

INTERNATIONAL UNIVERSITY FOR GRADUATE STUDIES
Faculty of Organisational and Political Psychology
Doctoral and Master's Programmes

I. Instructional Philosophy

A. IUGS students are typically mid-career professionals who completed post-baccalaureate coursework. Students who need additional coursework to fulfil their requirements will be provided the opportunity to take the course(s) at another accredited institution or through independent study at IUGS. Coursework submitted for advanced standing transfer credit must be approved by the Dean. The coursework must be relevant to the students' academic and/or professional goals and be consistent with the degree that is to be earned. Professional experience is required of all of our students, although IUGS grants no credit for "life experience."

II. Degrees Offered

- A. IUGS offers a PhD, Doctor of Organisational and Political Psychology, and Master of Science degrees. Students may choose to declare and pursue a specialty in either Organisational Psychology or Political Psychology.
- B. Students are eligible for conferral of the PhD with the completion of a research-based dissertation, using an action learning framework. Students are eligible for conferral of the Doctor of Organisational and Political Psychology degree with the completion of a Doctoral Project showing the application of their learning to an applied area of interest. Students are eligible for conferral of the Master of Science degree with the completion of a Master's research-oriented thesis, using an action learning framework.
- C. The PhD dissertation tends to be theoretical and involves more secondary than primary research.
- D. The MSc project tends to seek a practical solution or outcome for a question or need. It involves more primary than secondary research.

- E. All students will demonstrate mastery of the competencies through a combination of coursework, seminar participation, and professional experience.

III. Advanced Standing Academic Credit Transfer Requirements

- C. Academic credits may be transferred from other institutions according to IUGS's advanced standing academic credit transfer policy. The student's portfolio and previous post-baccalaureate academic transcripts are reviewed by the Dean and discussed with the student to determine his or her goals. A maximum of up to 66 hours of advanced standing transfer credit will be approved after this process for doctoral candidates. For these candidates, instruction at IUGS is provided via study and at the 8-day Graduate Seminar at the 10 day Residency Programme. Only grades of "C" or better will be accepted in transfer for academic standing. In addition the students overall average must be "B" or better.

IV. Instructional Requirements, Strategies, and Sequence

- A. A total of 93 post-baccalaureate credit hours are required for doctoral degrees, a minimum of 27 credits must be taken at IUGS. Some of these may be taken via independent study or at other post-baccalaureate institutions approved by the Dean.
- B. Up to 66 post-baccalaureate academic credits may be transferred from other accredited post-baccalaureate academic institutions according to IUGS's Advanced Standing Academic Credit Transfer Policy.
- C. A total of 45 post-baccalaureate credits are required for Master's degrees, with a minimum of 18 credits taken at IUGS. Up to 27 post-baccalaureate academic credits may be transferred from other accredited post-baccalaureate institutions.
- D. Instructional methods include:
 - 1. Review and, as approved, acceptance of previous relevant post-baccalaureate coursework that meets the criteria of IUGS for advanced standing academic credit transfer;
 - 2. As needed, independent study or courses completed at other post-baccalaureate institutions approved by the Dean to complete the required coursework;

3. Assigned readings of texts and academic journal articles;
 4. Interactive lectures;
 5. Small group discussions;
 6. Use of electronic media (Questia online library provided by the University and other selections by the student, mentor, and Dean);
- E. The instructional requirements and sequence include the following coursework to be successfully completed at IUGS:
1. Organisational and Political Psychology Research Design I (3) credits for the Doctoral and Master's degrees;
 2. Organisational and Political Psychology Research Design II (3) credits for the Doctoral degrees;
 3. Upon completion of the research requirements, development of the Doctoral Dissertation or Project under the leadership and consultation of an appropriate mentor approved by the Dean.
 4. Dissertation and Oral Defence or Doctoral Project and Oral Examination (18) credits or Master's Thesis and Oral Defence or Master's Project and Oral Examination (12) credits;
 5. Oral panel Defence of the PhD Dissertation and the Master's Project, or Oral Examination of the Doctoral Project or Master's Project;
 6. Graduate Seminar Programme (3) credits – Doctoral students only;
 7. A minimum of 85% mastery of examination materials is required.
- F. For Doctoral degrees, Organisational and Political Psychology Research I must be completed, approved, and filed before work on Research Design II begins.
- G. Organisational and Political Psychology Research and Design I and II are pre-requisites to undertaking the dissertation or the Doctoral Project.
- H. Research I is a prerequisite to undertaking the Master's thesis, Research II is not required for a Master's degree.
- I. The Dissertation and Doctoral Project are not pre-requisites for the 8 day Graduate Seminar at the 10 day Residency. However, it is recommended that all required coursework prior to the research courses be completed.

V. Course Content Domain Requirements

- A. Required course domains (or equivalency as assessed and approved by the Dean of Faculty) include the following:
1. Statistics and Research Methods;
 2. Research Design;
 3. Organisational and/or Community Research Principles and Methods;
 4. Organisational Policy Development;
 5. Individual, Team, and Organisational Effectiveness;
 6. Program and Staff Management;
 7. Organisational Development and Change;
 8. Public Communications and Social Media;
 9. Human Resources Management and Employee Relations;
 10. Financial Management.
- B. Additional credits may be transferred from other institutions according to IUGS's advanced standing academic credit transfer policy. Additionally, instruction at IUGS is provided via independent study, distance education, and the Graduate Seminar Programme.
- C. Examples of Elective Course Domains (courses relevant to the particular student's area of study that may be transferred for advanced standing or taken as independent study courses):
1. Cross-Cultural Studies;
 2. Political Studies;
 3. Personnel Selection and Retention;
 4. Human Factors;
 5. Career Coaching and Mentoring;
 6. Workplace Health and Wellbeing.

VI. Intended Competencies and Outcomes

- A. These competency requirements are designed to prepare organisational and/or political psychology leaders by ensuring their expertise in the conceptual foundations of organisational and political psychology, applied research methods, leadership and communication skills, and a substantive area of specialisation. All
- B. All Doctoral students will demonstrate mastery of the competencies through a combination of coursework, residency seminar participation, and professional experience. Students are eligible for conferral of the Doctor of Organisational or Political Psychology with the completion of a research-based dissertation, using an action learning framework.
- C. The PhD is designed to prepare organisational and political psychologists to engage in research and academic and policy leadership in the field. These graduates will demonstrate an in-depth understanding of organisational and/or political psychology practice, research, and theory.
- D. The Doctor of Organisational and Political Psychology is designed to enhance the student's capacity to work in applied organisational, governmental or political settings where advanced knowledge can help them further their organisation's goals and strategic directions.
- E. The Master of Science degree is designed to help mid-career professionals advance beyond the bachelor's level in their professions. The Master's degree student will typically have taken 27 academic course credits at another accredited institution, with the balance to be completed at IUGS. The Master's Programme is designed to assist graduate students with postgraduate academic credits to complete a Master's thesis.
- F. All graduates will demonstrate:

1. An ability to analyse issues and problems in organisational and/or political psychology using organisational and/or community research and statistical methods;
2. An ability to synthesise information from various sources (e.g., combine census and locally collected data) to assess significance of health and demographic issues, and develop strategies for addressing organisational and/or political psychology problems in an area of interest or specialisation in a manner that contributes to the evidence base of organisational and/or political psychology scholarship;
3. Leadership in designing and implementing organisational and political policies, strategies, and interventions that address a significant organisational or community problem/issue;
4. An ability to assess and utilise communication and social media strategies across diverse communities and audiences to inform and influence programme and policy decisions;
5. A vision and philosophy for professional leadership in organisational and/or political psychology.

VII. Number of Instructors for Each Course

- A. The number of instructors available for each course will vary, but will total at least four, including:
 1. Dean, Faculty of Organisational & Political Psychology;
 2. The Mentor;
 3. Faculty & Visiting Lecturers ;
 4. Dissertation, Project and Thesis Committee Members.

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