YALE GORDON COLLEGE OF ARTS AND SCIENCES

Christine Spencer, dean
Ronald Castanzo, associate dean
ubalt.edu/cas

INNOVATION, DISCOVERY AND ENRICHMENT

The Yale Gordon College of Arts and Sciences awards bachelor's, master's and doctoral degrees, and postbaccalaureate and master's certificates that encourage innovation and discovery, and enrich the intellectual lives of the college's students and faculty. Through interdisciplinary and discipline-based programs in the arts, humanities, and social and natural sciences, the college offers visionary, integrative learning and teaching environments enhanced with rapidly evolving information and communication technologies. Our graduates learn to be reflective, skilled communicators, adept at addressing contemporary problems within an ethical framework and are able to adapt to a changing world. Well-prepared for the world of work, our students become broadly informed and deeply engaged in local, regional and world communities.

The college was founded in 1937 as a junior college emphasizing the liberal arts. In 1961, it became a four-year institution offering day and evening classes; 1974 marked the introduction of its first graduate program. In 1975, it became an upper-division college and graduate school. Now that the University offers four-year programs, the college continues its commitment to offering a variety of unparalleled graduate programs and outstanding undergraduate programs.

In 1982, the College of Liberal Arts was named for Yale Gordon, a The University of Baltimore alumnus and businessman who understood the central importance of the humanities in higher education and in the life of a community. With his wife, Peggy, he established the Peggy and Yale Gordon Trust, which supports organizations such as the Yale Gordon College of Arts and Sciences that are dedicated to advancing the humanities. In 2010, the college was renamed the Yale Gordon College of Arts and Sciences to reflect a strengthened, expanded foundation of General Education and arts and sciences courses to enhance student success.

Although teaching and learning are of primary focus, the college places considerable importance on research and public service for both faculty members and students. Theoretical and applied research among faculty members enhances the quality of the college's academic programs and ensures the competitiveness of its students and graduates in the workplace and beyond.

As a public institution, the college recognizes its responsibility to the state and the Baltimore metropolitan area. The work of the Ampersand Institute for Words & Images; various specific projects undertaken in conjunction with enterprises like CityLit Project; and programs like legal and ethical studies and integrated arts, and those contributing to game design and counselor education have an impact on the growth and development of the community that reaches far beyond the campus borders.

STUDENTS

The approximately 800 students enrolled in the Yale Gordon College of Arts and Sciences—about one-half of them in graduate programs—represent about one-quarter of the total The University of Baltimore student population.

Nearly 47 percent of graduate students enrolled in the Yale Gordon College of Arts and Sciences are 30 or older, and more than 72 percent are women. While some of the college's graduate students entered master's degree programs immediately following their undergraduate studies, most are already working in a wide variety of careers. Some students are seeking advancement in their current careers; others are preparing to change careers. This diversity of age and experience is an important and invigorating part of campus life.

FACULTY

Yale Gordon College of Arts and Sciences faculty members are leaders in teaching, research, scholarship and service to the community. Full-time faculty members teach both graduate and undergraduate courses, conduct sponsored research, publish papers and articles, and engage in public service as consultants, board members and volunteers. The college's teaching faculty also includes a cadre of adjunct professors who are leading professionals and practitioners in dozens of fields, including government, the arts, nonprofit organizations and businesses. These adjunct faculty members contribute in significant ways to creating and advancing professional applications of the arts and sciences.

FACILITIES

Classrooms, laboratories and faculty offices for the Yale Gordon College of Arts and Sciences are located in the Learning Commons, Academic Center, and Liberal Arts and Policy Building. The college shares The University of Baltimore's Robert L. Bogomolny Library and the Office of Technology Services with other components of the University.

A gift of William Wagman, psychology professor emeritus, and his wife, Althea, the William and Althea Wagman Laboratory on the fourth floor of the Learning Commons includes a sensory deprivation room, an individual testing room, a wet lab and a computer intranet system. Psychology students can use the lab for independent and classroom research.

Advanced laboratories in the Liberal Arts and Policy Building support student work in graphic design, electronic publishing, motion graphics, digital imaging, and audio/video studio production and postproduction editing. Laboratories include high-end Mac computers; an array of quality printers, including those for large-scale posters; a professional mounting and lamination system; and connections for digital cameras, camcorders, high-end, photo-quality scanners and other equipment. The multiroom facility offers easy access to state-of-the-art software for graphic design; image creation, correction and manipulation; digital audio and video mixing and postproduction; animation; and web design.

Laboratories in the Academic Center support work in biology, earth and environmental science, PC and network administration, information security, hypermedia, game design, application development for mobile technologies and usability research. Facilities include a general science laboratory and an environmental sciences lab with state-of-the-art facilities (a designated biosafety level 2 research facility) that supports faculty and student research projects. The information security lab provides students with access to networking hardware, including network switches, firewalls, intrusion detection systems and virtual private network (VPN) servers. The UBalt User Research Lab, a high-tech teaching and research laboratory specializing in human-centered research studies, provides an environment for understanding the user experience in various contexts; provides user research services to academic researchers, graduate students and businesses; and contributes valuable research findings to the professional user research community. The UBalt Game Lab and the Digital Whimsy Lab support research in game development and user experience; provide space for collaborative, industry standard prototyping and

group design; and support knowledge-based applied research using immersive, visualization and interactive game technology.

GRADUATE PROGRAMS

Doctoral Program
- Information and Interaction Design (D.Sc.)

Master's Programs
- Counseling Psychology (M.S.)
- Creative Writing & Publishing Arts (M.F.A.)
- Industrial and Organizational Psychology (M.S.)
- Integrated Design (M.A.)
- Integrated Design (M.F.A.)
- Interaction Design and Information Architecture (M.S.)
- Legal Studies (M.A.)

Graduate Certificate Programs
- Advanced UX Research
- Digital Communication
- Global Industrial and Organizational Psychology
- Professional Counseling Studies
- User Experience (UX) Design

The graduate programs in the Yale Gordon College of Arts and Sciences, emphasizing the combination of theory and practice, are designed to advance and forge professional applications of the liberal arts. They are founded on the idea that professional studies at the graduate level must be broad-based and rooted in the liberal arts to prepare students for a constantly changing world. These programs are also skills specific to provide students with the mastery of knowledge necessary for superior professional performance.

The Yale Gordon College of Arts and Sciences also encourages students to develop specializations that combine elements of two or more master's programs. Students in the Applied Psychology, Legal and Ethical Studies, Information and Interaction Design, Interaction Design and Information Architecture, and Integrated Design programs take cross-disciplinary courses in such diverse fields as negotiations and conflict management, government and public administration, criminal justice, and business. Such combinations offer an exceptionally broad range of opportunities, and the college continues to develop formal specializations that cross and integrate the academic divisions.

ADMISSION

Applicants to all programs must have received a bachelor's degree from a regionally accredited college or university and must satisfy the additional admission requirements of individual programs. Some programs admit degree-seeking students on a conditional basis. For more information, see the Admission section of this catalog.

Some undergraduate students in the Yale Gordon College of Arts and Sciences may participate in accelerated bachelor's/master's programs or take graduate courses. See The University of Baltimore Undergraduate Catalog for more information.

Note: Applicants to doctoral and dual-degree programs are subject to the specific admission requirements of those programs, as noted in their program descriptions.

ACCELERATED BACHELOR'S/MASTER'S OPTION

Undergraduate students of recognized academic ability and educational maturity may fulfill the combined requirements of the college's bachelor's and master's degrees via a variety of accelerated bachelor's/master's options. This is different from applying to enroll in graduate courses as part of the undergraduate degree, as described above.

This accelerated option requires a minimum of 141 credits to complete both degrees, depending on the requirements of individual programs. A maximum of 9 graduate credits, completed at the undergraduate level, may be applied simultaneously to the requirements for the bachelor's and master's degrees. In some cases, students may cross disciplines. Those interested should discuss their proposals with the appropriate program directors and their adviser.

To qualify for an accelerated pathway at UBalt, students must have an undergraduate grade point average of at least 3.5, with at least 15 credits earned at UBalt, and be admissible to the graduate program to which they are applying for the accelerated option. The undergraduate GPA is calculated using all graded collegiate credits attempted at UBalt and other institutions over the past five years. At least 15 credits must be upper-division credits (300-level or above). Individual programs may require a certain number of credits to be upper-division credits in the major and for those credits to achieve a certain grade point average. Students should apply for the accelerated option prior to beginning the last 30 credits of their bachelor's degree so that if accepted, they may attempt the graduate credits during the last 30 credits of that degree. Students may not apply before they have successfully completed at least 75 credits, and the grade point average for acceptance will not be calculated until at least 87 credits have been completed. Students interested in an accelerated option should consult with an adviser as soon as possible. Permission of the undergraduate and graduate program directors and of the dean of the college (or designee) will be required as part of admission application to the accelerated pathway (the application is on the UBalt website).

Students admitted to the accelerated option may earn up to 9 graduate credits within the last 30 credits of the bachelor's degree that may be applied to both the student's bachelor's and master's degrees if the student remains continuously enrolled. Students taking advantage of this accelerated option may register for up to 9 credits of graduate coursework during the last 30 hours of their undergraduate degree. The undergraduate and graduate program directors will select the appropriate graduate courses for each student upon election of the option. These courses may not include independent study or research, individual research, directed study, thesis, internship or practicum courses. Changes in the program of study require approval of both the undergraduate and graduate program directors. The student must maintain a 3.5 grade point average in undergraduate courses and earn at least a 3.0 in the graduate courses to remain in the pathway. Programs may opt not to accept course credits toward the graduate degree if the student did not earn at least a 3.0 in the course.

Students must be in continuous enrollment at The University of Baltimore for this agreement to remain in effect. Those who fail to maintain the eligibility requirements will be dropped from the accelerated option. Applicability (if any) of graduate courses to the undergraduate degree will be determined on an individual basis. Students should be aware that graduate courses applied to both undergraduate and graduate degrees at the University may not transfer as graduate credits to another institution.

In addition to electing the accelerated bachelor's/master's option, a separate application for admission to the graduate program (including payment of applicable fees) must be completed during the final semester of the bachelor's program. Admission to the graduate program must be effective the first regular semester after completing the credits required for the bachelor's degree so that there is no break in studies.

ACADEMIC POLICIES AND INFORMATION

Transfer Credits
A maximum of 12 relevant graduate credits may be transferred from another program or regionally accredited college or university toward the graduate or doctoral degree, subject to the approval of the program director. Certain programs permit fewer than 12 credits as noted in their descriptions.

Completion Time
All requirements for the degree must be completed within seven calendar years of enrollment in the program.

Scholastic Standards
Graduate students must maintain an overall grade point average of 3.0. Students failing to do so may be placed on probation, suspended or dismissed from the degree program.

Students whose cumulative grade point average (calculated only from courses taken at The University of Baltimore) drops below 3.0 shall be placed on academic probation and must meet with the program director for schedule approval prior to registration for the next semester. Students on academic probation will be suspended from the program if they fail to achieve a minimum grade point average of 3.0 within their subsequent 6 academic credits attempted.

Certain programs have additional academic standards, as noted in their descriptions. More information about academic policies is available in the Academic Policies section of this catalog.

ADVISEMENT NOTICES
Students are advised that any deviation from the program of study, as stated in the catalog, must be approved in writing by the graduate program director and the dean of the Yale Gordon College of Arts and Sciences. When applying for readmission following a period of absence of more than two semesters from the University, a student's program of study must be reviewed by the graduate program director. See also the Advising section of this catalog.

PROGRAMS OFFERED BY THE COLLEGE OF ARTS AND SCIENCES

MASTER OF SCIENCE IN COUNSELING PSYCHOLOGY
https://www.ubalt.edu/cas/graduate-programs-and-certificates/degree-programs/counseling-psychology/index.cfm
Courtney Gasser, program director
FACULTY: Donahue, Frederick, Gasser, Richardson, Soheilian, Vinson
ADJUNCT FACULTY: Caraballo, Mason, Pandit, Passley, Whitten, Yarnell

The Counseling Psychology Program at the University of Baltimore (UBalt) adheres to a generalist training philosophy that is rooted in the scientist-practitioner model of training. The program is designed for students who are interested in becoming licensed mental health counselors, as well as those interested in doctoral work in the helping professions. Flexible curriculum offerings aim to support students who enter the program directly from undergraduate work, career changers, and working adults. The program prepares students for practice in multidisciplinary clinical settings such as hospital- and community-based mental health, private practice, school-based mental health, and substance abuse treatment facilities. Students prepare to provide a range of clinical and advocacy services in the counseling profession. The program focuses on education in professional identity and ethics, and contextual factors in developmental, vocational, educational, social, health, and mental health issues. The curriculum emphasizes research and theory as they inform evidence-based practice, integrative theoretical treatment conceptualization, assessment and advanced treatment interventions. The common factors model is embedded in the program's clinical curriculum, emphasizing the importance of therapeutic relationships and strengths-based counseling interventions. The program infuses multicultural and social justice advocacy awareness in all coursework.

The faculty emphasize self-awareness and self-reflection as a cornerstone of effective clinical practice. Students are challenged to enhance their professional development through self-reflection exercises embedded in coursework and by engaging in interpersonally-oriented instruction and supervision. Students are guided to understand their own cultural biases and lenses as well as the inherent cultural/contextual nature of counseling work. The program requires experiential clinical training exercises in many courses, in addition to practicum and internship requirements.

PROGRAMS OF STUDY

The counseling psychology program offers preparation for licensure and certification as a professional counselor or for doctoral study in counseling or clinical psychology. It includes the eight content areas tested in the National Counselor Examination, which is required for licensure as a licensed professional counselor in Maryland and many other states. Through UBalt's participation in a special program, students can take the exam at UBalt as a master's student after completing as few as 39 to 45 credits (as opposed to the otherwise required 60). While in the program, students also begin accumulating the hours of supervised psychotherapy experience required by Maryland to become LCPCs. Graduates find employment in hospitals, mental health clinics, substance abuse treatment centers and private practices. Others go on to Ph.D. or Psy.D. programs in counseling or clinical psychology.

The counseling psychology program offers two programs of study: a 48-credit option and a 60-credit option. The 48-credit general counseling psychology track is designed for students who work full-time and wish to become professional licensed counselors or for students who wish to continue their studies in a doctoral program, and requires students to complete a minimum of 200 clinical hours. For students who work full-time and want to become professional licensed counselors, the 48-credit program is ideally paired with UBalt's post-master's Certificate in Professional Counseling Studies, which allows students to complete the 60 credits of graduate study necessary for state licensure. The 60-credit practitioner specialization is designed for students aiming for a career as an LCPC and requires students to complete a minimum of 700 hours of clinical experience. The practitioner specialization within the counseling psychology concentration is accredited by the Masters in Psychology and Counseling Accreditation Council (MPCAC) for the period of February 2022 through February 2030.

The faculty is committed to student training and regularly review students' performance in the program. For full policy, please see the [Standards and Expectations for Graduate Counseling Psychology Students](#).

The program is an in-person program with occasional alternative offerings. Classes are typically offered during the late afternoons and evenings, and some courses are offered in the summer.

UNCONDITIONAL ADMISSION STANDARDS

For unconditional acceptance into the M.S. in Applied Psychology program, applicants are required to have:

- a bachelor's degree in psychology with a minimum cumulative grade point average of 3.0 from a regionally accredited college or university
- grades of B or better in psychology statistics and research methods courses
- a professional or academic letter of recommendation submitted on the student's behalf
- a statement of personal interest
- a vignette-based essay(s) on topics related to culture, diversity, and responses to clinical supervision.

CONDITIONAL ADMISSION STANDARDS

Applicants not meeting the requirements for unconditional admission—including holding a bachelor's degree in psychology—may, with the approval of the program's admission committee, be accepted on a conditional basis. Conditional admission may require the completion of specified undergraduate psychology courses, at either UBalt or another university, with grades of B or better. Conditionally admitted students will be notified of the requirements they must meet to achieve unconditional status and continue in the program. (Undergraduate or other courses that are not part of the degree requirements are not eligible for federal financial aid.)

For detailed information about specific admission requirements, visit https://www.ubalt.edu/cas/graduate-programs-and-certificates/degree-programs/counseling-psychology/admission-requirements.cfm .

DEGREE REQUIREMENTS

No more than 6 credits with passing grades lower than B- can be applied to the degree. To maximize career opportunities, advisement is recommended when selecting electives. Various courses in applied psychology and other disciplines (criminal justice, management, human services administration, legal and ethical studies, negotiations and conflict management, public administration, and integrated design) are permitted as electives, though may not count toward fulfilling LCPC licensure requirements. However, a maximum of 12 credits outside the department are permitted, and such electives are subject to the approval of the program director. See the online course descriptions at [ubalt.edu/coursedescriptions](#).

General Counseling Psychology Track (48 credits)
Core Courses (36 credits):
APPL 601   The Biological Basis of Behavior (3)
APPL 602   Professional Identity, Ethics, and Legal Issues in the Practice of Counseling & Psychology (3)
APPL 603   Learning and Cognition (3)
APPL 605   Advanced Theories of Personality and Counseling (3)
APPL 606   Basic Counseling Techniques (3)

APPL 610	Psychopathology and Diagnosis (3)
APPL 613	Human Development (3)
APPL 622	Group Counseling (3)
APPL 623	Career Counseling (3)
APPL 625	Multicultural Counseling (3)
APPL 633	Research and Evaluation (3)

Choose one of the following:

APPL 608	Applied Assessment Procedures (3)
APPL 617	Personality Assessment (3)
APPL 618	Intellectual Assessment (3)

Supervised Field Experience (6 credits)

APPL 703	Practicum in Counseling (3)[2]

[2] *Must be taken for two semesters, for a total of 6 credits.*

Elective (6 credits)

<u>Practitioner Specialization (60 credits)</u>

Core Courses (36 credits):

APPL 601	The Biological Basis of Behavior (3)
APPL 602	Professional Identity, Ethics, and Legal Issues in the Practice of Counseling & Psychology (3)
APPL 603	Learning and Cognition (3)
APPL 605	Advanced Theories of Personality and Counseling (3)
APPL 606	Basic Counseling Techniques (3)
APPL 610	Psychopathology and Diagnosis (3)
APPL 613	Human Development (3)
APPL 622	Group Counseling (3)
APPL 623	Career Counseling (3)
APPL 625	Multicultural Counseling (3)
APPL 633	Research and Evaluation (3)

Choose one of the following:

APPL 608	Applied Assessment Procedures (3)
APPL 617	Personality Assessment (3)
APPL 618	Intellectual Assessment (3)

Supervised Field Experience (9 credits)

APPL 703	Practicum in Counseling (3)
APPL 708	Internship in Counseling (3)[2]

[2] *Must be taken for two semesters, for a total of 6 credits.*

Specialization Required Courses (9 credits)

APPL 621	Family Therapy (3)
APPL 626	Treatment of Substance Use Disorders (3)

APPL 616   Advanced Treatment Techniques (3)

APPL 662   Treatment of Trauma (3)
APPL 663   Treatment of Depressive Disorders (3)
APPL 666   Treatment of Anxiety Disorders (3)

Elective (6 credits)

MASTER OF FINE ARTS IN CREATIVE WRITING & PUBLISHING ARTS

ubalt.edu/creativewriting
Betsy Boyd, program director
FACULTY: Boyd, Delury, Leyva, Watkins, Winik
ADJUNCT FACULTY: Frye, McCormick, Wilson

The 48-credit M.F.A. in Creative Writing & Publishing Arts program's curriculum emphasizes writing and publishing as part of an integrated process. The program embraces creativity and principles of craft, enabling students to not only create a substantial body of writing but also acquire the skills necessary to edit, design and produce literary publications. Students leave the program with a poetry, fiction or nonfiction manuscript they have written, designed and published. While providing an opportunity to create works of publishable quality, the program also prepares students for positions in the fields of publishing and teaching.

The faculty members, including creative and professional writers, editors, designers, multimedia experts and scholars, are accomplished and versatile. Added to the program's core and adjunct faculty are visiting writers, editors and designers who offer readings, seminars, master classes and critiques of student work.

Classes are offered evenings, and some courses are offered in the summer for continuing students.

ADMISSION STANDARDS

For acceptance into the M.F.A. in Creative Writing & Publishing Arts program, applicants are expected to have:
- a bachelor's degree with a minimum cumulative grade point average of 3.0 from a regionally accredited college or university
- potential for success in the program, as evidenced by a submitted portfolio of no more than 10 poems or 15 to 20 pages of prose (fiction or literary nonfiction).

The program admits students once a year in the fall; the application deadline is the preceding Feb. 15.

Students may still apply after the deadline as seats are available.

For detailed information about specific admission requirements, visit ubalt.edu/creativewriting.

DEGREE REQUIREMENTS

Foundation Course (3 credits)
CWPA 620   Creativity: Ways of Seeing (3)

Writing Workshops (6 credits)
Choose two 3-credit writing workshops in the same genre:
CWPA 622   Fiction Workshop (3)
CWPA 623   Poetry Workshop (3)
CWPA 626   Literary Nonfiction Workshop (3)
CWPA 627   Memoir Workshop (3)

Advanced Writing Workshop (3 credits)
CWPA 720   Advanced Writing Workshop (3)

Design (3 credits)
CWPA 651   Type & Design for Creative Writers (3)

Publishing Arts (6 credits)
Choose two of the following:
CWPA 753   Publishing Arts: Special Topics (3; as appropriate)
CWPA 780   Book Arts (3)
CWPA 781   Electronic Publishing (3)
CWPA 782   Creating the Journal (3)
CWPA 783   Print Publishing (3)

Writing and Literature (6 credits)
Choose two of the following:
CWPA 752   Creative Writing: Special Topics (3; as appropriate)
CWPA 786   Experimental Forms (3)
CWPA 787   Seminar in Literature & Writing (3)
CWPA 788   International Writing Workshop (3)

Culminating Courses (9 credits)
CWPA 796   M.F.A. Thesis I (3)
CWPA 797   M.F.A. Thesis II: Writing (3)
CWPA 798   M.F.A. Thesis III: Design (3)

Electives (12 credits)
Students select four electives (from among many in writing, design, literature, publishing, multimedia and technology).

MASTER OF SCIENCE IN INDUSTRIAL AND ORGANIZATIONAL PSYCHOLOGY

http://www.ubalt.edu/iopsychology

Sharon Glazer, program director
FACULTY: Donahue, Farley, Frederick, Glazer, Kahlil
ADJUNCT FACULTY: Edwards, Lasson, Roach

The 42-credit industrial and organizational psychology (IOP) Master of Science (M.S.) program applies psychological principles developed from evidence-based, rigorous scientific research to enable problem resolution in the workplace. The curriculum is designed to meet the master's-level competencies in all domains recommended by the Society for Industrial and Organizational Psychology (Division 14 of the American Psychological Association).

Our students engage in real-world and simulated experiential learning activities, such as conducting job analyses with real clients, preparing personnel assessment reports and developing organizational surveys. Preparing students for careers in the global work force community, the degree offers relevant coursework and international collaborative projects (both virtual and in-person), such as with the European Erasmus Plus Winter School program.

MISSION

The Master of Science program in IOP prepares students for careers as practitioners and researchers, or for doctoral studies in this and related fields, by emphasizing a curriculum of evidence-based practice and course activities that enhance student experiential learning. The state-of-the-art curriculum provides grounding in psychological theory, research knowledge and skills, ethics, international and cross-cultural competencies, and evidence-based practices. Principles drawn from social, cross-cultural, behavioral, cognitive, and biological psychology are learned and applied in traditional classroom settings or in hybrid course instruction, which is a combination of in-class and asynchronous instruction. Students also (1) complete courses individually with faculty members in independent studies, (2) participate in faculty research, (3) complete coursework with students in other countries at other universities, (4) conduct theses, or (5) participate in supervised, hands-on experience in practica and internships.

Classes are offered during the late afternoons and evenings; some courses are offered in the winter and summer terms.

UNCONDITIONAL ADMISSION STANDARDS

For unconditional acceptance into the M.S. in Applied Psychology program, applicants are required to have:

- bachelor's degree in psychology with a minimum cumulative grade point average of 3.0 from a regionally accredited college or university.
- grades of B or better in statistics and research methods courses; and
- professional or academic letter of recommendation submitted on the student's behalf.
- statement of personal interest.

CONDITIONAL ADMISSION STANDARDS

Applicants not meeting the requirements for unconditional admission—including holding a bachelor's degree in psychology—may, with the approval of the program's admission committee, be accepted on a conditional basis. Conditional admission requires the completion of specified undergraduate psychology courses, at either UBalt or another university, with grades of B or better. Conditionally admitted students will be notified of the requirements they must meet to achieve unconditional status and continue in the program. (Undergraduate or other courses that are not part of the degree requirements are not eligible for federal financial aid).

For detailed information about specific admission requirements, visit ubalt.edu/iopsychology.

DEGREE REQUIREMENTS

No more than 6 credits with passing grades lower than B- can be applied to the degree. To maximize career opportunities, advisement is recommended. Various courses in IOP and other disciplines (criminal justice, management, human services administration, legal and ethical studies, negotiations and conflict management, public administration, and integrated design) may be permitted as electives. A maximum of 12 credits outside of the IOP program may be taken subject to the documented approval of the program director. See the online course descriptions at ubalt.edu/coursedescriptions.

SUMMARY OF IOP M.S. CURRICULUM

IOP Curriculum Overview M.S. in IOP

Core Courses	12
Flexible Capstone	3 to 9
Personnel/Work Psychology Area	6
Organizational Psychology Area	6
Occupational Health Psychology & Organizational Consulting Area	6
Electives	Up to 9
Total	**42**

IOP COURSES (42-credit hour program)

Core (12 credits) *(*Must be taken sequentially in the first two semesters of attendance)*
*APPL 631   Intermediate Statistics for the Behavioral Sciences (3)
*APPL 632   Research Methods (3)
APPL 641   Organizational Psychology (3)
APPL 644   Personnel Psychology (3)

Flexible Capstone Required (3 to 9 credits)
APPL 655   Practical Applications in IOP (3)

 ~OR~

 Practical Experience Track
APPL 707   Practicum in Industrial/Organizational Psychology (1-4)
AND
APPL 704   Practicum in Research (3-6)
OR
APPL 706   Practicum in Applied Psychology (3-6)
OR
APPL 779   Directed Study in Applied Psychology (1-3)

 ~OR~

 Research Experience Track
APPL 789   Research Proposal Development (3)
AND
APPL 799   Thesis in Applied Psychology (3-6)

Personnel/Work Psychology Area (6 credits)
APPL 639   Special Topics: Applied Statistics (3)

APPL 645   Personnel Assessment (3)
APPL 646   Employment Law in Human Resources Management (3)
APPL 648   Employee Selection (3)
APPL 649   Special Topics in IOP (3)
APPL 651   Job Analysis (3)
APPL 657   Personality at Work (3)

Organizational Psychology Area (6 credits)
APPL 612   Human Relations (3)
APPL 642   Motivation, Satisfaction, & Leadership (3)
APPL 647   Training & Organizational Development (3)
APPL 649   Special Topics in IOP (3)
APPL 650   Work Groups in Organizations (3)
APPL 659   Cross-Cultural Organizational Psychology (3)

Occupational Health Psychology & Organizational Consulting Area (6 credits)
APPL 609   Occupational Stress & Health Psychology (3)
APPL 649   Special Topics in IOP (3)
APPL 652   Organizational Theory & Development (1-3)
APPL 653   Consulting Skills (3)
APPL 654   Survey Development & Implementation (3)
APPL 658   Change Management (3)

ELECTIVES (up to 9 credits) Select from any of the above or other courses at the University in consultation and with written approval of the Program Director.

MASTER OF ARTS IN INTEGRATED DESIGN
ubalt.edu/integrateddesignma
Jacob DeGeal, program director
FACULTY: Boyd, DeGeal, Meikle, Rhee, Simon, Smedley, Summers, Walsh, Winik, Yarrison
ADJUNCT FACULTY: Munchel, Patschke, Blum

Combining theory and practice, the M.A. in Integrated Design program combines conceptual thinking, design, writing, and research across multiple forms of media. Founded in the late 1970s, the program and its evolving curriculum have consistently prepared students to adapt to rapid changes in the fields of design and communications.

The integrated design faculty includes scholars, graphic and interaction designers, media critics, writers, filmmakers and videographers who, like the program itself, combine the intellectual, academic and professional. In addition, adjunct professors from the Washington metro region's creative community share their expertise in writing, graphic design and business practices.

Students in the program develop skills in design across multiple platforms as they prepare to pursue careers in corporate or nonprofit settings. Courses help students build a foundation in research, the creative process, professional writing, and design principles and strategies.

During the final semester, a two-course capstone experience enables students to practice what they have learned. PBDS 740: Seminar in Publications Design asks students to work in teams to address a

multifaceted challenge. Using the problem-solving skills they have developed during their time in the program, they produce a complete solution and present it to judges drawn from the professional community. Simultaneously, in PBDS 735: Portfolio, students develop and refine their online personal and professional portfolios.

Classes are offered evenings and weekends. The program is also offered at the Universities at Shady Grove. Students entering the program are expected to be proficient in the Adobe Creative Suite and the latest versions of HTML and CSS.

UNCONDITIONAL ADMISSION STANDARDS
For unconditional acceptance into the M.A. in Integrated Design program, applicants are expected to have:
- a bachelor's degree in design, communications or related field with a minimum cumulative grade point average of 3.0 from a regionally accredited college or university
- a portfolio of academic and/or professional work showing potential for success in the program.

CONDITIONAL ADMISSION STANDARDS
Applicants not meeting the requirements for unconditional admission may, with the approval of the program's admission committee, be accepted on a conditional basis.

Applicants lacking sufficient graphic design skills may be required to successfully complete PBDS 502: Introduction to Graphic Design Principles before being permitted to take any other design courses in the master's program. This course must be completed within the first 6 credits taken. The course does not count toward the 36 credits required for the degree.

For detailed information about specific admission requirements, visit ubalt.edu/integrateddesignma.

TRANSFER CREDITS
A maximum of 9 relevant graduate credits may be transferred from another program or regionally accredited college or university toward this graduate degree, subject to the approval of the program director.

COURSE SEQUENCING
Although there is considerable flexibility in the order in which students may take the required courses, courses involving graphic design generally have prerequisites.

PBDS 612: Creative Methodologies and PBDS 615: Typography I are prerequisites for all other design classes and should be taken within the first year in the program.

All entering students must demonstrate proficiency in HTML and CSS either by receiving a B or better in PBDS 501: Introduction to Web Development or presenting evidence of certification via another preapproved educational resource. PBDS 501 credits do not count toward the degree, but the course or approved equivalency is required before registering for PBDS 660: Web Development and/or PBDS 661: Advanced Web Development. Such proficiency is also a prerequisite for most courses in the M.S. in Interaction Design and Information Architecture program, in which many integrated design students opt to take electives.

AWARDS

Each spring, students enrolled in the capstone PBDS: 740 Seminar in Publications Design prepare projects that are judged by a jury of professionals in the field. Awards are presented for creative excellence in both this course and PBDS 735: Portfolio.

The annual Ampersand Award honors the graduating student who best exemplifies the integrative spirit of the Integrated Design program.

DEGREE REQUIREMENTS

Foundation Courses

One or all of these courses may be required based on an evaluation of the student's academic background and portfolio.

DESN 501   Introduction to Web Development (3)
Cannot be counted toward the 36 credits required for the degree
DESN 502   Introduction to Graphic Design Principles (3)
Cannot be counted toward the 36 credits required for the degree
DESN 503   Workshop in Written Communication (3)
Can count under certain circumstances toward the credits required for the degree

Required Courses (18 credits)

DESN 610   Visual & Verbal Rhetoric (3)
DESN 612   Creative Methodologies (3)
DESN 615   Typography I (3)
DESN 660   Web Development (3)
DESN 735   Portfolio (3)
DESN 740   Seminar in Publications Design (3)

Advanced Writing Course (3 credits)

Choose one course from the following:
DESN 603   Editorial Style (3)
DESN 604   Writing for the Marketplace (3)
DESN 605   Public & Private Languages (3)
DESN 611   The Craft of Popularization (3)
DESN 613   Design Writing (3)
DESN 691   Art of the Interview (3)
DESN 692   Writing for Digital Environments (3)
DESN 693   Magazine Writing (3)
DESN 750   Writing: Special Topics (3)
CWPA 781   Electronic Publishing

Electives (15 credits)

Students may take, in addition to any offerings in the Integrated Design program, any classes in the M.S. in Interaction Design and Information Architecture program and select courses in the Merrick School of Business (must be preapproved by the program director) at The University of Baltimore. They may also take courses in illustration, photography, graphic design or production offered for graduate credit at the Maryland Institute College of Art.

For a complete list of electives, visit www.ubalt.edu/integrateddesignma.

MASTER OF FINE ARTS IN INTEGRATED DESIGN
ubalt.edu/integrateddesignmfa
Megan Rhee, program director
FACULTY: Blodget, Boyd, DeGeal, Keohane, Meikle, Rhee, Simon, Smedley, Summers, Walsh, Winik, Yarrison
ADJUNCT FACULTY: Munchel

The 60-credit M.F.A. in Integrated Design program is built on the premise that design practitioners, writers and strategists must be fluent in the language and concepts applied throughout the field of design. This degree addresses a discipline that is continually changing and expanding, and the fluency gained prepares graduates to navigate through situations requiring both big-picture vision and detail-oriented realization.

Faculty members are professionals with experience in the industry and academics. Graphic and interactive designers, filmmakers and videographers, usability experts, and information architects all combining theory, strategy and practice are part of the degree faculty. In addition, professionals from the region's creative community share their insight and expertise as adjuncts, guest speakers and critics. Students in the program study concepts central to human-centered design. Over the course of their degree, students develop a wide-ranging portfolio containing interactive and narrative motion, digital strategy and design, and print work. Ultimately, students pursue either applied or theoretical thesis work that can carry them into further professional pursuits. Thesis work has included documentaries, exhibitions, language research, interactive experiences, design education research, animation and geolocation applications.

Classes are offered on evenings and weekends, and some courses are offered in the summer for continuing students. Students may attend full or part-time.

ADMISSION STANDARDS
For acceptance into the M.F.A. in Integrated Design program, applicants are expected to have:
- a portfolio of academic and/or professional work showing potential for success in the program
- a bachelor's degree with a minimum cumulative grade point average of 3.0 from a regionally accredited college or university
- a grade point average of 3.25 in any M.F.A.-required courses already completed at UBalt, if applicable.

For detailed information about specific admission requirements, visit ubalt.edu/integrateddesignmfa.

When admitted, all students must schedule an appointment with the program director prior to registration.

PREREQUISITES
This program may require prerequisites if an admitted student is determined to need further development in a specific area. In addition, all entering students must demonstrate proficiency in HTML and CSS either by receiving a B or better in PBDS 501: Introduction to Web Development or presenting evidence of certification via another preapproved educational resource. Such proficiency is a prerequisite for most

courses in the M.S. in Interaction Design and Information Architecture program in which many integrated design students opt to take electives.

TRANSFER CREDITS
A maximum of 12 relevant graduate credits may be transferred from another regionally accredited college or university toward this graduate degree, subject to approval of the program director.

DEGREE REQUIREMENTS
Integrated Design (18 credits)
DESN 610   Visual & Verbal Rhetoric (3)
DESN 612   Creative Methodologies (3)
DESN 617   Creative Concepts (3)
DESN 713   Integrated Design Studio I: Principles (3)
DESN 714   Integrated Design Studio II: Typography (3)
DESN 715   Integrated Design Studio III: Readings & Research

Practicum (3 credits)
DESN 791   Practicum in Integrated Design (3)
Capstone (9 credits)
M.F.A. candidacy is a requirement for these courses.
DESN 793   Proseminar in Integrated Design (3)
DESN 799   Integrated Design Thesis (3-6)

Electives (30 credits)
Students work with an adviser to choose relevant courses to align with their goals. Students take a wide range of courses in several different programs, including Integrated Design as well as Interaction Design and Information Architecture. Students may also take select courses offered for graduate credit at the Maryland Institute College of Art (must be preapproved by the program director).

M.F.A. CANDIDACY REQUIREMENTS
To be candidates for the M.F.A., students must meet the following requirements:
- competency in print, motion and digital strategy, as demonstrated by a portfolio evaluation and an oral examination of the portfolios
- completion of all coursework, except DESN 793: Proseminar in Integrated Design and DESN 799: Integrated Design Thesis
- a minimum 3.0 GPA.

MASTER OF SCIENCE IN INTERACTION DESIGN AND INFORMATION ARCHITECTURE
ubalt.edu/interactiondesign
Greg Walsh, program director
FACULTY: Blodgett, T. Harper, Ketel, Kohl, Oldenburg, Shrestha, Summers, Vincenti, Walsh
ADJUNCT FACULTY: Feist, L. Harper, Lazier

The 36-credit M.S. in Interaction Design and Information Architecture program teaches students to combine computer science, cognitive psychology, user research, library science, and visual design in

ways that successfully meet human needs. The program balances theoretical work with practical engagement, as students develop information systems and technologies to satisfy the needs of diverse audiences. They acquire skills to develop creative new applications for information technology and become proficient in understanding how humans interact with information and technology. The approach is forward-looking, anticipating the technologies of tomorrow and how they will affect our lives.

Laboratories offer excellent support for usability research, visual design, prototyping and interactive development. Students have the opportunity to work on high-impact digital technology projects through cutting-edge research with such tools as an industry-standard eye tracker in the University's User Research lab and high- and low-tech prototyping tools in the Digital Whimsy Lab.

Classes are offered in the evenings. The degree can be pursued part-time and can also be completed entirely online (most online courses are synchronous).

ADMISSION STANDARDS
For acceptance into the M.S. in Interaction Design and Information Architecture program, applicants are expected to have:
- a bachelor's degree with a minimum cumulative grade point average of 3.0 from a regionally accredited college or university
- two letters of recommendation
- a personal statement explaining why they are choosing interaction design and information architecture as their area of study.

The program does not admit students after August 1st for Fall semester and does not admit students after January 1st for Spring semester.

For detailed information about specific admission requirements, visit ubalt.edu/interactiondesign.

PREREQUISITE
For some courses, students are expected to complete the prerequisite course PBDS 501: Introduction to Web Development with a grade of PASS; this course does not count toward the completion of the degree program. Students may also meet this requirement using Code Academy courses as specified by the program director.

DEGREE REQUIREMENTS
Completion of the M.S. may be accomplished in two ways:

Thesis Option:
Complete 30 credits and a thesis/project for 6 credits, for a total of 36 credits. No credits with grades lower than B can be applied to the degree.

All core courses must be completed before thesis work begins. Thesis work must be spread over two semesters (3 credits each semester). Thesis projects must be approved by a thesis adviser before registering for any thesis credits. All thesis projects must incorporate significant elements of user research; thesis topics may have either a research or project focus.

Core Courses (18 credits)
IDIA 612   Interaction Design (3)

IDIA 630   Information Architecture (3)
IDIA 640   Humans, Computers and Cognition (3)
IDIA 642   Applied User Research for UX (3)

Technical Course (3 credits)
Students choose one course from the following:
IDIA 618   Dynamic Websites (3)
IDIA 619   Interactive Multimedia (3)

Focus Area (3 credits)
Students choose one course from the following:
IDIA 712   Topics in Advanced Interaction Design (3)
IDIA 730   Topics in Advanced Information Architecture (3)
IDIA 742   Topics in Advanced User Research (3)

Electives (12 credits)
With the approval of the program director, students complete four electives from the
following list:

- IDIA 602 Graphic Design Principles
- IDIA 614 Sequential Visualization and Analysis
- IDIA 616 Designing for Mobile Web
- IDIA 712 Advanced Interaction Design
- IDIA 715 Managing UX Projects
- IDIA 730 Topics in Advanced Information Architecture
- IDIA 740 Topics in Computers and Cognition
- IDIA 742 Topics in Advanced User Research
- IDIA 750 Special Topics
- IDIA 841 Statistics and Quant Analysis for UX
- IDIA 842 Experimental Methods for User Research
- APPL 601 The Biological Basis of Behavior
- APPL 603 Learning and Cognition

Thesis/Project (6 credits)
IDIA 799   Thesis/Project (3-6)

Non-thesis Option:
Complete the following 36 credits. No credits with grades lower than B can be applied to the degree.

Core Courses (24 credits)
IDIA 612   Interaction Design (3)
IDIA 630   Information Architecture (3)
IDIA 640   Humans, Computers and Cognition (3)
IDIA 642   Applied User Research for UX (3)
IDIA 740   Topics in Computers and Cognition (3)
IDIA 742   Topics in User Research (3)
IDIA 841   Statistics and Quant Analysis for UX
IDIA 842   Experimental Methods for User Research

Technical Course (3 credits)

Students choose one course from the following:

IDIA 618   Dynamic Websites (3)

IDIA 619   Interactive Multimedia (3)

Focus Area (3 credits)

Students choose one course from the following:

IDIA 712   Topics in Advanced Interaction Design (3)

IDIA 730   Topics in Advanced Information Architecture (3)

Electives (6 credits)

With the approval of the program director, students complete four electives from the following list:

- IDIA 602 Graphic Design Principles
- IDIA 614 Sequential Visualization and Analysis
- IDIA 616 Designing for Mobile Web
- IDIA 618 Dynamic Web Sites
- IDIA 619 Programming for UX Design
- IDIA 712 Advanced Interaction Design
- IDIA 715 Managing UX Projects
- IDIA 730 Topics in Advanced Information Architecture
- IDIA 742 Topics in Advanced User Research
- IDIA 750 Special Topics
- APPL 601 The Biological Basis of Behavior
- APPL 603 Learning and Cognition

MASTER OF ARTS IN LEGAL STUDIES

www.ubalt.edu/legalstudies
Justin Hollimon, program director
FACULTY: Hollimon, Kassner
ADJUNCT FACULTY: McDermitt, Moran, Trumpbou

This 36-credit program leading to an M.A. in legal studies provides students flexibility in scheduling and in how they approach their studies. The degree helps to make students competitive for a wide range of law-related jobs and prepares students for law school or further graduate study.

This degree does not lead to a paralegal certification but to a master's degree. It provides more advanced instruction in legal skills and knowledge.

Classes are offered evenings and online. Some classes are offered in a hybrid format (partly evening and partly online), and a few courses are offered fully online. Summer courses may be available as well for continuing students.

ADMISSION TO THE PROGRAM

To be considered for acceptance into the M.A. in Legal Studies program, applicants must:
- Complete each portion of UBalt's online application process.
- Possess a bachelor's degree from a regionally accredited college or university, or be currently enrolled in coursework leading to the completion of such a degree by the time of enrolment in the program.

Applicants are generally expected to have earned a grade point average of 3.0 or better in their undergraduate coursework. At the discretion of the program director, applicants not meeting this expectation may be admitted if their application materials demonstrate the potential to succeed in the program. Additional application materials, such as a writing sample, may be requested to help make this determination. In some cases, the program director may admit such students subject to certain conditions, which must be met to continue in the program after the initial semester.

For detailed information about specific admission requirements, visit ubalt.edu/legalstudies.

TRANSFER CREDITS

A maximum of 9 relevant graduate credits may be transferred from another program at a regionally accredited college or university toward this graduate degree, subject to the approval of the program director. These credits count toward the maximum 9 credits that may be taken outside the program as other discipline electives.

A maximum of 12 credits may be transferred from an accredited law school or a graduate legal studies program at a regionally accredited college or university toward this graduate degree, subject to the approval of the program director. These credits may count as other discipline electives or substitute for substantially similar M.A. in legal studies courses, subject to the approval of the program director.

DEGREE REQUIREMENTS

Required Courses (12 credits)
LEST 500   Legal Research and Analysis (3)
LEST 501   Legal and Ethical Foundations (3)
LEST 502   Law and Society (3)

Capstone Experience
Choose one of the following:
LEST 696   Internships (3)
LEST 697   Applied Projects (3)
LEST 699   Independent Study (3)

Elective Courses (21 credits)
Students must complete upper-level elective courses as follows:
Areas of Law (at least 6 credits)
Legal Topics (at least 6 credits)

The remaining 9 credits of electives may be distributed at student's discretion among any of the following options:
Areas of Law courses
Legal Topics courses
Other discipline courses

Areas of Law

LEST 603   Law of Contracts (3)
LEST 604   Law of Business Organizations (3)
LEST 605   Areas of Law (3) [for cross-listed LAW courses or other special offerings]
LEST 606   Family Law (3)
LEST 607   Property Law (3)
LEST 609   Employment Law (3)
LEST 614   Torts (3)
LEST 615   Criminal Law (3)
LEST 616   Constitutional Law (3)
LEST 617   Administrative Law (3)

Legal Topics

LEST 600   Complex Legal Analysis (3)
LEST 601   Ethics and Advocacy (3)
LEST 610   Special Legal Topics (3) [for cross-listed LAW courses or other special offerings]
LEST 624   Professional Ethics (3)
LEST 625   Topics in Applied Ethics (3)
LEST 626   The Trial Process (3)
LEST 628   Environmental Law and Ethics (3)
LEST 629   Biomedical Ethics (3)
LEST 696   Internships (3)
LEST 697   Applied Projects (3)
LEST 699   Independent Study (1-3)

Other Discipline Electives (9-credit maximum)

Students may take up to 9 credits in electives in other graduate programs at The University of Baltimore. Students are strongly encouraged to take a coherent series of electives that specifically advance an academic specialization or professional competency.

DOCTOR OF SCIENCE IN INFORMATION AND INTERACTION DESIGN

ubalt.edu/informationandinteraction
Kathryn Summers, program director
FACULTY: Blodgett, Kohl, Summers, Walsh

Drawing on a flexible array of disciplines and perspectives, the 48-credit D.Sc. in Information and Interaction Design program offers an engaged, critical approach to information and interaction design for humans. Through interdisciplinary courses in topics including cognitive psychology, library science, computer science, user research and interaction design, students become leading researchers and designers who can create innovative design solutions based on a solid understanding of human behavior.

This program is unique in its careful balance between theory and practice, and in its focus on the challenges of designing for special populations, such as children, older adults, people with low literacy skills or people who need assistive technology.

Doctoral studies culminate in a doctoral dissertation project with a significant impact on the field; students submit their projects for evaluation by a committee of faculty members and experts.

Classes are mostly offered during the evenings, and some courses are offered in the summer. All courses but one, are also offered online in a synchronous format that allows for live lecture, discussion and collaboration. One course in methods for user research is offered in a hybrid format that includes a short residential experience (3-4 days). Students may pursue the doctoral degree part time.

When students graduate from this program, they will be able to:
- Conduct well-designed quantitative and qualitative user research.
- Communicate research findings to academic and industry audiences.
- Evaluate the user research methods in studies performed by others.
- Develop information systems that 1) meet the needs of a global and diverse audience, and 2) can accommodate change and growth.
- Develop new conceptual models and hypotheses of interaction design based on existing interaction design knowledge and user-centered iterative design.
- Evaluate the social and cultural effects of information systems and their implementations.

ADMISSION STANDARDS

For acceptance into the D.S. in Information and Interaction Design program, applicants are expected to have:
- a bachelor's degree from a regionally accredited college or university
- a master's degree in a related field (information systems, computer science, communication, business, instructional design, professional writing, applied psychology, information design, graphic design, etc.) with a minimum cumulative grade point average of 3.2 from a regionally accredited college or university
- GRE scores from the verbal, quantitative and analytical tests that are no more than five years old: If applicants have taken the MAT or the GMAT, those scores (no more than five years old) may be substituted for the GRE.
- potential for success in the program, as evidenced by a resume showing work or volunteer experience related to user experience design or user research
- evidence of intellectual preparedness to undertake doctoral study, as demonstrated in a sample essay from the applicant's prior academic work at the graduate level.

The program admits students once a year in the fall; applications are accepted on a rolling basis. Applications received prior to April 1 will be considered for research assistantships.

For detailed information about specific admission requirements, visit ubalt.edu/informationandinteraction.

PREREQUISITES

Students entering the D.S. in Information and Interaction Design program are expected to be prepared for advanced work in information or interface design, visual design, professional writing and research. Students with deficiencies in one or more of these areas may be required to take additional coursework beyond the 48 credits required for the degree.

DEGREE REQUIREMENTS

After completing IDIA 810: Proseminar, students must take a qualifying examination containing written and oral components. The examination is based on questions developed by the candidate and finalized by an examining committee. Success is judged by three criteria:

- intellectual fitness: Is the student prepared to undertake dissertation research and/or development?
- conceptual framework: Is the student conversant with research, theory and methodology in professional or scholarly areas related to the proposed project? Does the project's design reflect an adequate grasp of knowledge in the field?
- project design: Is the proposed doctoral project well-conceived? Are the proposed methods appropriate? Is it practical? Will it make a demonstrable contribution to the student's profession, community or discipline?

Students have two opportunities to pass the qualifying exam. After the second attempt, students who do not pass the qualifying exam are no longer eligible to pursue the doctoral degree at The University of Baltimore.

In addition to coursework, students must submit a major dissertation project to be evaluated by a committee of faculty members and experts in relevant fields. The dissertation project must demonstrate the student's ability to do independent research and analysis. Although the project may reflect a primary emphasis on applications and problem-solving, it must include a well-developed, reflective written discussion that contains a survey of relevant research and an attempt to situate the work in its larger social or intellectual context.

With the approval of the program director, doctoral students may take up to 12 graduate credits through articulated programs at universities in the University System of Maryland or at other universities. These credits can satisfy particular degree requirements or be taken as electives.

Core Courses (24 credits)

IDIA 612	Interaction and Interface Design (3)	
IDIA 640	Humans, Computers and Cognition (3)	
IDIA 642	Research Methods for Interaction Design (3)	
APPL 631	Intermediate Statistics for the Behavioral Sciences (3)	
IDIA 715	Managing UX Projects (3)	
IDIA 742	Topics in User Research (3)	
IDIA 810	Proseminar (3)	
IDIA 842	Methods for User Research (3)	

Electives (12 credits)
Select four courses from the following:

IDIA 602	Graphic Design Principles (3)
IDIA 614	Sequential Visualization and Analysis (3)
IDIA 616	Designing for Mobile Web (3)
IDIA 618	Dynamic Websites (3)
IDIA 619	Interactive Multimedia (3)
IDIA 630	Information Architecture (3)
IDIA 712	Topics in Advanced Interaction Design (3)
IDIA 730	Topics in Advanced Information Architecture (3)
IDIA 740	Topics in Computers & Cognition
IDIA 750	Special Topics (3)

IDIA 790   Independent Study
APPL 603   Learning and Cognition (3)

Dissertation Work (12 credits)
IDIA 899   D.S. Project (1-6) (must be taken for a total of 12 credits)

GRADUATE CERTIFICATES OFFERED BY THE COLLEGE OF ARTS AND SCIENCES

GRADUATE CERTIFICATE IN DIGITAL COMMUNICATION
ubalt.edu/digitalcommunication
Jacob DeGeal, program director
FACULTY: Boyd, DeGeal, Rhee, Simon, Smedley, Summers, Walsh, Winik, Yarrison
ADJUNCT FACULTY: Patschke, Munchel

The 12-credit Graduate Certificate in Digital Communication helps working communications professionals develop strategies to navigate an ongoing era of rapid change and to construct effective messages that are appropriate to their chosen medium and audiences. The program helps develop skills in and knowledge of the spectrum of 21st-century communication tools to enhance flexibility and marketability.

Participants can augment their skills and widen their knowledge base, allowing them to make full use of digital media. The certificate can be designed to fit each participant's needs. Students select three of the four necessary courses with the help of an adviser, allowing them to study aspects of digital communication that are most relevant to them and their careers.
Classes are offered primarily in the evenings.

ADMISSION REQUIREMENTS
For acceptance into the Graduate Certificate in Digital Communication program, applicants are expected to have:
- a bachelor's degree with a minimum cumulative grade point average of 3.0 from a regionally accredited college or university
- Visit the Certificate Admission Requirements for detailed information

CERTIFICATE REQUIREMENTS
Students must complete one required course plus three electives, for a total of 12 credits.

Students are responsible for all prerequisites.

Required Course (3 credits)
Students choose one course from the following:
DESN 719   Design Thinking (3)
DESN 720   The Digital Economy (3)

Electives (9 credits)
With the help of an adviser, students choose three courses from the following:
DESN 602   Introduction to Digital Video (3)

DESN 613	Design Writing	
CWPA 781	Electronic Publishing	
DESN 638	Digital Photo	
DESN 672	Motion Graphics 2	
DESN 647	Information Design (3)	
DESN 660	Introduction to Web Development (3)	
DESN 661	Advanced Web Design (3)	
DESN 662	Design for Digital Environments (3)	
DESN 670	Motion Graphics for Interactive Media (3)	
DESN 671	Motion Graphics I (3)	
DESN 692	Writing for Digital Environments (3)	
DESN 720	The Digital Economy (3)	
DESN 617	Creative Concepts (3)	
IDIA 614	Sequential Visualization and Analysis (3)	
IDIA 630	Information Architecture (3)	

CERTIFICATE IN PROFESSIONAL COUNSELING STUDIES

ubalt.edu/professionalcounseling
John Donahue, program director
FACULTY: Donahue, Gasser, Richardson, Soheilian, Vinson

The **18-credit** Certificate in Professional Counseling Studies program is a post-master's certificate designed for those who have earned or are earning their master's degree in counseling or psychology. The program assists students with a qualifying master's degree in obtaining the **60 graduate credits** and **125 hours of field experience** required to sit for the National Counselor Examination. Passing the National Counselor Examination allows you to practice as a licensed graduate professional counselor while you complete the 3,000 total hours of professional experience required to become an LCPC in Maryland and throughout the country.

In this program, you will **work closely with an adviser** to tailor your studies to best prepare you to sit for the exam and to meet other criteria established by the Maryland Board of Professional Counselors and Therapists, all required to become an LCPC. This program is an ideal progression for you if you have earned or are in the late stages of completing your master's degree in counseling, psychology or a related field; it can easily be paired with UBalt's M.S. in applied psychology with a counseling psychology concentration.

Classes tend to be offered during the late afternoons and evenings, and some courses are offered in the summer.

UNCONDITIONAL ADMISSION STANDARDS

For unconditional acceptance into the Certificate in Professional Counseling Studies program, applicants are expected to have:
- a bachelor's degree in psychology with a minimum cumulative grade point average of 3.0 from a regionally accredited college or university
- a master's or doctoral degree, **with a minimum cumulative grade point average of 3.0**, from a regionally accredited college or university, in counseling or psychology, needing no more than 18 credits of additional graduate coursework to qualify for licensure

- o Alternatively, a master's or doctoral degree, **with a minimum 3.0 GPA**, from a regionally accredited college or university, in an area closely related to counseling, and written confirmation, through a credential's evaluation by the Maryland Board of Professional Counselors and Therapists, of needing no more than 18 credits of additional graduate coursework to qualify for licensure
- successful completion of all undergraduate prerequisites for remaining graduate course requirements
- GRE scores from the verbal, quantitative and analytical tests that are no more than five years old (Note: Consistent with our practice since the onset of the COVID-19 pandemic, the GRE admissions requirement will continue to be waived for the 2023-2024 year)
- **a** professional or academic letter of recommendation submitted on your behalf
- a statement of personal interest
- an interview with the program director following application review and determination of eligibility.

For detailed information about specific admission requirements, visit ubalt.edu/professionalcounselingadmission.

CERTIFICATE REQUIREMENTS

The Certificate in Professional Counseling Studies program consists of 18 credits of coursework. No more than 6 credits with passing grades lower than B- can be applied to the degree. As the curriculum of the program is uniquely tailored to meet student needs based on previously completed academic coursework and the criteria established by the Maryland Board of Professional Counselors and Therapists, advisement is required when selecting courses.

Faculty members are committed to student training and regularly review students' performance in the program. For full policy, please see the Standards and Expectations for Graduate Counseling Psychology Students. The table below describes the academic requirements to become an LCPC in the state of Maryland and the corresponding coursework offered in the program. See the online course descriptions.

Required Core Content Area (3 graduate credits each)	Corresponding Courses at The University of Baltimore (each course is 3 graduate credits)*
(a) Human Growth and Development	APPL 613: Human Development
(b) Social and Cultural Foundation of Counseling	APPL 625: Multicultural Counseling
(c) Counseling Theory	APPL 605: Advanced Theories of Personality and Counseling
(d) Counseling Techniques	APPL 606: Basic Counseling Techniques
(e) Group Dynamics, Processing and Counseling	APPL 622: Group Counseling
(f) Lifestyle and Career Development	APPL 623: Career Counseling
(g) Appraisal and Diagnosis of Individual	APPL 608: Applied Assessment Procedures APPL 617: Personality Assessment APPL 618: Intellectual Assessment
(h) Research and Evaluation	APPL 632: Research Methods APPL 633: Research and Evaluation
(i) Professional, Legal and Ethical Responsibilities	APPL 602: Ethics and Legal Issues in the Practice of Psychology
(j) Marriage and Family Therapy	APPL 626: Family Therapy
(k) Alcohol and Drug Counseling	APPL 621: Substance Abuse Counseling
(l) Supervised Field Experience	APPL 703: Practicum in Counseling Psychology** APPL 708: Internship in Counseling Psychology**
(m) Diagnosis and Psychopathology	APPL 610: Psychopathology and Diagnosis

(n) Psychotherapy and Treatment of Mental and Emotional Disorders	APPL 662: Treatment of Trauma APPL 663: Treatment of Depressive Disorders APPL 666: Treatment of Anxiety Disorders
Six electives	*Various courses including:* APPL 601: The Biological Basis of Behavior APPL 603: Learning and Cognition APPL 614: Community Psychology APPL 627: Child and Adolescent Therapy APPL 629: Special Topics: Topics in Counseling Psychology APPL 631: Intermediate Statistics for the Behavioral Sciences APPL 643: Advanced Social Psychology APPL 665: Clinical Supervision

*A faculty adviser may provide advice concerning degrees and coursework that will be acceptable to the Maryland Board of Professional Counselors and Therapists; however, final authority to accept or reject a particular degree or any individual course as applicable to licensure rests with the board.

**If a practicum or internship is needed, the student must take a minimum of one course at UBalt in the Counseling Psychology program prior to the semester in which the practicum is taken. UBalt faculty cannot endorse a student for practicum until that course has been successfully completed and the student has demonstrated ongoing fulfillment of the program's standards for graduate students in counseling psychology.

CERTIFICATE IN GLOBAL INDUSTRIAL AND ORGANIZATIONAL PSYCHOLOGY

ubalt.edu/globaliop
Sharon Glazer, program director
FACULTY: Glazer, Roach

The **12-credit** Certificate in Global Industrial and Organizational Psychology program is a postbaccalaureate certificate that is composed of courses within the M.S. in industrial and organizational (IO) psychology (IOP) program. The certificate program serves graduate students of IOP who wish to earn a credential that highlights their experience with international or global IOP.

Today's companies that employ IOP professionals typically have international linkages, whether the company is itself multinational or the company has international partners, vendors or consumers. These companies would benefit from having IOP professionals who are prepared to consult to these organizations that transcend national boundaries.

Classes tend to be offered during the late afternoons and evenings, and some courses may be offered during the winterim and summer.

ADMISSION STANDARDS

For unconditional acceptance into the Certificate in Global IOP program, applicants are expected to:
* be current students in the IOP program at The University of Baltimore and declare, prior to graduation, their intent to earn the certificate along with their M.S. degree
    or

- have a bachelor's degree in psychology with a minimum cumulative grade point average of 3.0 from a regionally accredited college or university, and
- have a master's or doctoral degree, **with a minimum cumulative grade point average of 3.0**, from a regionally accredited college or university or
- be in a master's or doctoral degree program in IOP or related field, **with a minimum cumulative grade point average of 3.0 (after completing at least three graduate courses)**, from a regionally accredited college or university and
- **have a professional or academic letter of recommendation submitted on your behalf** (if not already a graduate student at The University of Baltimore), and
- submit a statement of personal interest (if not already a graduate student at The University of Baltimore).

For detailed information about specific admission requirements, visit <u>ubalt.edu/iopsychology</u>.

CERTIFICATE REQUIREMENTS

The Certificate in Global IOP consists of 12 credits of coursework. No more than 6 credits with passing grades at or below a B- can be applied to the degree from prior completion of the master's in industrial and organizational psychology, at The University of Baltimore or other master's degree programs in psychology or related fields.

Students in the global IOP specialization will be required to take the following course for 3 credits:

APPL 659   Cross-Cultural Organizational Psychology

Under special circumstances, the following MGMT courses may be substituted (e.g., if no APPL course instructor is available to teach APPL 659 during a student's course of studies):

MGMT 780   Leading across Cultures (this course has a prerequisite, MGMT 605, that must be met before it counts toward the specialization)
MGMT 796   Global Business Practicum

Nine additional credits toward the certificate could include the following courses, as long as there is a clearly articulated global, study abroad or cross-cultural psychology component:

APPL 652   Organization Theory and Development (3)
APPL 655   Practical Applications in IO Psychology (capstone) (3)
APPL 707   Practicum in IO Psychology (1-4)
APPL 779   Directed Study in Applied Psychology (1-3)
APPL 789   Research Proposal Development (3)
APPL 799   Thesis in Applied Psychology (3 or 6)

Three of the total 12 credits may come from the following courses (exceptions to this limit may be made if above options are not possible within two semesters of graduation at program director's discretion):

GAHS 504   Seminar in Globalization and Social Change (3)
GAHS 508   International Organization (3)
CNCM 620   Special Topics (3; must be discussed in consultation with IOP program director)
CNCM 710   Terrorism and Counterterrorism (3)
CNCM 740   Ethnic and Cultural Factors in Conflict (3)

MGMT 780   Leading across Cultures (3; prerequisite, MGMT 605, must be met before course counts toward the specialization)
MGMT 796   Global Business Practicum (3)
MGMT 798   Global Field Study (3)
MKTG 760   Global Marketing Management (3; this course has prerequisites that must be met before it counts toward the specialization)

GRADUATE CERTIFICATE IN USER EXPERIENCE (UX) DESIGN

ubalt.edu/userexperience
Greg Walsh, program director
FACULTY: Blodgett, T. Harper, Ketel, Kohl, Oldenburg, Shrestha, Summers, Vincenti, Walsh
ADJUNCT FACULTY: Feist, L. Harper, Lazier

This 12-credit Graduate Certificate in User Experience (UX) Design is intended for communication or information professionals who want to acquire demonstrable competence in the techniques and concepts required for the emerging field of user experience design.

By including a range of disciplines, including interaction design, user research, information architecture and human/computer interaction, the program prepares students to build online information spaces and create user experiences that balance business goals and user needs.

Classes are offered in the evenings. The certificate can also be completed exclusively online (most online courses are synchronous).

ADMISSION STANDARDS

For acceptance into the Graduate Certificate in User Experience (UX) Design program, applicants are expected to have a bachelor's degree with a minimum cumulative grade point average of 3.0 from a regionally accredited college or university.

The program does not admit students after August 1st for Fall semester and does not admit students after January 1st for Spring semester.

For detailed information about specific admission requirements, visit ubalt.edu/userexperience.

PREREQUISITE

Students are expected to complete PBDS 501: Introduction to Web Development with a grade of PASS prior to registering for some certificate courses; this introductory course does not count toward the completion of the degree program. Students may also satisfy this requirement using Code Academy courses specified by the program director.

CERTIFICATE REQUIREMENTS

Students must complete four required courses, for a total of 12 credits.

Required Courses (12 credits)
IDIA 612   Interaction Design (3)
IDIA 630   Information Architecture (3)

IDIA 640   Humans, Computers and Cognition (3)

IDIA 642   Applied User Research for UX (3)

GRADUATE CERTIFICATE IN ADVANCED UX RESEARCH

ubalt.edu/user_research

Greg Walsh, program director

FACULTY: Blodgett, T. Harper, Ketel, Kohl, Oldenburg, Shrestha, Summers, Vincenti, Walsh

ADJUNCT FACULTY: Feist, L. Harper, Lazier

This 12-credit Graduate Certificate in Advanced UX Research is intended for working UX professionals who want to deepen their competence in research design and gain experience in performing research with special populations, including children, older individuals, English language learners, people with mild cognitive disabilities or limited literacy skills, and people who use assistive technology.

With classes in experimental and applied research design, statistics, neuro-design, and hands-on experiences in performing research with special populations, this program prepares experienced practitioners to add experimental rigor and depth to their practice and to advance into leadership roles.

Classes are offered in the evenings. Most classes are synchronous online courses, with one exception: IDIA 742 Topics in User Research is a hybrid course held synchronously online but with one four-day residential segment held in the University of Baltimore User Research Lab.

STUDENT LEARNING OUTCOMES:

- Students will use and defend mixed methods research
- Students will evaluate the statistical validity of quantitative research
- Students will evaluate the quality, validity, and generalizability of user research conducted by others
- Students will differentiate between experimental and applied research methods
- Students will design, conduct, and evaluate user research with special populations

ADMISSION STANDARDS

For acceptance into the Graduate Certificate in Advanced UX Research program, applicants are expected to have a bachelor's degree with a minimum cumulative grade point average of 3.5 from a regionally accredited college or university.

Applicants are also expected to have prior experience with applied user research and at least one prior course in human-computer interaction. Applicants with extensive industry experience in applied user research will be considered with a minimum 3.0 undergraduate GPA.

The program does not admit students after August 1st for Fall semester and does not admit students after January 1st for Spring semester.

For detailed information about specific admission requirements, visit ubalt.edu/user_research.

PREREQUISITE

Students are expected to complete IDIA 642: Applied User Research with a grade of B or above prior to registering for some certificate courses; this introductory course does not count toward the completion of the degree program. Students may also satisfy this requirement using practical work experience as approved by the program director.

CERTIFICATE REQUIREMENTS

Students must complete four required courses, for a total of 12 credits.

Required Courses (12 credits)
IDIA 740	Topics in Computers and Cognition (3)	
IDIA 742	Topics in User Research (3)	
IDIA 841	Statistics and Quant Analysis for UX (3)	
IDIA 842	Experimental Methods for User Research (3)	