PUBLIC SERVICES (MPS)

MPS 500 | INTRODUCTION TO PUBLIC SERVICE MANAGEMENT | 4 quarter hours (Graduate)
Introduces students to organizational theories and practices useful to public service managers. Teaches students how to use structural, human resource, political and symbolic perspectives to rethink public service organizations. Provides an introduction to managerial issues including workforce diversity, decision making and leadership; stresses critical thinking and writing skills.
Status as an MPS student or department consent is a prerequisite for this course.

MPS 500 | INTRODUCTION TO NONPROFIT MANAGEMENT | 4 quarter hours (Graduate)
This course provides an introduction to and overview of the most important skills needed in managing a nonprofit organization, and gives students a chance to practice those skills using contemporary and historical case studies. Topics covered include the history, scope, and significance of the nonprofit sector, theories of the nonprofit sector, law and governance, resource development and volunteer management, social entrepreneurship, marketing, external relations, the nonprofit life cycle, competition and collaboration, and relationships with business and government.
MPS 500 is a prerequisite for this course.

MPS 501 | CROSS-SECTOR ANALYSIS | 4 quarter hours (Graduate)
This course examines the size, scope, capacity, and limitations of the nonprofit, government, and business sectors, in the domestic and international context. Students will be introduced to research and become familiar with print and electronic resources and databases. They will learn to develop meaningful research questions, write literature reviews, and analyze the interrelationships among the three sectors.

MPS 505 | GOVERNMENT FINANCIAL ADMINISTRATION | 4 quarter hours (Graduate)
The basic principles, logic and processes of public budgeting are explored to understand the allocation of scarce resources. The concepts of efficiency and equity in taxation are applied to identify the advantages and disadvantages of specific taxes such as income, sales and property. Specific skill sets include present value techniques, interpreting the basic financial reports generated by governments, and evaluating financial performance of a government based upon its financial reports.
MPS 500 is a prerequisite for this course.

MPS 508 | INTRODUCTION TO NONPROFIT MANAGEMENT | 4 quarter hours (Graduate)
This course focuses on the management and use of information technology (IT). As the use of IT in society grows, particularly in business, graduates are likely to manage technology resources and participate in IT planning and development projects as founders, sponsors, team members, managers of development, or end-user developers. Students should become effective users of information, IT, and information services. The course explores a number of IT-related topics, such as the strategic role of IT, IT planning and architecture, building the telecommunications highway system, management issues on system development, the expanding universe of computing, group support systems, intelligent systems, electronic document management and managing the human side of systems.
MPS 500 is a prerequisite for this class.

MPS 509 | RESOURCE DEVELOPMENT | 4 quarter hours (Graduate)
This course teaches students the theories and techniques of resource development. We discuss the fundraising tradition in the U.S., principal donor types, theories of donor behavior, and the organizational, legal and ethical contexts of fundraising. Students learn basic fundraising tools, including planning, grant writing, special events, major gifts, planned giving, and capital campaigns. Students work as volunteer consultants with nonprofit partners to analyze their current fundraising strategies and materials and help them develop new ones.
MPS 520 | VALUES-CENTERED LEADERSHIP | 4 quarter hours
(Graduate)
This interdisciplinary course explores service leadership through the lenses of Robert K. Greenleaf, The DePaul Leadership Project, Margaret J. Wheatley and other theorists and practitioners within the leadership field. The course expands our thinking on leadership to include modules dedicated to four topics: Service Leadership, Leadership and Diversity, International Leadership and Ethical Leadership. Students will assess their own leadership practices, develop a leadership action plan and participate in coaching, as coach and client. Student grading will be based on participation in self-reflection, course participation, project teams and a final project.

MPS 521 | LEADERSHIP AND MANAGEMENT | 4 quarter hours
(Graduate)
This course focuses on key factors which affect employee behavior and the nature and purposes of leader and managerial roles. In addition, it addresses recent research in leadership and management and the legal environment of personnel management. In depth analysis of psychological systems, interpersonal relations and the relationship of rewards to performance are addressed through case studies, role playing and readings.

MPS 522 | FUNDAMENTALS OF HUMAN RESOURCE MANAGEMENT | 4 quarter hours
(Graduate)
This course explores human resource issues facing employees with supervisory responsibilities in public service organizations, including those working in the volunteer, non-profit, religious, government, and education sectors. The course considers human resource planning, employee recruiting and selection, and the motivation and evaluation of staff personnel and managers both individually and in teams. Topics include recruiting and selecting employees and managers, fostering team development, managing employee stress, preventing workplace violence, and handling issues pertaining to termination, training, and development. The course also explores progressive discipline and, improving performance management of employees and volunteers.

School of Public Service student or department consent is a prerequisite for this course.

MPS 523 | GROUP DYNAMICS FOR LEADERS | 4 quarter hours
(Graduate)
This interactive course will explore the relevant theories and methods for understanding the structures and processes of groups. The course will also consider how leaders and managers function effectively within groups. An emphasis is placed on role and function, status, power, leadership, communication, decision-making, problem solving, conflict management, negotiation, and coalition.

MPS 524 | MARKETING FOR SERVICE ORGANIZATIONS | 4 quarter hours
(Graduate)
This course provides a broad understanding of marketing nonprofit, governmental, and advocacy organizations. Students learn how to analyze and develop a wide range of marketing plans and campaigns. Content includes the key theories, principles, and techniques of marketing and the differences between for-profit and non-profit efforts. The associated aspects of marketing–public relations, communications, advertising, and fundraising–are explained and compared. Students learn all aspects of the marketing process from identifying and defining the preferred target segments, crafting the key messages, and developing, executing, and measuring effective marketing campaigns.

MPS 525 | WORKING WITH NONPROFIT BOARDS | 4 quarter hours
(Graduate)
This course examines the legal and philosophical reasons that nonprofit organizations are governed by an external board of directors. Membership, structure and process for this body are examined, as well as the relationship of employees to the individual board members and the policies established by this group.

MPS 526 | LOCAL GOVERNMENT ADMINISTRATION | 4 quarter hours
(Graduate)
This course analyzes decision-making processes used in local government from the perspective of the chief executive officer such as city manager, township supervisor, special district administrator, or park superintendent. It includes operational aspects of municipal administration including the effect of intergovernmental relations on local government, the role of the local government administrator in policy implementation, chief executive and elected official interactions, and regional governance of the delivery of services that cross political boundaries.

MPS 528 | FOUNDATION MANAGEMENT | 4 quarter hours
(Graduate)
This course examines the concepts, functions and practices of organized philanthropy, with a primary emphasis on corporate, private and community foundations.

MPS 529 | STRATEGIC MANAGEMENT AND PLANNING | 4 quarter hours
(Graduate)
Students learn how to apply strategic management and planning concepts and tools to public and nonprofit organizations to achieve goals and objectives in meeting service delivery missions, both domestically and internationally. The course focuses on analyzing the interaction of trends, market forces, stakeholders, and core competencies in developing visions and strategies for alternative scenarios.

MPS 530 | ANALYSIS OF NONPROFIT ORGANIZATIONS | 4 quarter hours
(Graduate)
This course explores the art and science of nonprofit management. Students analyze nonprofits holistically, combining perspectives from law, governance, resource development, and finance. Students learn through hands-on analysis of existing nonprofit organizations and the analysis of historical case studies.

MPS 531 | HEALTH CARE ADMINISTRATION | 4 quarter hours
(Graduate)
This course focuses on practical examples of financial management of health care institutions. It examines the financial system supporting health care institutions and the financial tools providers and insurers use to administer their programs and keep medical costs in check. Students learn financial management, third party payment methodologies, Medicare and Medicaid, cost accounting, rate setting, budgeting and financial analysis. The impact of the Patient Protection and Affordable Care Act will be evaluated.

MPS 515 is a prerequisite for this class.

MPS 532 | GRANTS AND CONTRACTS IN PUBLIC MANAGEMENT | 4 quarter hours
(Graduate)
This class will cover the grant and contracting components of emergency preparedness. Students will learn about government and non-government grants, including how to search for Federal grants. In addition, the class will learn about the role contracts play in emergency preparedness.
MPS 533 | APPLIED STATISTICS FOR PUBLIC SERVICE | 4 quarter hours
(Graduate)
This course introduces students to the use of quantitative data in policy, public management, and nonprofit decision-making. Topics include: causal inference, descriptive statistics, data visualization, probability, statistical inference, and regression analysis. Students gain hands-on experience managing and analyzing large datasets and critically reviewing quantitative research conducted by others. Special attention is given to best practices for presenting quantitative findings to diverse stakeholders.
MPS 500 (or SUD 401) is a prerequisite for this course.
MPS 534 | MEDICAL SOCIOLOGY | 4 quarter hours
(Graduate)
Overview of social systems of health care in the United States, including the health-seeking behavior of patients, relationships among health care providers and organizational settings in which services are delivered. Cross-listed with SOC 431.
MPS 535 | HEALTH CARE POLICY | 4 quarter hours
(Graduate)
This seminar focuses on the analysis of contemporary issues in health care policy. Topics covered include public health initiatives, dimensions of health service delivery systems (cost, quality and access), and health policy reforms with a special emphasis on the opportunities to reduce disparities in health care. Students conduct a research project on a health care policy topic of their choosing. Classes include discussions on the challenges of developing and implementing policy changes in public health and health care administration.
MPS 537 | COMPARATIVE HEALTHCARE SYSTEMS | 4 quarter hours
(Graduate)
This course offers a comparative analysis of the U.S. and selected international health care systems, including their relationships to social, political, economic factors and policies.
MPS 541 | ECONOMIC FOUNDATIONS OF PUBLIC SERVICE | 4 quarter hours
(Graduate)
This course introduces students to the branches of economics known as microeconomics, public finance, and welfare economics. Students learn to apply standard economic tools to identify policy issues and to analyze them. Specific skill set includes present value techniques.
MPS 542 | POLICY DESIGN AND ANALYSIS | 4 quarter hours
(Graduate)
Focuses on the processes and techniques of analyzing and designing public policies. Students are introduced to analytical ways of thinking that include: defining and modeling policy problems; designing policy alternatives; evaluating policy alternatives using ethical, legal, economic, organizational, and political criteria; and anticipating problems of policy implementation.
MPS 514 or MPS 515 or MPS 541 is a prerequisite for this course.
MPS 543 | POLICY IMPLEMENTATION | 4 quarter hours
(Graduate)
This course explores the policy making process, from agenda-setting and policy formulation to enactment, implementation, and policy revision. It explores the role of various units of government (local, state, national, international) in policy-making and the involvement of the non-governmental organizations that interact with government. The course also considers the structure and role of the bureaucracy in the formulation and implementation of public policies. Particular emphasis will be placed on the structure and function of administrative organizations within the larger governmental system, critiques of bureaucracy, and administrative reform. Throughout the term, participants explore the systemic factors that mold public policies.
MPS 542 is a prerequisite for this class.
MPS 546 | ADVOCACY AND LOBBYING | 4 quarter hours
(Graduate)
Explores the roles of individuals and organizations in the public policy process, particularly as power arrangements facilitate or impede consensus building. Examines how legislation is written and how administrative rules are formed in government agencies. Special attention is paid to advocacy techniques such as lobbying, public education, and litigation.
MPS 552 | GIS FOR COMMUNITY DEVELOPMENT | 4 quarter hours
(Graduate)
This course will focus on applications of Geographic Information Systems (GIS) to community studies and community development. As an amalgam of information technologies (e.g. database management, Web 2.0) and earth measurement technologies (e.g. global positioning systems, remote sensing), GIS is rapidly entering the realm of community development. The course will explain how GIS works; enable students to learn techniques including mapping, spatial analysis, and data management; and provide students with the opportunity to apply GIS to community development. Cross-listed with GEO 441.
MPS 554 | PRINCIPLES OF EMERGENCY MANAGEMENT AND PLANNING | 4 quarter hours
(Graduate)
Examines the theory and practice of strategic and operational planning for emergency management planning and response. Surveys government, nonprofit, and private sector activities in emergency and crisis management and policy. Reviews the principles associated with evaluation of risk and the formulation of prevention programs. Identifies the issues and policy responses necessary to achieve coordination of agencies and collaboration with appropriate private resources. The course will be organized around case study examination and table top scenario activities in order to apply concepts in practice.
MPS 559 | ENTREPRENEURSHIP AND NEW VENTURE MANAGEMENT | 4 quarter hours
(Graduate)
Entrepreneurship and New Venture Management. Cross-listed with MGT 570.
MPS 560 | ADMINISTRATIVE LAW | 4 quarter hours
(Graduate)
This course focuses on an understanding of government powers by federal, state and local agencies in the US such as oversight, rule making, adjudication and judicial review of local and federal actions, and enforcement of regulatory decision making. It examines how public administration decisions are affected by existing constitutional and legal constraints on the administrative process; it includes the Administrative Procedure Act, Open Meetings Act of Illinois, and the Freedom of Information Act.
MPS 561 | LAW AND NONPROFIT ORGANIZATIONS | 4 quarter hours (Graduate)
Introduces laws and regulations governing nonprofit organizations, including procedures for incorporation, maintenance of tax-exempt status, and compliance with relevant labor laws. No legal background is assumed.

MPS 562 | INTRODUCTION TO HEALTH LAW | 4 quarter hours (Graduate)
Introduces students from nonlegal backgrounds to the legal system. Examines legal materials, including statutes, judicial opinion, and administrative regulations. Basic legal research and writing skills are taught.

MPS 563 | LAW AND PUBLIC POLICY | 4 quarter hours (Graduate)
Provides an overview of the legal process, developing a basic understanding of legal principles, terms, and court systems. Applies legal analysis to policy issues in the three sectors. Examines the sources of law and explores methods of legal research within the context of public policy analysis.

MPS 542 is a prerequisite for this class.

MPS 564 | PUBLIC SAFETY ADMINISTRATION AND PLANNING | 4 quarter hours (Graduate)
This course covers management strategies and selected analytic tools for the administration of public safety agencies. Management, planning and coordination issues will be addressed across different governmental structures (federal, state, county, local and sub-local); as well as different functional areas across public safety operations, such as staffing/personnel management; special event planning/operations; interagency coordination; effective community partnership planning; and public communications.

MPS 571 | METROPOLITAN PLANNING | 4 quarter hours (Graduate)
The purpose of this course is to provide an introduction to the professional practice of urban planning and the basic theoretical concepts on which the discipline is based. Students will analyze urban issues, decision-making processes, and resources that affect planning across a metropolitan area, including urban-suburban relations, and the complexities of zoning, economic and community development.

MPS 572 | POVERTY, INEQUALITY AND PUBLIC POLICY | 4 quarter hours (Graduate)
This course explores the causes and extent of poverty and inequality in the US. It will also examine historical and contemporary public programs and policy approaches to the reduction of poverty and inequality, with a special focus on these issues in US central cities and metropolitan areas.

MPS 573 | HOUSING AND COMMUNITY DEVELOPMENT | 4 quarter hours (Graduate)
This course is focused on the theory and practice of community development with a special emphasis on affordable housing policies. Specific topics include: the history and context of housing and community development in the US; methods of identifying and analyzing community needs and assets; and planning and implementing a community-based development program.

MPS 574 | RESEARCH METHODS FOR PUBLIC SERVICE | 4 quarter hours (Graduate)
This course introduces students to the principles underlying scientific research and how these principles apply to policy design and evaluation. Students learn about research ethics, causality, sampling (both random and purposive), and collecting data through surveys, interviews, focus groups, and observation. Students learn applied research, including needs assessment, program theory and logic models, and process, outcomes, and impact evaluations. Students also develop the research proposal that they will carry out for their capstone or thesis project in MPS 593.

MPS 575 | STUDY ABROAD SEMINAR IN PUBLIC ADMINISTRATION/INSTITUTIONS | 4 quarter hours (Graduate)
A Study Abroad course that assesses politics, political institutions, public administration and policy implementation in an international location. It focuses on the international public sector including relationships with NGO’s and the nonprofit sector. Students expand experiential and intellectual understanding of these global actors and how they compare to the US.

MPS 576 is a prerequisite for this class.

MPS 577 | INTEGRATIVE SEMINAR | 4 quarter hours (Graduate)
In this capstone course students complete an action research project integrating applied research, theoretical frameworks, and professional practice.

MPS 578 is a prerequisite for this class.

MPS 592 | ETHICAL LEADERSHIP IN PUBLIC SERVICE | 4 quarter hours (Graduate)
This course provides students with the framework for personal and professional ethical decision making applied in the context of diverse workplaces and international organizations. Through lectures on ethical theories, case studies in applied ethics, and specific assignments, students clarify their personal-professional values, assess their moral intelligence, and develop their ethical leadership integrity. Students will also study the ethics of organizations, including the formation of social norms, how they influence individual decisions, and how entire organizations can become more ethical.

MPS 579 is a prerequisite for this class.

MPS 593 | PUBLIC SERVICE FELLOWS SEMINAR | 4 quarter hours (Graduate)
Elective available to students with MPS CGPA of 3.75 or greater. For MPS Fellows taking MPS 593, Integrated Seminar, or MPS 598, Thesis Research I, during the academic year, meets roughly every other week during winter and spring terms. Seminar includes distinguished academic and professional guest lectures and presentations of research by Fellows.

MPS 594 is a prerequisite for this class.

MPS 595 | INDEPENDENT STUDY | 4.00 quarter hours (Graduate)
Individually supervised learning experience, usually involving extensive library research and writing. Variable credit.
MPS 601 | INTERNSHIP | 4 quarter hours
(Graduate)
Supervised work experience during one or more quarters, usually involving application of administrative skills in an organizational setting new to the student.

MPS 602 | CANDIDACY CONTINUATION | 0 quarter hours
(Graduate)
This 0-credit hour course is available to master’s degree candidates who are actively working toward the completion of a thesis, project, or portfolio. Enrollment in this course is limited to three quarters and requires thesis/project advisor and graduate director approval and demonstration to them of work each quarter. Enrollment in this course allows access to the library and other campus facilities. This course carries and requires the equivalent of half-time enrollment status. The student may be eligible for loan deferment and student loans. This course is graded as pass/fail. (0 credit hours)

MPS 603 | CANDIDACY MAINTENANCE | 0 quarter hours
(Graduate)
This 0-credit hour course is available to graduate students who are not registered for a course in a given quarter but need to maintain active university status. Enrollment in this course is limited to three quarters and requires permission of the graduate director. Enrollment in this course allows access to the library and other campus facilities. This course does not carry an equivalent enrollment status and students in it are not eligible for loan deferment or student loans. This course is not graded. (0 credit hours)

MPS 604 | SPECIAL TOPICS | 4 quarter hours
(Graduate)
Topics vary each term. (May be taken more than once).

MPS 606 | LEADERSHIP IN HIGHER EDUCATION ADMINISTRATION | 4 quarter hours
(Graduate)
This course introduces students to the organization and management of institutions of higher education with an emphasis on the administrative structures and functions of colleges and universities, as well as organizational theory as it applies to institutions of higher education. This course explores topics such as leadership, governance, strategic planning and budgeting, and human resource management, and also introduces students to allied higher education research and advocacy organizations.

MPS 607 | SPECIAL TOPICS IN HIGHER EDUCATION ADMINISTRATION | 4 quarter hours
(Graduate)
This course allows students to explore topics of current concern in the field of higher education in depth. Topics that may be addressed in this course include higher education finance, higher education law, diversity in higher education, enrollment management and marketing in higher education, and politics and policy in higher education. This course is an elective, repeatable for credit, in the Higher Education Concentration. MPS 500 is a prerequisite for this course.

MPS 608 | SEMINAR IN HIGHER EDUCATION ADMINISTRATION | 4 quarter hours
(Graduate)
This course provides the opportunity for students to discuss and develop a greater understanding of issues of current concern in higher education. This course may explore issues of critical concern that take from current research and practice in the field and will allow students to integrate knowledge drawn from across the MPS program to the study of current issues in higher education. MPS 500 is a prerequisite for this course.

MPS 610 | INTERNATIONAL PROFESSIONAL INTERNSHIP | 4 quarter hours
(Graduate)
The internship consists of work experience supervised by a site supervisor in an international or cross-cultural organization during one or more terms and involving the application of administrative skills in an organization new to the student. Students may take internship abroad or in the US.

MPS 611 | MANAGEMENT OF INTERNATIONAL NGOs | 4 quarter hours
(Graduate)
This course examines management skills and trends of international nongovernmental organizations. Through specific case studies in the fields of international public service, development and emergency, students learn current techniques to effectively manage projects, relations and operations of international non-governmental programs and development projects.

MPS 612 | INTERNATIONAL POLITICAL ECONOMY | 4 quarter hours
(Graduate)
This course provides an overview of major theories and practice in international political economy. It includes critical analysis of international political economy such as growth theories, capital and labor flows, and transformation of regimes. Students develop analytical skills for professional interests and research purposes. Cross-listed with INT 402.

MPS 613 | COMPARATIVE PUBLIC POLICY | 4 quarter hours
(Graduate)
Through comparative methods, this course examines cross-national social policy research and practices. Through case study analysis students learn about comparative welfare state research and reflect on major theoretical and methodological aspects of social policy. North American public policy approaches are compared and contrasted with European, Asian, African and Latin American policies on education, health care, housing, social security, labor market and other policy fields.

MPS 614 | INTERNATIONAL ORGANIZATIONS SEMINAR | 4 quarter hours
(Graduate)
This seminar introduces students to the contemporary international affairs of the United Nations and connected agencies, programs and organizations. Through conferences with high level UN representatives, students gain an inside view of this complex inter-governmental organization in its operations for peace and security, poverty reduction and development, human rights and humanitarian affairs and international relations and international law.
MPS 615 | MANAGEMENT OF INTERCULTURAL DIVERSITY | 4 quarter hours
(Graduate)
This course provides the necessary conceptual foundation and practical skills for leading, managing and communicating in a cross-cultural and diverse working environment. Students learn intercultural competency through applications and examples on international relations and human resource management.

MPS 616 | INTERNATIONAL RELATIONS AND CONFLICT MANAGEMENT | 4 quarter hours
(Graduate)
The course focuses on theoretical foundations and practical implications of diplomacy, negotiation, mediation and peace-building to solve and prevent conflicts. It offers reflective practices and concrete directions for creating constructive solutions to interpersonal, inter-group, and international conflict.

MPS 617 | ECONOMICS OF THE EUROPEAN UNION | 4 quarter hours
(Graduate)
This advanced course builds on INT 402 or MPS 612 by applying contemporary theories of political economy to topics that reflect current concerns.

INT 402 or MPS 612 is a prerequisite for this class.

MPS 618 | MIGRATION AND FORCED MIGRATION | 4 quarter hours
(Graduate)
This course examines the integral role that different processes of mobility play in shaping today’s world: emigration, immigration, displacement, refugee and internally displaced persons flows. Students study the causes and effects of population movements including push-pull factors, demographic, economic, and political variables. Students also look at the role of state and non-state actors and organizations. Cross-listed with INT 404.

MPS 619 | INTERNATIONAL LAW | 4 quarter hours
(Graduate)
This course offers students the opportunity to engage in an examination of recent developments in international treaties, legal process and international organization. Topics may include refugees, trade law, criminal law and the establishment of the international criminal court, international labor law, environmental law, theories of international law, human rights and the relationship between international law and local economic development. Cross-listed with INT 410.