

# Master of Professional Studies (MPS) in the Psychology of Leadership

## Pennsylvania State University World Campus

### Degree Requirements

#### Contents of this document:

- Degree Requirements Worksheet and Approved Courses, pages 1-6
- Course Planning Guidance, page 7
- Academic Requirements, page 8

Program Web Site <http://psyld.la.psu.edu/>

World Campus Page <https://www.worldcampus.psu.edu/degrees-and-certificates/penn-state-online-psychology-leadership-masters/overview>

### Degree Requirements Worksheet and Approved Courses

The MPS Psychology of Leadership degree requires 11 courses (33 credits): 3 Required Courses, 5 Psychology Electives, 2 Non-Psychology Electives, and the Capstone. Use the course listings on pages 1-6 of this document to keep track of the courses you have taken and want to take.

Required Courses: 3 Courses (9 Credits), All Required				
Title	Abbreviation	Description	Credits	Sem/Yr Taken
Psychological Foundations of Leadership	PSY 532	Students will examine the social and psychological processes underlying leadership in organizations.	3 credits	
Foundations of Behavior, Motivation, and Attitudes at Work	PSY 539	Students will examine the psychological and social processes underlying behavior, motivation, and attitudes in work settings.	3 credits	
Ethics and Leadership: Psychological and Social Processes	PSY 833 <i>(Previously numbered as 533)</i>	Students will examine the role of ethics in leadership with an emphasis on supporting ethical decision-making in organizations. Prerequisite: PSY 532	3 credits	

**Psychology Electives: Take 5 Courses (15 Credits)**

Title	Abbreviation	Description	Credits	Sem/Yr Taken
<p>Full Range Leadership Development</p> <p><b>OR</b></p> <p>Diversity Leadership</p>	<p>LEAD 555</p> <p><b>OR</b></p> <p>LEAD 556</p>	<p>Development of behavioral skills associated with outstanding leadership of individuals, teams, and organizations through advanced information technology, experimental exercises, and case analysis.</p> <p><b>OR</b></p> <p>Analysis and application of models, theories, and strategies for managing an increasingly diverse workforce and customer base.</p>	<p>3 credits</p>	
<p>Global and Cross-Cultural Leadership</p>	<p>PSY 811</p>	<p>Students will examine the relation of cultural variations in psychological and social factors affecting the effective leadership of individuals and groups in work organizations. Prerequisites: PSY 532 and PSY 539</p>	<p>3 credits</p>	
<p>Group Leadership and Effective Decision Making</p>	<p>PSY 812</p>	<p>Students will examine the influence of leadership on the psychological and social processes related to effective decision making in work groups. Prerequisites: PSY 532 and PSY 539</p>	<p>3 credits</p>	
<p>Leadership for Creativity and Innovation</p>	<p>PSY 813</p>	<p>Students will examine the influence of leadership on the psychological and social processes related to developing creative ideas and implementing them within work groups and organizations. Prerequisites: PSY 532 and PSY 539</p>	<p>3 credits</p>	
<p>Psychology of Leading Work Groups and Teams</p>	<p>PSY 814</p>	<p>Students will examine the psychological and social processes related to leading work groups and teams. Prerequisites: PSY 532 and PSY 539</p>	<p>3 credits</p>	
<p>Psychology of Servant and Authentic Leadership</p>	<p>PSY 815</p>	<p>Students will examine the importance of developing followers and leader-follower relationships, by investigating servant and authentic leadership. Prerequisites: PSY 532 and PSY 539</p>	<p>3 credits</p>	

<b>Psychology Electives: Take 5 Courses (15 Credits)</b>				
<b>Title</b>	<b>Abbreviation</b>	<b>Description</b>	<b>Credits</b>	<b>Sem/Yr Taken</b>
Dysfunctional Leadership	PSY 816	Students will explore the impact of negative and destructive leader behaviors including toxic leadership, abusive supervision and leader error. Prerequisites: PSY 532 and PSY 539	3 credits	
Psychology of Shared and Collective Leadership	PSY 817	Students will examine the topic of shared and collective leadership, which includes the psychological processes surrounding collective, team-based, and dyadic leadership in organizations. Prerequisites: PSY 532 and PSY 539	3 credits	
Leadership Assessment and Development	PSY 818	Students will examine and evaluate various leadership development approaches, complete and receive feedback on several leadership self-assessments, and create a leadership development plan. Prerequisites: PSY 532 and PSY 539	3 credits	

<b>Non-Psychology Electives: Take 2 Courses (6 Credits)</b>				
<i>Please note: Permission is required in some cases. Courses are not offered every semester; check LionPath.</i>				
<b>Title</b>	<b>Abbreviation</b>	<b>Description</b>	<b>Credits</b>	<b>Sem/Yr Taken</b>
Strategic Communications: Theory and Implementation (Contact Shannon Kennan, <a href="mailto:skennan@psu.edu">skennan@psu.edu</a> , for permission.)	COMM 531	A comprehensive overview of professional strategic communications by examining key theoretical and conceptual fundamentals of persuasive communication, attitude formation and change, and mass communication, while examining applied implications that affect the strategic communications industry.	3 credits	

**Non-Psychology Electives: Take 2 Courses (6 Credits)**

**Please note: Permission is required in some cases. Courses are not offered every semester; check LionPath.**

Title	Abbreviation	Description	Credits	Sem/Yr Taken
Change Leadership in Health Services Organizations <i>(Contact Daphne L. Mark at <a href="mailto:d1m79@psu.edu">d1m79@psu.edu</a>. Attach your resume to the email and copy in your MPS_PSLD advisor to indicate their approval.)</i>	H P A 805	Exploration of diagnostic and intervention strategies employed in planned change in health services organizations and programs.	3 credits	
Human Behavior and Organizational Performance <i>(Contact Tricia Everhart, <a href="mailto:pxm205@psu.edu">pxm205@psu.edu</a>, for permission.)</i>	HRER 802	This course helps students understand individual and team behavior in organizations and its impact on individual, team, and organizational effectiveness.	3 credits	
Diversity in the Workplace <i>(Contact Tricia Everhart, <a href="mailto:pxm205@psu.edu">pxm205@psu.edu</a>, for permission.)</i>	HRER 836	This course examines workplace diversity, gender, and race challenges facing employers and employees, and the skills for managing diversity.	3 credits	
Ethical Decision Making for HR Practitioners <i>(Contact Tricia Everhart, <a href="mailto:pxm205@psu.edu">pxm205@psu.edu</a>, for permission.)</i>	HRER 860	Use of normative elements associated with ethical decision making, as well as the emerging interest in descriptive ethics, to address important problems human resource managers confront.	3 credits	
Strategic Leadership	LEAD 862	Explores and analyzes the requirements for effective strategic leadership in organizations operating in today's technology-driven environments.	3 credits	
Communication Skills for Leaders in Groups and Organizations	LER 464/ OLEAD 464	Theory- and research-based communication skills for leaders dealing with work-related problems in contemporary groups and organizations. <i>(Note: this is an undergraduate course that is approved as a non-PSY elective for the PSYLD program.)</i>	3 credits	

**Non-Psychology Electives: Take 2 Courses (6 Credits)**

**Please note: Permission is required in some cases. Courses are not offered every semester; check LionPath.**

Title	Abbreviation	Description	Credits	Sem/Yr Taken
Positive Organizational Behavior and Wellbeing	MGMT 507	Exploration of positive organizational behavior and wellbeing concepts for developing the "human sustainability" factor in organizations.	3 credits	
Organizational Change: Theory and Practice	MGMT 823	Analysis of research, theory, and practice in dynamics of organizational change. Research literature reviewed for evaluation of concepts and methods.	3 credits	
Human Resource Management	MGMT 841	The primary objective of this course is to investigate how managers might identify, engage in, and evaluate effective Human Resources practices. In addition, the roles and practices of the HR professional are examined.	3 credits	
Leadership Development: A Life-Long Learning Perspective	OLEAD 409	The course examines the continuing influence of social and environmental factors in shaping leadership and leadership development.	3 credits	
Foundations in Organization Development and Change (Contact Tracey McCloskey, <a href="mailto:tem8@psu.edu">tem8@psu.edu</a> for permission.)	WF ED 572	Development of major concepts, skills and techniques required by workplace learning professionals to support and facilitate organization change.	3 credits	
Appraising Organization Change and Development and Consulting (Contact Tracey McCloskey, <a href="mailto:tem8@psu.edu">tem8@psu.edu</a> for permission.)	WF ED 585	This course familiarizes students with approaches to evaluating organization development (OD) and consulting services.	3 credits	
Appreciative Inquiry (Contact Tracey McCloskey, <a href="mailto:tem8@psu.edu">tem8@psu.edu</a> for permission.)	WF ED 884	This course provides a foundation in the theories, principles, and techniques of Appreciative Inquiry (AI).	3 credits	

**Culminating Experience: Required Course (3 Credits)**

*Must be taken during the student's last semester in the program.*

Title	Abbreviation	Description	Credits	Sem/Yr Taken
Capstone Experience <i>NOTE: Registration done by program administrator, not by students.</i>	PSY 894	Supervised, professionally oriented student activities that constitute the culminating experience for the program.	3 credits	

**Program Web Site:** <http://psyld.la.psu.edu/>

**World Campus Program Page:**

<https://www.worldcampus.psu.edu/degrees-and-certificates/penn-state-online-psychology-leadership-masters/overview>

**World Campus Blog:**

<https://blog.worldcampus.psu.edu/>

**Penn State University Web Site:**

<https://www.psu.edu/>

## Course Planning Guidance

This page provides guidance on how to plan and select your courses. Refer to pages 1-6 to see the degree requirements and approved courses.

Our students are diverse in their interests and goals, so there is no single path to completing the degree. Some students take one course per semester, some take two, and some are quite aggressive and take three or more so they can finish quickly. Students select courses based on their personal and professional interests. It is important for you to review the course offerings in advance of each semester to select the courses that are right for you. Contact your MPS Advisor when you have questions about course selection.

Below are three program roadmaps, depending on how many courses you want to take per semester. **Approved courses in the PSY and non-PSY elective categories are listed on pages 1-6 of this document.**

<b>One course per semester:</b>	<b>Two courses per semester:</b>	<b>Three courses per semester:</b>
Semester 1 – PSY 532	Semester 1 – PSY 532 and 539	Semester 1 – PSY 532, 833 (was 533), and 539
Semester 2 – PSY 539		
Semester 3 – PSY 833 (was 533)	Semester 2 – PSY 833 (was 533) and one 800-level PSY elective	Semester 2 – Three 800-level PSY electives
Semester 4 – One 800-level PSY elective		
Semester 5 – One 800-level PSY elective	Semester 3 – Two 800-level PSY electives	Semester 3 – Two 800-level PSY electives and one non-PSY elective
Semester 6 – One 800-level PSY elective		
Semester 7 – One non-PSY elective	Semester 4 – One 800-level PSY elective and one non-PSY elective	
Semester 8 – One non-PSY elective		
Semester 9 – One 800-level PSY elective	Semester 5 – One 800-level PSY elective and one non-PSY elective	Semester 4 – PSY 894 and one non-PSY elective
Semester 10 – One 800-level PSY elective		
Semester 11 – PSY 894	Semester 6 – PSY 894	

### **PSY 894 eligibility requirements:**

- **At least a 3.0 cumulative GPA.** If your GPA is below 3.0, you must improve it to 3.0 before you can take PSY 894.
- **No courses with grades of D or F.** You must retake these courses before taking PSY 894.
- **PSY 894 is the only course you have left to take before graduating.** You should take PSY 894 by itself. With permission from Dr. Watters, you may take PSY 894 with one elective. Taking PSY 894 with more than one elective will not be permitted.
- **Last semester in the MPS Psychology of Leadership program.**

You must take PSY 532, 539, and 833 before taking anything else. You also must take PSY 894, the Capstone course, during your last semester in the program. But there is great flexibility in the order in which you take your electives. Depending on your interests and course availability, you might take your 800-level PSY electives and the non-PSY electives in a different order than what is shown above. That is perfectly fine.

**Who should you contact?** If you have any questions about the program, contact your advisor, either Barbara Watters ([blw12@psu.edu](mailto:blw12@psu.edu)) or Paul Obidinski ([peo104@psu.edu](mailto:peo104@psu.edu)). If you have questions about Penn State policies and procedures, please contact our program administrator, Michael Joyce, at [mjj12@psu.edu](mailto:mjj12@psu.edu) or 814-865-0704.

## Academic Requirements

This page outlines the academic requirements of Penn State, the Graduate School, and the MPS Psychology of Leadership program that apply to you.

<b>Grade-Point Average (GPA)</b>	You must earn at least a 3.0 GPA each semester. You also must maintain at least a 3.0 cumulative GPA in the MPS program.
<b>Course Grades</b>	You must earn at least a C in a course for it to count toward your degree. If you earn a D or F in any course, you must repeat it.
<b>Definition of “Satisfactory Academic Progress”</b>	<ul style="list-style-type: none"><li>• Semester GPAs of at least 3.0</li><li>• Cumulative GPA of at least 3.0</li><li>• No courses with grades of D or F</li></ul> <p>If you fail to meet one or more of these requirements, you will receive a warning via email from the Program Director. You can improve your cumulative GPA by doing the following: (1) retaking courses in which you earned grades of D or F, and/or (2) taking PSY or non-PSY electives from the approved course listing and earning acceptable grades (minimally B’s, preferably A’s).</p> <p>After two semesters of unsatisfactory academic progress, you may be terminated from the program. Note that your financial aid will be in doubt after just one semester with unsatisfactory academic progress.</p>
<b>Eligibility for Taking PSY 894, The Capstone</b>	<ul style="list-style-type: none"><li>• At least a 3.0 cumulative GPA.</li><li>• No courses with grades of D or F.</li><li>• PSY 894 is the only course you have left to take before graduating. You should take PSY 894 by itself. With permission, you may take PSY 894 with one elective.</li><li>• Last semester in the MPS Psychology of Leadership program.</li></ul> <p>PSY 894 is a restricted-enrollment course. You will not be able to register for 894 yourself in LionPath. Eligible students are registered for 894 by the program administrator.</p>
<b>Time Limit for Completing the Degree</b>	You must complete your degree within eight years of first enrolling in the University as a graduate student.
<b>Eligibility for Graduation</b>	<ul style="list-style-type: none"><li>• Notify the University in the timeframe shown in the academic calendar (<a href="https://www.registrar.psu.edu/academic_calendar/calendar_index.cfm">https://www.registrar.psu.edu/academic_calendar/calendar_index.cfm</a>) of your intention to graduate (<a href="https://www.registrar.psu.edu/graduation/intent.cfm">https://www.registrar.psu.edu/graduation/intent.cfm</a>)</li><li>• Earn at least a 3.0 cumulative GPA, and no courses with grades of D or F to retake</li><li>• Complete all degree requirements as outlined on pages 1-6 of this document</li><li>• Complete the Scholarly and Research Integrity (SARI) milestones, which are satisfied by taking PSY 833 (formerly 533) Ethics in Leadership</li><li>• Complete the Capstone milestone, which is satisfied by taking PSY 894 Capstone</li></ul>

If you have questions about academic requirements, contact your advisor, either Barbara Watters ([blw12@psu.edu](mailto:blw12@psu.edu)) or Paul Obidinski ([peo104@psu.edu](mailto:peo104@psu.edu)). If you have questions about Penn State policies and procedures, please contact our program administrator, Michael Joyce, at [mjj12@psu.edu](mailto:mjj12@psu.edu) or 814-865-0704.