

GRADUATE STUDIES

Marian University offers advanced degree programs with a variety of degree emphases and professional development opportunities in the fields of business, education, criminal justice, grief and bereavement, leadership, and nursing. Since courses are regularly offered in the evenings, weekends, or online, students are able to pursue graduate study while working full-time.

Graduate Degree Programs

Master's Degrees

Master of Arts in Education (MAE)

- Differentiated Instruction for Alternative Learning (DIAL)
- Educational Leadership
- Educational Technology
- Special Education
- Teacher Education

Master of Science (MS)

- Criminal Justice Leadership
- Grief and Bereavement
- Organizational Leadership and Quality

Master of Science in Nursing (MSN)

- Adult Nurse Practitioner
- Nurse Educator

Doctoral Degree

Doctor of Philosophy (PhD)

- Curriculum and Instruction Leadership
- Educational Administration
- Leadership Studies

Post-Baccalaureate Graduate Licensure Programs

- Alternative Education
- Director of Instruction
- Director of Special Education and Pupil Services
- Principal
- Superintendent
- Teacher Education Certification

Graduate Certificate Programs

- Grief and Bereavement
- Online Teaching
- Nursing Education

Central Purpose

Graduate Studies has as its central purposes:

- To provide support for graduate programs through the leadership of the Dean of Graduate Studies and the Graduate Council, representing the graduate faculty;
- To ensure the quality of graduate programs through support for program self-assessment and through regular program review;
- To meet the needs of qualified students by providing access to graduate programs and opportunities for continued professional and personal development; and
- To stimulate and support creative, scholarly, and research activity.

Graduate Council

The purpose of the graduate council is to promote the University mission by providing guidance and direction for graduate programs. To accomplish this purpose, it oversees and supports programs based on high standards and academic and professional performance.

Graduate Policies and Procedures

Many policies in the academic information section of this bulletin are common to both graduate and undergraduate students. This specific section contains policies specific to graduate study requirements and procedures. Some graduate programs may have additional requirements, which must be met by graduate students.

Admission to Graduate Study

Refer to individual sections for Admission Policies and Procedures for the Master of Arts in Education (MAE) degree; the Master of Science (MS) degree; the Master of Science in Nursing (MSN) degree; and the Doctor of Philosophy degree (Ph.D.).

www.marianuniversity.edu/grad_homepage.aspx

Undergraduates Taking Graduate Credit

Marian University undergraduate students with advanced standing, with special permission, may be allowed to take courses at the graduate level. Refer to the Academic Information section of this bulletin for the Undergraduate Students Taking Graduate Courses policy.

Credit Load

For each fall/spring semester, the maximum credit load for full-time students is 12 graduate credits; the maximum credit load for half-time students is 6 credits. For summer, the maximum credit load is 12 credits. Permission from the department chair is required for any student to take more than the maximum load.

Graduate students who are in good academic standing and who are involved in undergraduate coursework to remediate deficiencies, or those who have exceptional circumstances resulting in special hardship, must appeal to the department chair for permission to carry more than the maximum credit load. Each individual student appeal must be submitted to the department chair prior to the beginning of the semester.

Students who enroll for more than the maximum credit load without permission will have credit loads adjusted by the department chair to reduce their course load to the maximum load allowed.

Deviations from this policy may be determined by the department chair of a particular program.

Add/drop/withdrawal from courses

See University Refund Policy in the Tuition and Fees section of this bulletin.

Students assume all responsibility for adding, dropping, and withdrawing from courses including the full completion and submission of Course Drop forms. The drop date shall be the date upon which the Office of the Registrar receives the Course Drop form. Students should refer to the University's Refund Policy for specific policies governing withdrawing from courses after the start date. To avoid an "F" grade, student must drop any courses not attended.

Students who receive federal financial aid funding should check with the Office of Financial Aid when any changes are made in course registration for the semester.

Administrative withdrawal from courses

An instructor may request that the Registrar administratively withdraw a student from a course if the student has not attended the first session of a course that meets once each week, or the student has attended neither of the first two sessions of a course that meets more frequently than once a week and has not notified the instructor. Students who are

administratively dropped by the instructor of the course will be assessed a 10% tuition penalty and have a WD grade recorded on their transcript. This policy does not negate the responsibility of students for their schedule of classes.

Courses for Audit

Enrollment in courses for audit requires admission to graduate study, approval of the appropriate school dean, and the instructor involved. Audited courses are assessed at 50 percent of the regular tuition rate. Audit is available on a "space-available" basis. Students auditing courses are subject to the same regulations as other students with regard to registration, but they do not take examination or receive credit for the course.

Independent Study

Independent study is an intensive study of a chosen subject not available through regular courses. Since an independent study requires extra responsibility on the part of the faculty member, no graduate faculty member is required to accept a request for an independent study course. Independent Study is listed on student records as XXX 614.

1. Students must be accepted and in full standing in the master's level degree program, unless the independent study is required to make up an admission deficiency.
2. Work may be done off campus provided regular meetings are held with the faculty member directing the study.
3. The faculty member and dean of their academic school must give approval to the study request and amount of credit being granted.
4. Full-time faculty guide independent study.
5. No more than one independent study per semester (3 credits maximum) is allowed and no more than six credits of independent study may be counted for graduation.

Procedures:

1. The student discusses the need for an independent study with the dean who approves or denies the request.
2. The student requests an independent study from a full-time faculty member who is qualified to teach the course.
3. The student develops an outline for the study including study objectives, learning activities, outcomes, and evaluations. The student then presents this to the faculty member for approval. (His/her guidance can refine the student's proposal)

4. Once the student has completed the independent study application, the faculty member recommends amount of credit (1-3) to be received and signs it.
5. The student submits the Independent Study Application and the approved outline for the course to the academic dean.
6. The independent study application is circulated for signatures.
7. If approved, the student registers for the class and gives a completed registration form to the academic school.

Academic Probation and Suspension

Students admitted unconditionally or students who have been admitted to candidacy are considered on probation for the following semester if the cumulative GPA drops below 3.00. If the semester GPA for the following semester is 3.00 or greater and cumulative grade point average is 3.00 or greater, the student is removed from probation. If the cumulative GPA remains below 3.00, the student is continued on probation. A student on probation having a semester GPA below 3.00 for the following semester is subject to suspension from graduate studies.

Students admitted conditionally or on a non-degree basis are subject to suspension from graduate studies after attempting 12 semester hours if they earn less than a 3.00 GPA.

Students admitted to candidacy who lack a 3.00 GPA at the time of completing the minimum number of hours required for the degree program may attempt no more than six additional hours to attain a GPA of 3.00. A maximum of six hours of courses with grades of "C" may be applied to degree requirements. Students may submit no more than six hours above those needed to meet degree requirements. Grades below "C" (2.00) are not counted toward meeting degree requirements. All graduate courses taken are considered in computation of the GPA.

A student suspended from graduate studies may apply for readmission after one year. Reinstatement to graduate studies does not necessarily mean reinstatement to a particular graduate program. Where policy of a school is more restrictive, students are held to the more restrictive policy (see Student Handbook for Master of Science in Nursing Degree).

Degree Time Limits

Refer to individual sections for graduate degree requirements and time limits for the Master of Arts in Education (MAE) degree; the Master of Science in Leadership (MS) degree; the Master of Science in

Nursing (MSN) degree; and the Doctor of Philosophy degree (Ph.D.).

Financial Aid

Financial aid is available to graduate students at in the form of Federal Stafford Loans. Scholarships and grants are not available through the University. Graduate students must maintain half-time status (3 credits) to receive financial aid.

Refund Policy

See University Refund Policy in the Tuition and Fees section of this bulletin.

SCHOOL OF EDUCATION

The School of Education offers a number of programs leading to a Master of Arts in Education (MAE) degree or to a Doctor of Philosophy (Ph.D.) degree, post-baccalaureate license programs, and continuing professional development opportunities for teachers and educational leaders.

MASTER OF ARTS IN EDUCATION (MAE)

Programs in the School of Education that lead to a Master of Arts in Education (MAE) degree include Differentiated Instruction for Alternative Learning (DIAL), Educational Leadership, Educational Technology and Teacher Education.

All applicants for these programs must meet the minimal admission requirements for a Master of Arts in Education degree as follows, but may also be required to meet a program's additional requirements or to submit additional information. Please refer to the graduate program's admission requirements in this bulletin.

Degree Admission - Master of Arts in Education degree programs

Application Procedure

To be considered for candidacy into programs leading to the Master of Arts in Education (MAE) degree, the applicant must present the following:

- Completed Marian University Graduate Studies application form
 - \$50 non-refundable processing fee
- In addition, to be considered for acceptance into the Master of Arts in Education, the applicant must

present the following **prior to the completion of 6 credits** through Marian University:

- Official college/university transcripts sent directly from the registrar verifying completion of a baccalaureate degree and any other course work completed at the undergraduate or graduate level (Marian University alumni need not submit Marian University transcripts)
- Completed course sequence plan signed by an advisor, if required by the program
- Copy of WI teaching license or evidence of eligibility to hold such a license*
- Any additional requirements or information required by the program

*Human Relations requirement

Applicants, who have not met Wisconsin Human Relations Requirements (PI34) as part of their initial teaching license, may be required to make up the deficiency. (This usually applies to applicants who received an initial Wisconsin teaching license before July 1, 1972 or to applicants who received a license from another state.)

At the time students submit an application, a faculty advisor is assigned. For academic and professional advising, students pursuing a Master of Arts in Education degree or licensure must meet with the Director of Graduate Admissions and/or a faculty advisor and complete a course sequence plan, if required, prior to acceptance. Students should submit the completed signed course sequence plan to the School of Education Graduate Admission Office for inclusion in their application file.

Admission with Full Standing

To be admitted in full standing to the Master of Arts in Education degree program, degree-seeking applicants must have the following:

- A bachelors degree in education or related area from a regionally or nationally accredited program;
- A Wisconsin teaching license or evidence of eligibility to hold such a license (required for admission of all programs except out of state DIAL students; and
- An overall undergraduate grade point average of at least 3.00 (4.00 basis) or a minimum GPA of 3.30 in the last 60 credits of their undergraduate program.

Admission with Deficiencies

Applicants may be admitted with deficiencies by the department's admission committee. Students admitted with deficiencies may be required to complete up to twelve credits of academic work in education or, in special cases, in related areas. Applicants who seek licensure but who have not met the Wisconsin human relations requirements are required to complete a modified experience. Students are expected to make up deficiencies by the end of the first full year of enrollment and a student admitted with deficiencies may expect to spend more time completing the program. No course credits earned in making up deficiencies may be counted as program credits required for the degree.

Admission of Non-Licensed Applicants

Applicants who have baccalaureate degrees and can demonstrate a record of successful teaching and/or administrative experience in private/parochial K-12 schools or who are employed in post-secondary schools where teacher licensure is not required may be admitted into the graduate program if all other criteria are met. Upon completion of the graduate program, the applicant is not eligible for licensure until all other DPI and/or School of Education requirements for licensure are met. Each applicant must place a written statement on file with the School of Education, acknowledging this restriction.

Admission on Probation

An applicant whose undergraduate GPA is below 3.00 may be granted probationary admission, provided other substantial evidence of capacity to do satisfactory graduate work is presented.

Applicants whose undergraduate GPA is between 2.75 and 3.00 may be admitted on probation and required to complete at least 9 credits of course work in the program. Completion of the 9 credits with grades of B or higher automatically removes the students from probationary status.

Applicants whose undergraduate GPA is between 2.50 and 2.75 may be admitted on probation and required to complete at least 12 credits of course work in the program. Completion of the 12 credits with grades of B or higher automatically removes the students from probationary status.

Alternative Admission

An applicant whose undergraduate GPA is below 2.50 must submit an application and a written appeal to the department's admission committee. If granted, the student is admitted with probationary status and must

complete 12 credits of coursework in the program with grades of B or higher to be removed from probation.

Failure to meet the requirements of the probationary admission plan will result in the student being dropped from the graduate degree program.

Admission of Special Student (Courses Only)

Students with baccalaureate degrees who want to earn graduate credit but presently may not wish to pursue a graduate degree or administrative license may be admitted as a 'special student.' No formal pre-admission process is involved before the first class.

Students with 'special student' status may enroll in courses required in the degree program if they have a baccalaureate degree and special permission from the appropriate department in the School of Education. If, at a later time, the student wishes to pursue a graduate degree and/or administrative license, the student must formally apply for admission to the specific program. A maximum of 6 credits earned as a 'special student' may be accepted into the graduate degree program.

Deviations from this policy may be determined by the department chairperson.

Waiving Probationary Status

Each department's admission committee considers successful graduate work at other institutions as documenting the ability to do graduate work. Waiving probationary status is considered only if:

- The last 30 credits in the applicant's undergraduate program are completed with a grade point average of at least 3.00;
- Graduate coursework from other institutions must meet the criteria normally used for "transfer of credit;"
- An applicant with an undergraduate GPA of 2.75-2.99 has completed up to 9 credits of graduate coursework, a corresponding number of credits to remove probationary status may be waived; or
- An applicant with an undergraduate GPA of 2.50-2.74 has completed up to 12 credits of graduate coursework, a corresponding number of credits to remove probationary status may be waived.

Admission of International Students

Additional admission requirements for international student applicants to the Master of Arts in Education degree program include the following:

- Every foreign applicant whose native tongue is not English is required to take the Test of English as a Foreign Language (TOEFL), given through the Educational Testing Service of Princeton, New Jersey. The TOEFL must be taken at least three months before the proposed date of enrollment if the application is to be processed in time for admission. If an applicant's TOEFL score is below 580, the applicant may be denied admission to the program or may be required to take steps to upgrade language proficiency.
- In addition to the TOEFL, foreign applicants must send (with English translation) official records (transcripts) from each previous undergraduate or postgraduate institution. Academic transcripts must have a seal and signature in ink of an authorized official of the institution(s), such as the registrar or recorder of records.
- Foreign students are required to pay for any costs incurred by the University for the evaluation of equivalencies of academic course work.
- Every foreign student applicant must provide evidence of adequate financial resources (including support for any family members who accompany the student to the university) as part of the application for admission. This statement must be provided in English and signed by the student applicant and any financial sponsors.
- Foreign students are required to pay one half of the first semester's tuition to the University, in U.S. dollars, before arriving at the University. The remaining tuition for the first semester is due when classes begin.

Transfer of Credit

All college and university course work, including graduate credits, earned prior to admission, must be reported on the application for admission and documented by means of an official transcript requested by the student from the registrar of each institution previously attended. All transcripts must be sent directly from the institution(s) to Marian University.

A transfer of credit application must be filed in conjunction with the application for admission. Official syllabi/course descriptions must be provided upon request. Graduate credits earned prior to admission, but not reported on the Transfer of Credit Application are not considered for transfer after admission. No more than 9 credits are accepted in transfer. Individual programs may have additional restrictions.

To be considered for transfer, credits must be:

- Earned at an institution regionally or nationally accredited at the graduate level;
- Acceptable to the master's program in education of the transferring institution;
- Completed within the last 10 years; however, the department reserves the right to deny transfer of credit for courses in which the content or practice has significantly changed in the last 3 years;
- Grade of A or B (a "B-" grade is not acceptable); however, such grades are not included in the computation of grade point average;
- Equivalent to or as rigorous as Marian University courses; and
- Appropriate for the student's proposed graduate program at Marian University.

The following are not transferable: undergraduate courses, continuing education units (CEU), workshops, or credit for prior learning.

Students admitted to the Master of Arts in Education program at Marian University who wish to take a course at another institution must have prior written approval from the department chair of the School of Education before enrolling in the course if the credit earned is to be considered for transfer.

When a student changes emphasis within the Master of Arts in Education, graduate courses already accepted in transfer are not automatically accepted into the student's new emphasis. Such courses must be reevaluated and processed according to the above outlined procedures.

Degree Time Limit Requirements

All work applying to the Master of Arts in Education degree must be completed within a seven-year time period. The time period begins with formal acceptance into the degree program.

DEPARTMENT OF EDUCATIONAL TECHNOLOGY

The primary focus of programs leading to a Master of Arts in Education degree or online teaching certification in the department of educational technology is on the use of technology to support teaching and improve learning.

EDUCATION TECHNOLOGY PROGRAM (MAE)

This innovative program gives teachers the skills necessary to transform their curriculum for the 21st

century through the integration of participatory learning.

Graduate students in the program examine current educational theory and practice, and explore a variety of viewpoints to reflectively develop their professional competence and teaching style. They explore social issues affecting students and expand their awareness of and respect for the unique development of each student. This program builds on the belief that teachers and students should be actively involved in their learning and they should have authentic audiences for their work. The use of innovative technology and many Web 2.0 applications are explored that support this type of learning and teaching. During their course work, graduate students consider effective collaboration with an accountability to students, parents, colleagues, and the community. Reexamining the development of values and professional ethics in the age of technology, students gain greater intellectual and ethical insight. Students assess themselves on established professional teaching and technology standards, and develop professional growth plans.

At the end of their program, all students demonstrate their proficiency in a portfolio based on the ten Wisconsin Teacher Standards in PI 34.02 and the ISTE National Educational Technology Standards (NETS•T). Students may also work with an advisor to complete documentation in preparation for submission of a National Board portfolio or the Wisconsin Master Educator portfolio. Classes in the program are both face-to-face and online. More information is available on the website: www.marianuniversity.edu/soe

30 credits:

- EDT 650 Foundations of Educational Technology, 3 cr.
- EDT 652 Innovations in Education, 3 cr.
- EDT 654 Educational Telecommunication, 3 cr.
- EDT 655 Developing Grant Proposals Integrating Technology, 3 cr.
- EDT 658 Teaching and Learning with Multimedia, 3 cr.
- EDT 661 Educational Hardware & Systems Support, 3 cr.
- EDT 672 Teaching and Learning Online, 3 cr.
- EDT 674 Learning with Technology: Effective Strategies, 3 cr.
- EDT 678 Electronic Portfolio: Development & Assessment, 3 cr.
- EDT 704 Contemporary Topics in Educational Technology, 3 cr.

Admission Requirements

All applicants must meet the following requirements:

- Admission requirements for the MAE (see MAE admission requirements)

Degree Requirements

To receive the Master of Arts in Education degree with an Educational Technology emphasis, the candidate must meet the following criteria:

- Completion of the course work or its equivalent with at least a 3.00 grade point average on a 4.0 scale
- Grades below "C" (2.00) are not counted toward meeting degree requirements.
- Successful completion of all three program gates
- Submit an application for degree completion

ONLINE TEACHING CERTIFICATE PROGRAM

This program is a graduate level certificate program. Candidates who complete the three course graduate certificate will demonstrate the knowledge and skills to effectively teach or train online and serve as leaders in distance learning initiatives. EDT 652 and EDT 672 can be applied toward a Master of Arts in Education degree in Educational Technology.

7 credits:

- EDT 652 Innovations in Education, 3 cr.
- EDT 672 Teaching and Learning Online, 3 cr.
- EDT 794 Online Teaching Practicum, 1 cr.

DEPARTMENT OF LEADERSHIP STUDIES

The Department of Leadership Studies offers graduate degree programs in leadership leading to a Master of Arts in Education (MAE) degree or to a doctoral degree (Ph.D.), as well as certification programs in school administration.

EDUCATIONAL LEADERSHIP PROGRAM (MAE)

The educational leadership program provides students opportunities for enrichment and growth in a collegial environment. Relevant coursework motivates growth in personal and professional competence in leadership roles. As students develop critical thinking skills and an attitude of self-reflection, they are encouraged to define the valuing process, its foundations, and its applications. Throughout their coursework, students

explore the interface of current theory with practical applications.

The Master of Arts in Education program in Educational Leadership is a 32-credit program designed to meet the needs of administrators who want to continue developing their professional competence in leadership roles under the Wisconsin Department of Public Instruction Teacher Education Program Approval and Licenses (Chapter PI 34). The educational leadership program leads to licensure as school principal (WI code 51), director of instruction (WI code 10), school business administrator (WI code 08), or director of special education and pupil services (WI code 80).

Students with a master's degree who do not wish to complete an additional master's degree may seek licensure only. A separate course of studies is established for this option.

All students in the Educational Leadership degree or licensure-only program are required to complete an online portfolio to demonstrate their performance on the applicable standards specified in the relevant parts of Chapter PI 34, Teacher Education Program Approval and Licenses (Wisconsin Department of Public Instruction, 2000). Extensive documentation relating to the online portfolio is distributed at the appropriate time. All students seeking a Master of Arts in Education degree in Educational Leadership will take a master's comprehensive exam.

Students seeking administrative licensure through Marian University are reminded that they must hold a valid Wisconsin Teaching License and three years of teaching experience or State of Wisconsin licensure as a school counselor (54), school psychologist (61 or 62), or school social worker (50). All of these must include three years of successful experience and evidence of a minimum of 540 hours of successful classroom teaching experience.

Admission Requirements

All applicants must meet the following requirements:

- Admission requirements for the MAE (see Degree Admission requirements)
- A signed course sequence plan

Licensure and degree

To be eligible for a master's degree and licensure as a principal, director of instruction, director of special education and pupil services, or school business

administrator, students must complete the all program requirements.

32 credits as follows:

19 credits: Common Core Courses

- EDL 705 Educational Leadership, 3 cr.
- EDL 735 Research Application to Practice, 3 cr.
- EDL 745 Student Support Services for Diverse Student Populations, 3 cr.
- EDL 765 Communications, School-Community Relations, and Strategic Planning, 3 cr.
- EDL 775 School Finance and Collective Bargaining, 3 cr.
- EDL 785 Law and Politics of Education, 3 cr.
- EDL 790 Values Development for Educational Leaders, 1 cr.

13 credits: Certification-specific Courses

For Principal, Director of Instruction, and Director of Special Education & Pupil Services licenses, 13 credits as follows:

- EDL 715 Educational Administration, 3 cr.
- EDL 725 Curriculum and Assessment, 3 cr.
- EDL 755 Supervision and Personnel Development, 3 cr.
- EDL 796, or EDL 797, or EDL 798 (*practicum related to licensure sought*), 2 cr.
- EDL Elective, 2 cr.

OR

For School Business Administrator license, 13 credits as follows:

- EDL 762 Advanced School Business Administration, 2 cr.
- EDL 764 Advanced Accounting and Computer Application in Educational Administration, 3 cr.
- EDL 766 Collective Bargaining, Contract Negotiations, and Risk Management, 3 cr.
- EDL 768 Auxiliary Services Management, 3 cr.
- EDL 794 School Business Administrator Practicum, 2 cr.

Degree Requirements

The Master of Art in Education (MAE) degree in educational leadership requires a minimum of 32 semester credits (23 or more in educational leadership from Marian University). The student may earn certification in PK-12 administration after completing the degree program.

Degree candidates must meet the following requirements:

1. Completion of the required course work or its equivalent with at least a 3.00 GPA on a 4.00 scale. Grades below "C" (2.00) are not counted toward meeting degree requirements;
2. Successful completion of the online professional portfolio;
3. Successful completion of the master's comprehensive exam;
4. Submission of application for degree completion;
5. Eligibility to hold a Wisconsin license to teach; and
6. Submission of evidence of three years of successful classroom teaching.

Candidates for the degree and/or license may need to meet additional state and university requirements, as determined at the time of admission.

ADMINISTRATIVE LICENSURE ONLY (LO)

Students, who already have a master's degree and do not wish to receive another, may seek initial licensure as a principal, director of instruction, director of special education/pupil services, or school business administrator. Students who already hold a Wisconsin administrative license may seek licensure as a superintendent.

Admission for Licensure Only

To apply for admission as licensure-only, students must meet the following specific admission criteria:

- Master's degree from an institution regionally or nationally accredited at the graduate level;
- Three years of successful full-time classroom teaching experience;
- A Wisconsin teaching license or a Wisconsin administrative license, or evidence of eligibility to hold such a license; and
- Approved course sequence plan.

Add-on License for Marian graduates

Individuals who have earned a Master of Arts in Education from Marian University in Educational Leadership and wish to seek additional administrative licenses should contact the director of graduate admission at (920) 923-8118 or 1-800-2-MARIAN, ext. 8118.

Application Procedures

The applicant must present the following:

- Completed Marian University Graduate Studies application form;
- \$75 non-refundable processing fee for superintendent license program; \$50 for other license programs;
- Official college/university transcripts sent directly from the registrar verifying completion of a master's degree and any other course work completed at the undergraduate or graduate level (Marian University alumni need not submit Marian University transcripts);
- Course sequence plan, signed by advisor; and
- Copy of WI teaching or administrative license or evidence of eligibility to hold such a license.

At the time students submit an application, a faculty advisor is assigned by the department chair. For academic and professional advising, students pursuing licensure must meet with the director of graduate admissions and/or a faculty advisor and complete a course sequence plan. Students should submit the completed application and signed course sequence plan to the graduate admission office in the School of Education.

Administrative Licensure-only Coursework

Refer to the course requirements in the MAE in Educational Leadership degree program for specific coursework required for the following administrative licenses: principal, director of instruction, director of special education & pupil services, and school business administrator.

For students pursuing a superintendent's license, refer to the following Ph.D. program with a concentration in educational administration for more detail.

Online Portfolio

Students in all administrative licensure-only programs are required to complete an online portfolio to demonstrate their performance on the applicable standards specified in the relevant parts of Chapter PI 34, Teacher Education Program Approval and Licenses (Wisconsin Department of Public Instruction, 2000).

DOCTORAL PROGRAM (PH.D.)

The Doctor of Philosophy (Ph.D.) degree program supports study for professionals in a wide range of sectors including business, government, K-12 education, higher education, health care, social services, and non-profit organizations. Based on the University's mission of educating the whole person, the doctoral program emphasizes an interdisciplinary

program promoting research, scholarship, increased leadership capacity, and developing reflective leaders with a deepened commitment to service.

The Ph.D. program has three areas of concentration: curriculum and instruction leadership; educational administration (including WI superintendent (03) licensure); and leadership studies. This Ph.D. program provides participants the opportunity to enhance their knowledge, skills, and leadership ability for increasingly demanding leadership roles in complex organizations. Participants examine and investigate theoretical concepts, as well as engage in application of those concepts to issues and problems of the field. Participants develop expertise in both qualitative and quantitative research methods as they develop their sense of what researchable issues need to be addressed in their fields, and how they can impact the debate on these issues.

The Ph.D. program is based on the model of a scholar-leader, one who endeavors to lead by example and to take unimpeachable ethical approaches to all issues pertinent to the scholar-leader's field and to research and social issues in general.

With the scholar-leader model at its foundation, participants examine and investigate interdisciplinary theoretical concepts pertaining to leadership. This orientation to rigorous scholarship demands that the participant develop a high level of competence in research skills. By the time participants progress to the latter phases of the Ph.D. program, they will be able to choose and use the tools they need to critically analyze leadership models and practices in their fields from a range of points of view and various perspectives. The integration of theory and practice throughout the program equips participants with the necessary skills to succeed personally and professionally in complex organizational environments.

The Ph.D. program seeks to:

- Evolve a community of participants striving to attain the ideal of the scholar-leader model, led by a faculty, who ascribes to the scholar-leader model by word and example.
- Provide advanced study and professional development to participants who are either preparing for or currently working in leadership positions in a variety of professional sectors.
- Provide an inter-disciplinary approach to the study of leadership that affords participants the opportunity to learn from the diversity of concepts, theories, and practices pertinent to a range of fields in today's complex and challenging workplace.

- Contribute to what is known regarding the theoretical and practical implementation of leadership concepts across various disciplines through study, research, and practice, thereby creating scholar-leaders.
- Successfully negotiate the complexity and diversity inherent in leading in their fields.

Admission Requirements

To be considered for admission into the doctoral program, the applicant must have a bachelor's and master's degree from an accredited four-year college or university. Applicants for the superintendent license must have or be eligible to hold a Wisconsin license as a principal.

Application Procedure

- Complete Doctor of Philosophy Admission Application;
- \$75 non-refundable, non-waivable application fee;
- Official transcripts (non-returnable) sent directly from each college/university attended;
- Official Millers Analogy Test (MAT) scores;
- Official TOEFL scores – International students only;
- Letter of Application (see details on admission application);
- Current resume or vitae;
- Three letters of recommendation (see details on admission application); and
- Two writing samples (see details on admission application).

Following receipt of complete application, the doctoral admission committee reviews applications. Selected applicants are invited for an on-campus interview session with other candidates and doctoral faculty. Candidates may need to complete an in-person writing sample as part of the admission process. Following the interview and final review by the doctoral committee, notification of admission decisions will be received from the director of doctoral studies.

Applicants with Superintendent Licensure Transfer

Candidates, who possess the superintendent licensure from another institution, may apply to transfer those credits (based on transfer policy) to the doctoral studies program. Candidates, who are accepted into doctoral studies, will take credits of concentration courses (based on transfer), in addition to the leadership and research core.

Provisional Enrollment

All candidates who are reviewed for admission must have a complete application on file with the doctoral studies program. The doctoral studies admissions review committee thoroughly assesses each completed application to determine which candidates are forwarded for the interview portion of the admission process. Upon completion of the interview, the doctoral studies admissions review committee determines which candidates are admitted into provisional status. Provisional status allows candidates to demonstrate performance through successful completion of the first six (6) credits of doctoral studies.

Curriculum and Instruction Leadership Concentration

This program area prepares professionals to take informed, reflective, and active leadership roles in studying and transforming learning and education in the broadest sense. Emphasis includes investigating the relationship between theory and educational practice and the contours of society and cultures. The program focuses on issues that transcend the various areas of educational inquiry as they impact upon the design, implementation, and evaluation of a broad range of educational programs.

Educational Administration Concentration

The educational administration concentration is specifically oriented to the superintendent licensure (03) requirements of the Wisconsin Department of Public Instruction (DPI) Chapter PI 34. The program focuses on leadership and demands high levels of scholarship. This program aims to graduate educational professionals and superintendents who will provide leadership based on strong values and a thorough grasp of educational, fiscal, and legal principles.

Leadership Studies Concentration

This program area is interdisciplinary and designed under the scholar-leader model to develop scholarship and professional competencies that encourage and emphasize self-reflection and strengthen a commitment to leadership. This concentration is designed to engage participants in the practice of study of leadership and organization development. The program concentrates on continued development of leadership skills of the practitioner applicable to a broad array of professions.

Degree Requirements

The Ph.D. program requires the following: a minimum of 45 credits of coursework above the master's degree, as well as 15 credits of dissertation research.

Students must maintain a minimum over-all grade point average of 3.25 in all academic coursework and complete the requirements of the degree within eight years after being admitted to the program.

PH.D. PROGRAM

60 credits as follows:

9 credits: Leadership Core

- EDL 811 Art and Practice of Leading, 3 cr.
- EDL 812 Leadership and Ethics, 3 cr.
- EDL 813 Leadership Foundations, 3 cr.

12 credits: Research Methods

- EDL 810 The Research Endeavor, 3 cr.
- EDL 900 Foundations of Research, 3 cr.
- EDL 901 Advanced Qualitative Research, 3 cr.
- EDL 902 Advanced Quantitative Research, 3 cr.

15 credits minimum: Dissertation

- EDL 903 Dissertation Research Seminar, 3-6 cr.
- EDL 920 Dissertation, 12 cr.

24 credits, concentration coursework, from one of the following concentrations:

Curriculum and Instruction Leadership Concentration

24 credits:

- EDL 853 Organizational Culture, 3 cr.
- EDL 856 Advanced Program Planning and Evaluation, 3 cr.
- EDL 857 Curriculum and Leadership, 3 cr.
- EDL 860 Advanced Curriculum Theory, 3 cr.
- EDL 861 Instructional Leadership: Theory and Practice, 3 cr.
- EDL 862 Teacher Education and Development, 3 cr.
- EDL 863 Sociocultural Concerns in Education and Leadership, 3 cr.
- EDL 864 Philosophical Concerns in Education and Leadership, 3 cr.

Educational Administration Concentration

24 credits:

- *EDL 850 The Superintendency, 3 cr.

- *EDL 851 Personnel Administration, 3 cr.
- *EDL 852 Technology & Educational Reform, 3 cr.
- *EDL 853 Organizational Culture, 3 cr.
- *EDL 854 Superintendent Internship, 3 cr.
- *EDL 855 Advanced Law and Education, 3 cr.
- *EDL 856 Advanced Program Planning and Evaluation, 3 cr.
- *EDL 857 Curriculum and Leadership, 3 cr.

* These courses constitute the superintendent's licensure program.

Leadership Studies Concentration

24 credits:

- EDL 814 Developing Leader Capacity, 3 cr.
- EDL 817 Organizational Development and Change, 3 cr.
- EDL 821 Organizational Behavior, 3 cr.
- EDL 819 Adult Development, 3 cr.
- EDL 826 Intercultural Leadership, 3 cr.
- EDL 827 Leadership for Social Change, 3 cr.
- EDL 853 Organizational Culture, 3 cr.
- EDL 856 Advanced Program Planning and Evaluation, 3 cr.

Degree Time Limit Requirements

All work applying to the Ph.D. degree must be completed within an eight-year time period from a student's first semester of enrollment.

District Administrator/Superintendent Internship

Students complete a field-based component of the educational administration concentration under the supervision of a School of Education supervisor and a field based administrator. Specific licensure requirements will be the focus of the field-based assessment. Students complete a project that may be research-based and present their findings at the conclusion of the internship.

Dissertation Research Seminar

The goal of this seminar is to guide and facilitate the development of the dissertation research proposal with supervision of the dissertation chair and committee. The student will identify the dissertation research question(s), select the method of research used to investigate the problem, define, state, and justify the thesis or theory, outline the proposed study, and submit the proposal to the dissertation committee for formal approval. Students must maintain continuous enrollment in subsequent seminars until they have successfully completed and defended their dissertation proposal. (May be repeated).

Dissertation

The dissertation is supervised by a faculty committee to guide the doctoral candidates in completion of original research concluding in written dissertation and oral defense. Minimum of 12 credits to complete dissertation with continuous enrollment until completed. The continuing role of the student's doctoral committee is to ensure that the student is achieving, in a timely manner, the level of academic excellence and technical maturity expected of a Ph.D. graduate.

DEPARTMENT OF TEACHER EDUCATION

The Department of Teacher Education offers a graduate teacher education program in alternative learning and a teacher certification program, 1-8, leading to initial licensure.

DIFFERENTIATED INSTRUCTION FOR ALTERNATIVE LEARNING (DIAL) – ONLINE MAE PROGRAM

The DIAL Master of Arts in Education (MAE) degree program prepares educators to meet the diverse learning needs of all students, including those who are at risk of not reaching their educational and personal potentials.

Upon completion of this master's program, Wisconsin students will also qualify for an alternative education license (952), which allows a person who already holds a Wisconsin teaching license to teach in alternative education programs in grades 6–12. Please note that the DIAL program is designed for online delivery; however, we provide opportunities for students to meet face-to-face and in site-based cohort groups.

30 credits as follows:

- TDE 610 Advanced Professional Development, 1 cr.
- TDE 612 Action Research, 3 cr.
- TDE 613 Action Research: Presenting the Findings, 2 cr.
- TDE 616 Perspectives in American Education, 3 cr.
- TDE 618 Advanced Educational Psychology, 3 cr.
- TDE 628 Classroom Strategies and Practices, 3 cr.
- TDE 636 Understanding At-Risk and Nontraditional Learners, 3 cr.
- TDE 638 Effective Schools Research: What Works, 3 cr.

- TDE 640 Education in the Age of Technology, 2 cr.
- TDE 658 Analyzing Student Achievement in Diverse Learning Contexts, 3 cr.
- TDE 642 Creating the Professional Portfolio, 1 cr.
- TDE 604 Summer Institute – Stars designated
- TDE Electives, 3 cr.

Admission Requirements

All applicants must meet the following requirements:

- Admission requirements for the MAE (see MAE admission requirements).
- If teaching license is out-of-state, student must provide a copy of a teaching license from any state or evidence of eligibility to hold such a license.

Degree Requirements

To receive the Master of Arts in Education degree with a Differentiated Instruction for Alternative Learning emphasis (DIAL), the candidate must meet the following criteria:

- Completion of the course work or its equivalent with at least a 3.00 grade point average on a 4.00 scale.
- Grades below "C" (2.00) are not counted toward meeting degree requirements.
- Successful completion of all three program gates.
- Submit an application for degree completion.

ALTERNATIVE EDUCATION LICENSURE-ONLY

Individuals with an initial teaching license who do not wish to complete a master's degree may seek the alternative education license only (WI DPI code 952).

9 credits:

- TDE 628 Classroom Strategies and Practices, 3 cr.
- TDE 636 Understanding At-Risk and Nontraditional Learners, 3 cr.
- TDE 638 Effective Schools Research: What Works, 3 cr.

Portfolio or reflective paper based on Wisconsin's teaching Standards.

SPECIAL EDUCATION PROGRAM (MAE)

This special education graduate program has been designed for four populations of educators wishing to teach students with special needs in middle childhood-

early adolescence, (grades 1-8). It will meet the needs of teachers seeking certification and a master's degree in special education/cross-categorical with a concentration in specific learning disabilities; teachers who seek certification only in special education/cross-categorical with a concentration in specific learning disabilities; and special education teachers who desire a master's degree who are already certified. Courses in the program will also be available for teachers who need recertification and continuing education credits.

Online and hybrid course delivery will meet the needs of working professionals and the program will be offered in cohorts.

Option 1: Certification + Master's Degree, 37 cr.

Option 2: Certification Only, 32 cr.

Option 3: Master's Degree Only, 30 cr.

Option 4: Recertification Credits, variable cr.

TEACHER EDUCATION PROGRAM (MAE)

The teacher education program offers an alternative pathway to certification for non-traditional students who possess a baccalaureate degree and are interested in making career changes. The program prepares students for teaching grades one through eight and qualifies them for the middle childhood through early adolescence license offered through the Department of Public Instruction.

43 credits as follows:

35 credits: Teacher Certification courses

- TCH 600 Orientation to the Program, 0 cr.
- TDE 616 Educational Foundations, 3 cr.
- TDE 618 Advanced Educational Psychology, 3 cr.
- TDE 640 Education in the Age of Technology, 2 cr.
- TCH 620 Literacy in the Primary Grades, 3 cr.
- TCH 621 Literacy in the Intermediate Grades, 3 cr.
- TCH 626 Principles of Curriculum and Assessment, 3 cr.
- TCH 628 Mathematics Curriculum and Instruction, 3 cr.
- TCH 630 Science and Health Curriculum and Instruction, 3 cr.
- TCH 632 Social Studies and Multicultural Curriculum and Instruction, 3 cr.
- TCH 601 Field Experience One, ½ cr.
- TCH 602 Field Experience Two, ½ cr.
- TCH 645 Clinical Practice and Seminar (grades 1-3), 4 cr.
- AND
- TCH 655 Clinical Practice and Seminar (grades 4-8), 4 cr.

OR

TCH 665 Clinical Practice and Seminar, 2-8 cr.*

8 credits:

- TDE 612 Action Research, 3 cr.
- TDE 613 Action Research: Presenting the Findings, 2 cr.
- TDE 604 Special Topics in Education, 3 cr.
(offered during our Summer Institute)

TEACHER EDUCATION CERTIFICATION-ONLY PROGRAM

This standards-based program reflects the integration of content, pedagogy, and professional studies, and is comprised of 35 credits, which includes field experiences and clinical practice. Classes are held on evenings during the fall, spring, and summer semesters, to meet the needs of students presently working in other careers. Following course schedules and meeting program requirements, students should complete the program in two years.

Upon completion of the teacher certification courses, students can choose to apply to the master degree program, complete 8 additional credits, and earn a Master of Arts in Education degree.

35 credits: Required Teacher Certification courses*
(See the Teacher Education: MAE Program above.)

*Number of credits may be reduced for second licensure students.

Admission

Full status:

- A baccalaureate degree from an accredited four-year college or university, including submission of original transcripts from that institution and any institution from which transfer of credit for application requirements are used.
- Completion of a Marian University Teacher Education Certification Program Application Form and payment of application fee.
- Cumulative GPA of 2.75 from undergraduate degree.
- Designation of area of concentration of non-licensable minor.
- Verification of written communication and oral communication classes with a grade of "C" (2.00) or better, from transcripts.
- Passing scores on Praxis I (PPST – Pre-Professional Skills Test).

- Approval for acceptance by the School of Education and/or department of teacher education faculty.

SCHOOL OF NURSING

MASTER OF SCIENCE IN NURSING (MSN)

The School of Nursing provides a graduate program of study for registered nurses (RNs). Graduates with a Master of Science in Nursing degree are prepared to assume educator roles and advanced practice roles. The program offers two specialties:

1. Adult Nurse Practitioner (ANP)
2. Nurse Educator (NE)

The MSN program of study is structured for registered nurses who previously earned a bachelor of science in nursing degree.

The MSN program of study is also offered to registered nurses that meet the criteria for progression from RN-MSN. Studies include baccalaureate and graduate nursing education and culminate in a MSN degree in either of the specialties offered.

Adult Nurse Practitioner Specialty

The Adult Nurse Practitioner (ANP) Specialty consists of a program based in nursing theory, research, and primary care for adult clients. The program is accredited by the Commission on Collegiate Nursing Education (CCNE) and is guided by the core competencies set forth by National Organization for Nurse Practitioner Faculties (NONPF). Students complete a total of 600 clock hours of clinical practice with certified nurse practitioner or physician preceptors. Graduates are eligible to write the ANP certification exam offered through the American Nurse Credentialing Center (ANCC) or the American Academy of Nurse Practitioners (AANP). They may also complete the Wisconsin exam for prescriptive authority and the Drug Enforcement Agency Exam for authority to write prescriptions for scheduled drugs.

Nurse Educator Specialty

The nurse educator specialty consists of a program based in nursing theory, research and educational theory and practices. The program is accredited by the

Commission on Collegiate Nursing Education (CCNE) and is guided by the core competencies set forth by the National League for Nursing (NLN). Students complete one 225 clock hour nursing focus practicum with clients in a specific area, as well as 225 clock hours of practice teaching in classroom and clinical settings. Students are prepared to teach in academic settings, staff development settings, and organizations which plan and provide client educational offerings. Graduates are eligible to sit for the NLN Nurse Educator certification exam once they have met the NLN criteria.

Online Post Graduate Certificate in Nursing Education

This certificate prepares nurses with their Master of Science in Nursing degree with the knowledge and experience necessary to assume educator roles in the academic or non-academic setting. Coursework consists of foundations of education, curriculum planning, instructional design, assessment, and evaluation, as well as a clinical practicum. Graduates are eligible to sit for the NLN Nurse Educator certification exam once they have met the NLN criteria.

Degree Admission

Students seeking candidacy for admission to the Master of Science in Nursing (MSN) Program are required to submit a completed admission packet to the admission office at least three weeks prior to the first class.

The RN without a BSN degree shall complete all prerequisite credits; all liberal arts and science requirements; all articulated nursing credit; and NUR courses 211, 303, 309, 310, 435, 455, 511, 540, and 545 in the RN-MSN program prior to admission for graduate studies. Admission to graduate studies is granted according to the requirements set forth by the University, Graduate School, and the School of Nursing.

The RN-MSN student who has not earned a BSN degree, if accepted to graduate nursing studies, shall proceed with the balance of core graduate nursing courses (25-28 credits) and the courses required in the declared specialty (17 credits). A \$50 non-refundable application fee must accompany the application (this fee is not required for continuing RN-MSN students). An official transcript from the college or university where a BSN degree was earned must be forwarded to the Admissions Office. Official

transcripts are also required to document acceptable grades for prerequisite courses.

Entrance decisions are based on the following criteria:

- A bachelor's degree in nursing (BSN) from a NLNAC or CCNE accredited program or all baccalaureate nursing requirements successfully completed at Marian University.
- Current licensure or eligibility for licensure as a registered nurse in Wisconsin.
- A minimum cumulative undergraduate GPA of 3.00 on a 4.00 scale on all undergraduate courses. RN-MSN students must meet this minimum requirement on cumulative credits earned at Marian University. Completion of an acceptable undergraduate course in Statistics with a grade of C (2.00 GPA) or better within the past five (5) years.
- Completion of an undergraduate Physical (Health) Assessment course with a grade of C (2.00 GPA) or better.
- Completion of an undergraduate nursing research course with a grade of C (2.00 GPA) or better.
- A minimum of one year of clinical nursing experience as a registered nurse is required.
- Three academic and/or professional recommendations. One of these recommendations will be accepted from a previous instructor if the applicant has graduated in the past 3 years.
- A resume describing responsibilities and function of all nursing experiences.
- Educational and professional goal statement (*approximately 500 words*) written according to *APA guidelines (6th edition)* and meet criteria set forth in the rubric.
- Accuplacer: A score of 75% or greater on the Accuplacer Sentence Skills and Reading Comprehension tests is required on each test for admission. Those not obtaining 75% or greater may be denied admission or may be admitted on probation.
- A personal interview, if requested by the School of Nursing.

Qualified applicants must have continuing CPR certification throughout the MSN Program and meet University and clinical agencies health, safety, and personnel requirements as specified by individual agencies. In addition, students must provide proof of individual malpractice insurance.

Progression Policy

Students must earn a B (3.00) or better in all graduate nursing courses. If a grade below a B (3.00) is earned in any course, they may repeat this course one time

only. They must pass it the second time with a B (3.00) or higher. Students may repeat only one course, one time. A 3.00 GPA is required for graduation.

Background Check Policy

Background checks of nursing students are implemented through the School of Nursing in order to be in compliance with state laws and regulations as well as clinical agency regulations. Although Marian University and the School of Nursing do not exclude students based upon the results of this background check, clinical agencies reserve the right to refuse admittance of any student to their facility based on the information obtained in the background check. Agency refusal to accept a student may result in the student not being able to complete the requirements necessary for progression in and graduation from the School of Nursing. Cost is the student's responsibility.

Transfer of Credit Policy

All college and university coursework, including graduate credits, earned prior to admission must be reported on the application for admission. All credits earned relating to the BSN degree, including all MSN prerequisite courses must be documented by means of an official transcript requested by the student from the registrar of each institution previously attended. All transcripts must be sent directly from the institution(s) to Marian University.

A transfer of credit application must be filed in conjunction with the application for admission to request transfer of graduate credits earned prior to application for admission. Official syllabi/course descriptions must be provided upon request. Graduate credits earned prior to admission, but not reported on the transfer of credit application, are not considered for transfer after admission. No more than 9 credits are accepted in transfer. Individual programs may have additional restrictions.

To be considered for transfer, credits must be:

- Earned from a NLNAC or CCNE accredited program at the graduate level;
- Acceptable to the master's program in education of the transferring institution;
- Completed within the last 10 years; however, the school reserves the right to deny transfer of credit for courses in which the content or practice has significantly changed in the last 3 years;
- Grade of A or B (a "B-" grade is not acceptable); however, such grades are not included in the computation of Marian University grade point average;

- Equivalent to or as rigorous as Marian University courses; and
- Appropriate for the student's proposed graduate program at Marian University.

The following are not transferable: undergraduate credit, continuing education units (CEU), workshops, or credit for prior learning.

Nursing Degree Requirements

To receive the Master of Science in Nursing degree the candidate must meet the following requirements:

- Completion of the coursework or its equivalent with at least a 3.00 grade point average on a 4.00 scale and a minimum of a B (3.00) earned in each course;
- Completion of 600 clock hours of practicum experience for the ANP program or 450 hours of practicum experience for the NE program;
- Write a comprehensive final exam scoring 87.5% or higher;
- Completion of a competency-base portfolio; and
- Completion of graduate project or thesis (optional).

MASTER OF SCIENCE IN NURSING Required Coursework

MSN Core Courses

25-28 credits as follows:

25 credits:

NUR 500	Health Care Systems, 2 cr.
NUR 511	Theories in Nursing, 4 cr.
NUR 520	Advanced Nursing Research, 3 cr.
NUR 522	Evidence Based Practice, 2 cr.
NUR 524	Nursing Informatics, 2 cr.
NUR 531	Health Promotion and Disease Prevention Among Diverse Populations, 3 cr.
NUR 540	Advanced Pathophysiology, 3 cr.
NUR 545	Advanced Health/Physical Assessment, 3 cr.
NUR 605	Advanced Pharmacology, 3 cr.

3 credits from the following:

NUR 695	Graduate Project, 1-3 cr. (optional)
NUR 699	Graduate Thesis, 1-3 cr. (optional)

Adult Nurse Practitioner Specialty

17 credits:

NUR 624	Adult Nurse Practitioner Theory I, 3 cr.
NUR 625	Practicum I: Adult Nurse Practitioner and Role Development, 2 cr.
NUR 629	Adult Nurse Practitioner Theory II, 3 cr.
NUR 630	Practicum II: Adult Nurse Practitioner and Role Development, 3 cr.
NUR 633	Adult Nurse Practitioner Theory III, 2 cr.
NUR 635	Practicum III: Adult Nurse Practitioner Practicum & Role Development, 3 cr.
NUR 640	Practice Management for Nurse Practitioners, 1 cr.

Nurse Educator Specialty

17 credits:

NUR 652	Nursing Focus Clinical Practicum, 3 cr.
NUR 672	Nurse Educator Theory I, 3 cr.
NUR 673	Nurse Educator Theory II, 3 cr.
NUR 675	Nurse Educator Practicum and Role Development, 4 cr.
EDT 672	Teaching and Learning Online, 3 cr.
EDT 794	Online Teaching Practicum, 1 cr.

Post-Graduate Certificate in Nursing Education

10 credits:

NUR 672	Nurse Educator Theory I, 3 cr.
NUR 673	Nurse Educator Theory II, 3 cr.
NUR 675	Nurse Educator Practicum and Role Development, 4 cr.

RN-MSN PROGRAM

Through innovative restructuring, registered nurses prepared with an associate degree in nursing or a nursing diploma may complete a MSN degree. The stream-lined program of study provides RNs with options to earn a master's degree in less time than it would take to earn a BSN degree and then a MSN degree. For RNs who desire a BSN degree, the RN to BSN degree option continues to be offered. Pre-set group schedules are structured to include the following options: a culmination of studies ending in a BSN degree, a culmination of studies ending in a MSN degree, or fulfillment of both degrees.

Graduates with a BSN degree may return to continue graduate (MSN) studies at a later date, having fulfilled 10 credits of graduate nursing studies (NUR 511, NUR 540, and NUR 545). BSN graduates who wish to return to graduate studies at a later date should contact the admissions office to determine re-admission requirements and program locations.

Refer to the undergraduate School of Nursing section for details about admission, progression, course requirements, and sequencing.

PROFESSIONAL, ADULT AND CONTINUING EDUCATION (PACE)

Various schools in the University offer accelerated graduate programs through PACE. All Master of Science (MS) programs through PACE have the following common components:

MASTER OF SCIENCE

36 credits required for graduation

- 18 credits in Core Leadership Curriculum
- 18 credits in specific concentration area of applied leadership.

CONCENTRATION IN CRIMINAL JUSTICE LEADERSHIP (MS)

The Master of Science in Leadership with a concentration in Criminal Justice Leadership is designed to promote leadership through critical thinking, social justice, and civic responsibility. The curriculum is designed to ensure that students master the theoretical and methodological underpinnings of criminal justice through a multi-disciplinary approach. The program addresses not only the pedagogy of criminal justice, but also the fundamentals of leadership and managerial science as applied to a criminal justice setting. The program is designed to appeal to and educate professionals in both the theory and application of criminal justice in leadership, management and administration of criminal justice agencies.

Marian University's Criminal Justice Leadership concentration is intended for students who have a variety of career and life experiences. Ideally, students have worked in the criminal justice system and have an academic degree in a related field. Students who earn a Master of Science degree are prepared for a range of positions including criminal justice administration and public safety agency management. These courses, combined with the six core courses in leadership including a capstone project, make up the program of studies.

Admission Requirements

To be considered for admission into the criminal justice leadership concentration, the applicant must submit the following:

- A completed Marian University application form;
- A \$50 non-refundable application fee;
- An official undergraduate transcript showing a bachelor's degree from an accredited institution;
- Cumulative GPA of 2.75 on a 4.00 scale. Students may be considered for admission on a probationary status with less than a 2.75 GPA;
- Two confidential letters of recommendation;
- Letter of Intent (500 words or less describing applicant's goals relative to a graduate degree in criminal justice administration); and
- One sample of scholarly writing.

Transfer of Credit Policy

Students can transfer up to 9 credits into the graduate program; each possible transferable course is reviewed individually. Each course must be less than 7 years old.

Degree Requirements

To receive the Master of Science in Criminal Justice Leadership, the candidate must meet the following criteria:

- Completion of coursework with at least a 3.00 grade point average on a 4.00 scale.
- Submission and approval of the final capstone project.

36 credits as follows:

18 credits: Core Leadership Curriculum

LDR 605	Leadership Foundations, 3 cr.
LDR 607	Ethical Leadership, 3 cr.
LDR 625	Organizations & Systems, 3 cr.
LDR 635	Intercultural Communication & Leadership, 3 cr.
LDR 645	Quantitative Methods, 3 cr.
LDR 647	Research Foundations, 3 cr.

18 Credits: Criminal Justice Leadership Curriculum

CRJ 600	Contemporary Issues in Criminal Justice, 3 cr.
CRJ 610	Legal Issues in Criminal Justice Administration, 3 cr.
CRJ 620	Administration and Management of Criminal Justice Agencies, 3 cr.
CRJ 630	Managerial Finance for Criminal

	Justice, 3 cr.
CRJ 650	Criminal Justice Policy Analysis, 3 cr.
CRJ 695	Capstone Project, 3 cr.

CONCENTRATION IN GRIEF AND BEREAVEMENT (MS)

The Master of Science in Leadership with a concentration in Grief and Bereavement is designed to prepare individuals to assume or enhance their leadership roles and skills base in organizations that focus on the delivery of care for individuals and families confronting the end of life. The program combines rigorous study across the spectrum of end-of-life studies with content in spirituality, leadership theory, and practice. The grief and bereavement specialty emphasis includes study in the medical aspects of death and dying (palliative and hospice care); end-of-life decision making; communication with service providers and families; grief and bereavement; program development, management, and assessment; sudden, violent, and traumatic death; clinical ethics; and death education. The grief and Bereavement core consists of four required foundation courses (12 credits) and two electives (6 credits).

These courses, combined with the 6 core courses in leadership and a capstone project, make up the program of studies.

Admission Requirements

To be considered for admission into the grief and bereavement concentration, the applicant must submit the following:

- A completed Marian University MSL application form;
- A \$50 non-refundable application fee;
- An official undergraduate transcript showing a bachelor's degree from an accredited institution;
- Cumulative GPA of 2.75 on a 4.00 scale. Students may be considered for admission on a probationary status with less than a 2.75 GPA;
- Two confidential personal recommendations; and
- Career Goals Statement (500 words or less describing applicants' goals relative to a graduate degree in grief and bereavement).

Transfer of Credit Policy

Students can transfer up to 9 credits into the graduate program; each possible transferable course is reviewed individually. Each course must be less than 7 years old.

Degree Requirements

To receive the Master of Science in Leadership with a concentration in Grief and Bereavement, the candidate must meet the following criteria:

- Completion of coursework with at least a 3.00 grade point average on a 4.00 scale.
- Submission and approval of the final capstone project.

36 credits as follows:

18 credits: Core Leadership Curriculum

LDR 605	Leadership Foundations, 3 cr.
LDR 607	Ethical Leadership, 3 cr.
LDR 625	Organizations and Systems, 3 cr.
LDR 635	Intercultural Communication and Leadership, 3 cr.
LDR 645	Quantitative Methods, 3 cr.
LDR 647	Research Foundations, 3 cr.

12 credits:

GRB 650	Palliative and Hospice Care: History, Theory, and Practice, 3 cr.
GRB 655	Grief and Bereavement: Theory and Practice, 3 cr.
GRB 660	Walking with the Bereaved: Practical Helping Skills, 3 cr.
GRB 665	Making Sense of Death: Personal, Spiritual, and Theological Perspectives, 3 cr.

6 credits from the following:

GRB 700	Death in the Lives of Children and Teenagers, 3 cr.
GRB 705	Grief and Bereavement after Traumatic Death, 3 Cr.
GRB 710	Bereavement Education for Professionals and Communities, 3 cr.

0 credits:

GRB 720	Capstone Project, 0 cr.
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GRIEF AND BEREAVEMENT CERTIFICATE PROGRAM

A graduate certificate in grief and bereavement may be earned by fulfilling the following 18 credits and capstone requirement.

18 credits as follows:

12 credits:

GRB 650	Palliative and Hospice Care: History, Theory, and Practice, 3 cr.
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- GRB 655 Grief and Bereavement: Theory and Practice, 3 cr.
- GRB 660 Walking with the Bereaved: Practical Helping Skills, 3 cr.
- GRB 665 Making Sense of Death: Personal, Spiritual, and Theological Perspectives, 3 cr.

6 credits from the following:

- GRB 700 Death in the Lives of Children and Teenagers, 3 cr.
- GRB 705 Grief and Bereavement after Traumatic Death, 3 cr.
- GRB 710 Bereavement Education for Professionals and Communities, 3 cr.

0 credits:

- GRB 720 Capstone Project, 0 cr.

CONCENTRATION IN ORGANIZATIONAL LEADERSHIP AND QUALITY (MS)

The Master of Science in Leadership with a concentration in Organizational Leadership and Quality is designed for individuals to assume or enhance their leadership roles in organizations. It is customer-focused, learner-centered, and founded on a generalist orientation.

The accelerated program consists of twelve courses of three credits each. It may be completed in approximately two years. Classes meet for four hours, one night each week, for seven weeks. The courses are project-based and, with an emphasis on team and peer learning, integrate the functional disciplines of business with the development of implementation and process skills. Organizational learning and the quality philosophy comprise the program's two fundamental concepts, grounded on leadership. On average, students may expect to devote weekly, outside of class, approximately six to eight hours to accomplish individual or team assignments.

Program Outcomes

Participants will:

- Be exposed to leadership and quality concepts and practices;
- Increase/instill fitness of leadership skills;
- Problem solving;
- Development of a quality program; and
- Be able to use leadership tools (recognizes problems, diagnostic abilities, resolve problems, present solutions).

Admission Requirements

To be considered for admission into the Organizational Leadership and Quality degree program, the applicant must submit the following:

- A completed Marian University application form.
- A \$50 non-refundable application fee.
- An official undergraduate transcript showing a bachelor's degree from an accredited institution.
- Cumulative GPA of 2.75 on a 4.00 scale. Students may be considered for admission on a probationary status with less than a 2.75 GPA.
- Three years' work experience, preferably in a managerial or supervisory position.
- Two confidential recommendations.
- Two essays.

All students are admitted on probation (some are admitted on special circumstances probation dependent upon admission requirements). As a quality control measure, all students apply for candidacy after the completion of 3 courses. Students must have achieved a minimum of a 3.00 GPA in order to receive full admission.

Transfer of Credit Policy

Students can transfer up to 9 credits into the graduate program; each possible transferable course is reviewed individually. Each course must be less than 7 years old.

Degree Requirements

To receive the Master of Science in Leadership with a concentration in Organizational Leadership and Quality, the candidate must meet the following criteria:

- Completion of coursework with at least a 3.00 grade point average on a 4.00 scale.
- Submission and approval of the final research project.
- Grades below "C" (2.00) are not counted toward meeting degree requirements.

36 credits as follows:

18 credits: Core Leadership Curriculum

- LDR 605 Leadership Foundations, 3 cr.
- LDR 607 Ethical Leadership, 3 cr.
- LDR 625 Organizations and Systems, 3 cr.
- LDR 635 Intercultural Communication and Leadership, 3 cr.
- LDR 645 Quantitative Methods, 3 cr.

LDR 647 Research Foundations, 3 cr.

18 credits: Organizational Leadership and Quality Curriculum

OLQ 617 Building a High-Performance Organization, 3 cr.

OLQ 635 Globalization and the International Perspective, 3 cr.

OLQ 655 Managerial Finance and Budgeting, 3 cr.

OLQ 675 Human Resources Strategies, 3 cr.

OLQ 695 Operations Management, 3 cr.

OLQ 701 Consulting Team Project, 3 cr.