605 Communication Strategies for Conflict Resolution & Mediation 3 credits

Mediation of conflict often relies on a variety of effective communication strategies and approaches students will explore in this course: dialogue, mediation, negotiation, and arbitration. The course emphasizes making wise choices of message, timing, and media for communicating to parties in conflict. Techniques include recognizing when parties are approaching states in which conflict resolution is likely to succeed based on what and how they are communicating. *Equivalent to ORG 6705.*

ORG 5650 Contemporary Issues in Mental Health Care Compliance 3 credits

This course familiarizes the student with major areas of compliance in the administration of mental health agencies. Through readings and exercises students will explore HIPAA, JCAHO, other accrediting

bodies, grant compliance, insurance regulations and lobbying efforts on behalf of mental health systems of care. Other topics may also be examined as new issues arise. *Prerequisite for MA Psychology, Mental Health Administration Specialization: completion of all required coursework. This course may not be transferred into the MA Psychology, Mental Health Administration Specialization.*

ORG 6354 Communication Methods & Technologies in Health Promotion 3 credits

This course covers the complex issues in communicating health information and providing health coaching to participants in the program. The curriculum explores the broad range of communication techniques from one-on-one models to tailored internet programs. The course evaluates the individual strategies vs. group support strategies and technology-based options such as social networks. Students distinguish which communication methodologies work best in particular organizations, taking into account target populations and influencing factors such as differing demographics, organizational cultures, and available technology. *Equivalent to ORG 6900.*

ORG 6358 Evaluating the Impact of Health Promotion Interventions 3 credits

This course examines various means for tracking the costs of disease and injuries to businesses, assessing the severity of health issues and documenting the benefits to organizations from effective health promotion interventions. Students will research the impact of health issues on business, such as medical and prescription costs, absenteeism, disability, and productivity. This course explores various tools to measure the severity of health problems such as health risk assessments, biometric screenings, and culture audits. Students learn how the raw data from various parts of the organization can be applied to track the impact of the program on individuals, departments, and the organization's bottom line. Topics include quantitative and qualitative outcome measures and tools to measure ROI (return on investment, other financial metrics, and key indicators). *Prerequisite: completion of all required coursework. This course may not be transferred in.*

ORG 6503 Organizational Theories & Systems 3 credits

This course explores the theories of human organizations and how they function and the factors which influence the structure, design, operation, and performance of individuals in complex organizations. The emphasis is on integrating theory and concepts from the behavioral and social sciences as a basis for understanding human behavior within organizations. *Equivalent to HUM 5400.*

ORG 6506 Leading Organizational Change 3 credits

This course focuses on the principles and techniques associated with leading organizations through the change process. Included is a discussion of why organizations need to change in the current business and organizational environment. In addition, a process model of how best to bring about change serves as the core schema for the class sessions. To complement the "macro" or organizational approach to creating change, we also examine a "micro" viewpoint, addressing how to encourage individuals to change. Along these lines, we spend some time exploring the parallels between the organizational change process and how this discipline might inform how we change ourselves, and perhaps individuals. Finally, we draw some connections between the function of change and the role of leadership. *Prerequisite (excluding MA Organizational Development & Leadership, Organizational Diversity Specialization): completion of all required coursework. This course may not be transferred in*

(excluding MA Organizational Development & Leadership, Organizational Diversity Specialization).

ORG 6534 Human Resources Management 3 credits

This course will focus on the evolving role of human resource management (HRM), which emphasizes its strategic importance to organizational effectiveness. The course also explores the systems-oriented view of HRM integral current best practices. Students will examine the impact of trends and changes in the external environment on the design and implementation of organizational HRM strategies and practices. Topics include recruitment, selection, retention, compensation, benefits, training, development, employee engagement, and succession planning. *Equivalent to ORG 6600.*

ORG 6574 Law & Society 3 credits

In this course students explore the links between the application of law and its impact on society. Major course topics include how laws are developed, the evolution of the legal system, and the impact society has on the creation and changing of laws. The ways in which the law plays a role in creating social change will also be analyzed. Additionally, constitutional issues that guide and constrain criminal processes will be addressed. *Prerequisite: completion of all required coursework. This course may not be transferred in.*

ORG 6640 Advanced Consulting Applications 3 credits

Consulting skills and critical thinking include analysis of performance problems and opportunities, and determination of the appropriate levels of consulting intervention: individual, team, workgroup, or organizational. The content explores the local and global contents of consulting skills, including the role of the consultant, framing the purposes and goals of a consulting intervention, and measuring outcomes. Students learn to assess their strengths and limitations as organizational consultants, and build a solid reputation as an organizational consultant.

ORG 6655 Intercultural, Societal & Global Conflict Resolution & Mediation 3 credits

Conflicts in cultural interaction often result from ethnocentrism. This course addresses conflict resolution in the context of ethnocentrism through the application of cultural relativity approach, evaluating conflict in various global cultures based upon the values held closely within diverse cultures. Students are challenged to think beyond cultural awareness and accepting diversity to celebrating diversity among cultures as a means to enrich best practices in mediation and conflict resolution. *Prerequisite: completion of all required coursework. This course may not be transferred in.*

ORG 6805 Financing Development, Innovation, & Growth 3 credits

This course presents approaches to financing the development and growth of innovations within corporations and in entrepreneurial ventures. Different forms of financing are discussed and compared, as well as their application to different types of ventures. The financing process and associated considerations are also discussed. *Equivalent to ORG 6742.*

ORG 8510 Advanced Seminar: Leading Organizational Change 3 credits

This seminar examines cutting edge trends in organizational change, the current global business climate, forces driving change, and issues related to positioning organizations for the future. The topics selected will connect change with culture, existing organizational strategies, and the process of change in future directions. Major case study examples of organizational change are included in the learning process. *Equivalent to ORG 7340.*

ORG 8534 Advanced Seminar: Human Resources Business Strategy 3 credits

This advanced graduate seminar explores issues and models for leveraging human resources to execute business strategy. Topics include succession planning, leadership development models, workforce staffing models, compensation models, and training and development strategies. *Equivalent to ORG 8182.*

ORG 8619 Current & Global Issues in Industrial & Organizational Psychology 3 credits

Due to the rapidly and continually changing nature of industrial and organizational (I/O) psychology, it is important for scholars, researchers, and practitioners to stay abreast of current and emerging issues in the field. Given that many of the changes occurring in the field of I/O are due to the globalization of the business world, particular emphasis will be focused on the role and practice of I/O in the complex environment of global organizations. In this advanced seminar, students explore current and global issues that attract the attention of researchers and practitioners in I/O psychology, as evidenced by the published literature, with an emphasis on learning the application and implementation of best practices and emerging theories in the field. Topics in the seminar will evolve along with the issues that appear most often in the I/O literature, issues that receive the most attention in the professional and business press, and current lines of research having the most impact on the field. *Equivalent to ORG 8215.*

ORG 8621 Advanced Seminar: High Performance Teams 3 credits

An advanced seminar, this course requires students to identify and research cutting edge issues in the formation, leadership, development, and functioning of teams in organizations. Topics include formal and informal leadership, self-managing teams, motivating teams to respond to mission critical or emergent situations, and sustaining high-level performance. Research emphasizes both principles of group dynamics and case studies of highly performing teams. *Equivalent to ORG 8005.*

ORG 8770 Doctoral Capstone Seminar 4 credit (9 weeks)

This seminar provides students the opportunity to apply what they have learned in their curriculum to highly realistic case studies related to their fields of specialization for the doctorate. Through discussions among students and the instructor, students will review, analyze and evaluate case studies emphasizing the practice of the content in their curriculum. The course will involve the analysis and evaluation of one or more case studies. Students will contemplate complex questions posed by their instructor, reply to those questions, respond to other students' analyses and evaluations, and receive faculty feedback. Each student will submit a final assignment on each case, involving his or her critical thinking on the core issues presented in the case and the presentation and defense of an approach to addressing those core issues. Prerequisite: completion (including approved credits transferred) of all coursework required in the student's doctoral curriculum. Cross-listed as and equivalent to PSY 8770. ***This course may not be transferred in.***

ORG 8803 Creating a Culture of Innovation 3 credits

This course focuses on the development of an organizational culture that encourages innovation and entrepreneurship. Principles of organizational culture are discussed as a foundation, as well as factors that increase innovation and entrepreneurship. Levers for driving culture and techniques of culture change will also be demonstrated. Students will develop an idea and business plan for

an innovative venture within a corporation/agency or a new entrepreneurial venture. Students will demonstrate application of the program content in the creation of a business plan. *Equivalent to ORG 8600.*

ORG 8855 Advanced Social Networking for Organizations 3 credits

The role that media forms like "social media" (or computer-mediated social networking sites like Facebook or LinkedIn) play in large companies and organizations has become increasingly important for the analysis and leadership of organizations. In this course, students will develop a theoretical basis in, and begin to differentiate among, emerging media and internet technologies, the ethical questions surrounding social media, personal identity and the workplace, and the role that the internet, blogs and email have on group decision-making and the effectiveness of leaders. Students will take their knowledge of how social media are used for promotion and public relations, and how content communities and virtual social worlds are utilized in organizations, and apply it to creating plans for transforming organizations. *Equivalent to ORG 8810 and ORG 7715.*

PSY 5130 Life Span Development 3 credits

This course surveys the major theoretical perspectives on life span development from conception through late adulthood. Developmental processes related to physical, cognitive, moral, and emotional functions are reviewed as well as societal and cultural aspects of development. Cross-listed as and equivalent to CSL 5130. *Equivalent to ORG 6300, HUD 6001, and ORG 6200.*

PSY 5330 History of Psychology 3 credits

This course introduces students to the theoretical systems, methods of inquiry, and terminologies associated with the history of psychology. The course is grounded in a broad historical understanding that builds a framework for understanding the contemporary field of psychology. The focus is on the contributions of religion, philosophy, and biology to the development of psychology as well as on the development of Psychoanalytic, Behaviorist, Cognitive, Humanistic, and Existential theories and their impact on the current practice of psychology. Cross-listed as and equivalent to CSL 5330. *Prerequisite for MA Psychology, General Psychology Specialization: completion of all required coursework. This course may not be transferred into the MA Psychology, General Psychology Specialization.*

PSY 6122 Occupational/Educational Information 3 credits

In this course the student gains information on and skill in using the various print and electronic sources of occupational information. Included are sources that provide information such as education that is necessary in various job types/roles, occupational outlook and future market demand for different career areas, roles, expectations, and career ladders in various job areas, and related information. The use of technology in career counseling/career management also composes a major segment of course content. *Prerequisite: completion of all required coursework. This course may not be transferred in.*

PSY 6501 Psychology of Personality 3 credits

This course explores the major theories of personality including Psychodynamic, Behavioral, Biological, Cognitive, Trait-Factor, and Humanistic/Existential approaches. Students study individual theories and compare and contrast these theoretical positions in terms of current research. In addition, students explore the relevance and application of personality theories to the profession of psychology. Cross-listed as and equivalent to CSL 6501. *Prerequisite for MA Psychology, Sport and Performance Psychology Specialization: completion of all required coursework. This course may not be*

transferred into the MA Psychology, Sport and Performance Psychology Specialization.

PSY 8770 Doctoral Capstone Seminar 4 credits (9 weeks)

This seminar provides students the opportunity to apply what they have learned in their curriculum to highly realistic case studies related to their fields of specialization for the doctorate. Through an asynchronous discussion among students and the instructor, students will review, analyze and evaluate case studies emphasizing the practice of the content in their curriculum. The course will involve the analysis and evaluation of one or more case studies. Students will contemplate complex questions posed by their instructor, reply to those questions, respond to other students' analyses and evaluations, and receive faculty feedback. Each student will submit a final assignment on each case, involving his or her critical thinking on the core issues presented in the case and the presentation and defense of an approach to addressing those core issues. Prerequisite: completion (including approved credits transferred) of all coursework required in the student's doctoral curriculum. Cross-listed as and equivalent to ORG 8770. *This course may not be transferred in.*

RES 7420 Advanced Study in Mixed Research Methods 3 credits

~~Students with an interest in mixed methodology or with a desire to utilize this methodology for their respective doctoral dissertation will be given the opportunity to greatly expand their knowledge base on both qualitative and quantitative methodology and ultimately, the juxtaposition of the two into one project. Students may elect to begin working on a preliminary proposal for their doctoral dissertation (or select and explore a topic of interest that may become the dissertation topic) for the culminating project in this course. Prerequisites: RES 7400 and RES 7410.~~

RES 7430 Action Research 3 credits

~~Action research is a reflective process of collaborative, participatory problem solving. This course addresses the processes and procedures for conducting action research, as well as how to develop an action research plan. Students will attain a conceptual and applied understanding of action research methods and the skills to use these methods to transform an organization through data driven decision making. Students will be able to critically analyze and design action research projects, collect and analyze data, interpret results, and articulate action research principles as a leader in relevant contexts. Prerequisites: RES 7400 and RES 7410.~~

SOC 6910 Public Sociology Capstone 3 credits

This capstone course addresses the application of sociological theory and research methods to social problems or policy concerns in organizations or communities. Students can either choose from a selection of case studies provided or identify a local organization with an applied or medical social problem or policy issue and develop a proposed solution that applies their learning through an integrative project plan that combines theory, research, and practice. Prerequisite: completion of all required coursework. *This course may not be transferred in.*