"I am passionate about education reform and aspire to lead a large agency where I can influence education discourse and policy. SPA's MPA is helping me develop my leadership skills and pursue my profession of purpose."

- Portia Polk

Master of Public Administration, 2018

Areas of Concentration:

Master of Public Administration

Department of Public Administration and Policy
2023-24
MISSION STATEMENT

The mission of the AU Master of Public Administration program is to instill the knowledge, skills, and values necessary to manage and lead with distinction in government and related organizations that serve the public good in the U.S. democratic context and abroad.

Goals/Objectives - We will achieve our mission by preparing students to:

1. **Apply acquired knowledge** about administration/management/leadership in contemporary public and related organizations and systems.
2. **Allocate administrative and programmatic resources** based on analytic decision making.
3. **Analyze administrative problems, craft solutions**, and communicate them effectively to relevant stakeholders.
4. **Incorporate a range of values** into administrative actions, including democratic/constitutional values, respect for the diversity of people and perspectives in the policy process, and administrative values such as responsiveness, accountability, effectiveness, and equity.

For the foreseeable future, the United States and other governments worldwide face the challenge of discerning how best to harness the energy and expertise of public servants, the passion and commitment of nonprofit organizations, and the dynamism and creativity of markets in the pursuit of democratic and constitutionally informed public purposes.

Through our teaching and unique location in Washington, D.C., we seek to help meet this challenge by enhancing the knowledge, professional skills, and leadership potential of our students in their public service careers.

We educate students entering, engaged in, and interacting with government agencies in the U.S. and abroad.

We treat administration and policy as interrelated subjects strongly influenced by the values of public service and democratic constitutionalism.

Through our research and civic involvement, we also seek to enhance what is practiced and taught in our field.

We seek to attract a diverse group of talented students. We encourage their active involvement in learning, research, and professional activity and strive to enhance their appreciation of the responsibilities of public service.
MPA PROGRAM CORE

The MPA degree program is built around 7 required core courses, 2 management electives from a list of options, and 4 electives or courses encompassing a selected area of concentration (though students are not required to name a concentration). The total program is comprised of 13 courses or 39 credit hours.

CORE REQUIREMENTS (21 credits)
1. PUAD 612 Introduction to Public Administration and the Policy Process (3)
2. PUAD 605 Quantitative Methods for Public Managers (3) OR
   PUAD 601 Quantitative Methods for Policy Analysis I (3)¹
3. PUAD 616 Legal Basis of Public Administration (3)
4. PUAD 630 Public Managerial Economics (3) OR
   PUAD 670 Economics for Policy Analysis (3)¹
5. PUAD 633 Budgeting and Financial Management (3) OR
   PUAD 631 Financing Government Services (3)
6. PUAD 684 Organizational Analysis (3)
7. PUAD 610 Public Administration Capstone (3)

PUBLIC MANAGEMENT ELECTIVES (6 credits)
A minimum of two courses (6 credits) from the following:
- PUAD 609 State and Local Management (3)
- PUAD 615 Public-Private Partnerships (3)
- PUAD 617 Project Management (3)
- PUAD 650 Leadership in a Changing Workplace (3)
- PUAD 665 Managing Human Capital Assets (3)
- PUAD 681 Managing Nonprofit Organizations
- PUAD 685/696
  - Regulatory Policy and Management (3)
  - Program Performance Evaluation/Management (3)
  - Other Special Topics (Individual topics courses require approval by Advisor or Program Director)

ELECTIVE COURSES REPRESENTING AREA OF CONCENTRATION
4 courses (12 credits) – see attached pages.

INTERNSHIP
Students without a significant professional work background participate in either a for-credit or non-credit internship.² Students taking a for-credit internship complete PUAD 691 as part of the concentration; students taking a non-credit internship complete a survey on the experience.

PUBLIC ADMINISTRATION CAPSTONE EXPERIENCE
Assignments in the capstone course (PUAD 610), including a major management analysis paper, fulfill the university requirement for a capstone experience. The capstone course should be taken in the final semester of study and is offered in fall and spring semesters only.

¹ PUAD 601 and 670 are restricted to students planning a concentration in Policy Analysis; these courses are prerequisites for other policy analysis concentration courses.
² Students with significant professional experience may apply to waive the internship requirement, with Program Director approval.
MPA AREAS OF CONCENTRATION

Each student constructs his or her area of concentration, suited to his or her individual career goals. Students should consult academic advisors and department faculty for help in selecting concentration courses. Interviews with alumni and practitioners may also help students identify suitable subjects. Some students select established concentrations; others assemble courses around their own special needs. Students should plan their areas of concentration early in their programs, as some of the courses may be offered only once or twice during the overall period of study. Some areas of concentration offer an optional focus field - an additional layer of specialization - for interested students.

Students who follow one of the established concentrations in this booklet may have the concentration listed on their final transcript (for example, “Master of Public Administration with concentration in Public Management”). These concentrations are:

1. Nonprofit Management
   - Arts Management Focus
2. Global Governance and Management
3. Public Management
   - Human Resources Management Focus
4. State and Local Administration
5. Public Financial Management
6. Policy Analysis
7. Public Policy
   - Social Policy Focus
   - Education Policy Focus
   - Health Policy Focus
   - Environmental Policy Focus
   - Cyber Policy and Management Focus
8. Applied Politics
9. Race, Policy and Administration
10. Cyber Policy and Management

MPA students may also develop a customized concentration with the approval of an academic advisor. In addition, by including courses taken through the Consortium of Universities of the Washington Metropolitan Area, students may be able to develop a concentration in an area not offered at AU. For additional information, consult your academic advisor.

A customized concentration cannot be posted to a student’s final transcript, but we recommend that it be listed on the resume.

Please note that while we strongly encourage students to choose a concentration, students are not required to name a concentration.

Note: Course numbers and titles may change.
1. NONPROFIT MANAGEMENT (12 credits)

Faculty Advisors: Professors Lewis Faulk and Khaldoun AbouAssi.

Nonprofit organizations play a substantial role in the formulation and delivery of public services. This concentration introduces students to a variety of general management practices used in the nonprofit sector: defining organizational missions, building effective governance structures, acquiring resources, maintaining high standards of fiscal, legal, and professional accountability, managing human resources, and thinking strategically. More broadly, this concentration educates students in the many administrative challenges faced by small community-based or large professionalized organizations in today’s “networked economy” where organizations increasingly interact, compete, and collaborate with other service providers, policymakers, and regulators.

Required Courses (6 credits)
1. PUAD 681  Managing Nonprofit Organizations (3)
2. Select one of the following two courses:
   a. PUAD 682  Nonprofit Resource Development (3)
   b. PUAD 685  Nonprofits and Public Policy (3)

Suggested Courses/Recent Offerings to Complete Requirements:

- PUAD 608  Comparative Administrative Systems (3)
- PUAD 613  Global Governance and Public Policy (3)
- PUAD 615  Public-Private Partnerships (3)
- PUAD 619  Ethical Issues in Public Policy (3)
- PUAD 633  Budgeting and Financial Management (3)
- PUAD 685  Program Performance Evaluation/Management (3)
- PUAD 685  Grant Management (3)

Courses not offered by the Department of Public Administration and Policy may not be offered regularly and are subject to change. Please consult your advisor if you are interested in taking one of these courses.

- PERF 596  Arts Enterprise (3)
- AMGT 608  Grant Writing for Nonprofit Organizations (3)**
- AMGT 631  Governance and Leadership (3)
- AMGT 633  International Cultural Management (3)
- AMGT 670  Survey of Arts Management (3)**
- AMGT 671  Marketing the Arts (3)* (AMGT 670)
- MGMT 670  Nonprofit and Social Entrepreneurship (3)
- ACCT 560  Governmental and Not-for-Profit Accounting (3) *(ACCT 607)

To complete this concentration, students may take other graduate-level courses in policy, management, or small business administration, upon approval of Program Director.

*indicates prerequisite
**indicates Instructor Permission required; consult your advisor
**Arts Management Focus**
This concentration, a joint effort of the Department of Public Administration and Policy and the Department of Performing Arts, prepares students for the administrative work associated with the presentation of music, theater, and other arts. Enrollment requires departmental approval – please contact your advisor for details.

**Additional Required Course for the Arts Management Focus (3)**
AMGT 671  Marketing the Arts (3) *(AMGT 670)

*Indicates prerequisite
2. GLOBAL GOVERNANCE AND MANAGEMENT (12 credits)

Faculty Advisor: Professor Khaldoun AbouAssi.

Global Governance and Management provides a comparative perspective on how policies are made and services are delivered in non-US contexts. With a specific focus on low- and medium income countries, the concentration helps students understand the nature of management responsibilities that bridge different cultures, focusing on how public and nonprofit organizations interact to identify, understand, and address problems within or across different national contexts. The courses provide the students with the management and analytical skills necessary to take leadership and management roles in governments, or organizations abroad, or any organization that delivers services globally.

Required Courses (3 credits)

1. PUAD 608 Comparative Administrative Systems (3)
   OR
2. PUAD 685 Development Governance and Management (3)
   OR
3. PUAD 613 Global Governance and Public Policy (3)

Suggested Courses/Recent Offerings to Complete Requirements:

- Any/both of the remaining two courses listed as required
- PUAD 681 Managing Nonprofit Organizations (3)
- PUAD 615 Public-private partnership (3)
- PUAD 685 Program Performance Evaluation and Management (3)
- PUAD 685 Grant Management (3)

Courses offered by the Department of Public Administration and Policy may not be offered regularly and are subject to change. Please consult your advisor if you are interested in taking one of these courses.

- SIS 636 Power and Practice in Development (3)
- SIS 637 International Development (3)
- SIS 642 Intercultural Relations (3)
- SIS 731 Economic Development (3)
- ECON 661 Survey of Economic Development (3)
3. PUBLIC MANAGEMENT (12 credits)

Faculty Advisors: Professors Jocelyn Johnston and Nathan Favero.

This concentration strengthens the knowledge and skills of people called upon to work as line managers or administrative support staff in public service or related organizations. It draws upon the strengths of the department as a national center for the teaching of public management.

Required Course (3 credits)

1. PUAD 617 Project Management (3) - (Public Management Elective)

Suggested Courses/Recent Offerings to Complete Requirements:

- PUAD 608 Comparative Administrative Systems (3)
- PUAD 609 State and Local Management (3)
- PUAD 615 Public-Private Partnerships (3)
- PUAD 619 Ethical Issues in Public Policy (3)
- PUAD 650 Leadership in a Changing Workplace (3)
- PUAD 665 Managing Human Capital Assets (3)
- PUAD 681 Managing Nonprofit Organizations (3)
- PUAD 685 Development Governance and Management (3)
- PUAD 685 Grant Management (3)
- PUAD 685 Program Performance Evaluation and Management (3)
- PUAD 685 Regulatory Policy and Management (3)
- PUAD 685 Race, Policy and Administration (3)
- PUAD 696 Immigration/Disasters/Dept of Homeland Security Policy/ Mgt (3)

Courses not offered by the Department of Public Administration and Policy may not be offered regularly and are subject to change. Please consult your advisor if you are interested in taking one of these courses.

Human Resources Management Focus

Successful leaders of public service organizations recognize the importance of managing and motivating their workforces. They know that developing human capital is critical for promoting organizational effectiveness. This concentration helps students to understand the strategic role of human resources planning, develop skills to prepare employees for change, and improve management and employee relationships. Professor Jocelyn Johnston advises students on this concentration.

Additional Required Course for the Human Resources Management Focus (3)

PUAD 665 Managing Human Capital Assets (3)
4. STATE AND LOCAL ADMINISTRATION (12 credits)

Faculty Advisor: Professor Jocelyn Johnston and David Schwegman.

The State and Local Administration concentration prepares students for the political and administrative intricacies of delivering public services in an increasingly intergovernmental context. Students are encouraged to include at least one relevant policy course and as many budgeting/finance courses as possible. Additional policy courses are available in the Department of Justice, Law and Criminology.

**Required Course (3 credits)**

1. PUAD 609 State and Local Management (3)

**Suggested Courses/Recent Offerings to Complete Requirements:**

- PUAD 615 Public-Private Partnerships (3)
- PUAD 619 Ethical Issues in Public Policy (3)
- PUAD 631 Financing Government Services (3) *(PUAD 630 or 670)*
- PUAD 633 Budgeting and Financial Management (3)
- PUAD 665 Managing Human Capital Assets (3)
- PUAD 685 Urban Policy and Community Development (3)
- PUAD 685 Politics and Policy in DC (3)
- PUAD 685/696 Selected Topics:
  - Environmental Sustainability and Public Policy (3)
  - Education and the American Policy System (3)
  - Policies for the Environment and Energy (3)
  - Healthcare Policy (3)
  - Housing Policy (3)
  - Race, Policy and Administration (3)
  - Immigration/Disasters/Dept of Homeland Security Policy/ Mgt (3)
  - Politics and Policy in DC (3)

Courses not offered by the Department of Public Administration and Policy may not be offered regularly and are subject to change. Please consult your advisor if you are interested in taking one of these courses.

- SIS 635 Topics in Development Management
  - Urban Development (3)

*indicates prerequisite
5. PUBLIC FINANCIAL MANAGEMENT (12 credits)

Faculty Advisors: Professors David Schwegman and Marquise McGraw.

Program analysts, financial officers, budget officers, and financial analysts are found throughout, and at all levels of government (national, state, and local). They administer and design programs, prepare and analyze budget proposals, evaluate programs, forecast revenues, collect taxes, allocate monies, advise legislators, inspect programs, and prepare financial statements. The Public Financial Management concentration helps to prepare students for the many responsibilities involved with the management of public programs, operations and funds.

Required Course (3 credits)
1. PUAD 633 Budgeting and Financial Management (3) (Core course)

Suggested Courses/Recent Offerings to Complete Requirements:
- PUAD 619 Ethical Issues in Public Policy (3)
- PUAD 631 Financing Government Services (3) *(PUAD 630 or 670)
- PUAD 671 Cost-Benefit Analysis (3) *(PUAD 630 or PUAD 670)
- PUAD 685 Program Performance Evaluation/Management (3)

Courses not offered by the Department of Public Administration and Policy may not be offered regularly and are subject to change. Please consult your advisor if you are interested in taking one of these courses.

- ACCT 607 Financial Accounting (3)

Other options include courses in the Kogod School of Business, the Department of Economics, or other units, with approval of MPA Program Director.

*indicates prerequisite
6. POLICY ANALYSIS (12 credits)

Faculty Advisors: Professors Seth Gershenson, Dave Marcotte, Valentina Duque and Marquise McGraw.

An increasingly large number of persons perform policy analysis, evaluate public programs, or conduct research on behalf of the public at large. By merging required MPA management courses with selected courses from MPP degree, this concentration combines knowledge about the administrative functions essential to policy analysis with the skills necessary to conduct the actual studies.

**Required Courses (12 credits)**

1. PUAD 602 Quantitative Methods for Policy Analysis II (3)
   *(PUAD 601. Note: PUAD 605 will not satisfy this prerequisite.)*
2. PUAD 606 Foundations of Policy Analysis (3)
3. Select two of the following five courses (6):
   - PUAD 604 Public Program Evaluation (3) *(PUAD 602)*
   - PUAD 671 Cost-Benefit Analysis (3) *(PUAD 630 or PUAD 670)*
   - PUAD 672 Advanced Quantitative Methods for Policy Analysis (3)* (PUAD 602)
   - PUAD 685 Qualitative Methods (3)
   - PUAD 685 Health Economics and Policy (3)* (PUAD 630 or PUAD 670)

MPA students taking this concentration must substitute PUAD 601 Quantitative Methods for Policy Analysis I for PUAD 605 Quantitative Methods for Public Managers, and PUAD 670 Economics for Policy Analysis for PUAD 630 Public Managerial Economics.

*indicates prerequisite
7. PUBLIC POLICY (12 credits)

Faculty Advisors: Professors Daniel Fiorino (Environmental Policy), Taryn Morrissey (Social and/or Health Policy), Dave Marcotte and Seth Gershenson (Education Policy).

This concentration combines the management and leadership strengths of the MPA program with policy courses for students interested in either public policy generally or a particular policy area.

Required Course (3 credits)
1. PUAD 606 Foundations of Policy Analysis (3)

Suggested Courses/Recent Offerings to Complete Requirements:

- PUAD 685/696 Selected Topics:
  - Social Welfare Policy and Programs (3)
  - Healthcare Policy (3)
  - Child and Family Policy (3)
  - Education and the American Policy System (3)
  - Housing Policy (3)
  - Health Economics and Policy (3)* (PUAD 630 or PUAD 670)
  - Urban Policy and Community Development (3)
  - Environmental Sustainability and Public Policy (3)
  - Public Policies for the Environment and Energy (3)
  - Regulatory Policy and Management (3)
  - Race, Policy and Administration (3)
  - Program Performance Evaluation and Management (3)
  - Immigration/Disasters/Dept of Homeland Security Policy/Mgt (3)

Social Policy Focus
The social policy focus teaches students how to utilize governmental and nongovernmental tools to address challenges imposed by poverty, hunger, educational deficiencies, unemployment, and discrimination.

Suggested Courses/Recent Offerings to Complete Requirements:

- PUAD 685/696 Selected Topics:
  - Social Welfare Policy and Programs (3)
  - Healthcare Policy (3)
  - Urban Policy and Community Development (3)
  - Child and Family Policy (3)
  - Education and the American Policy System (3)
  - Race, Policy and Administration (3)
  - Housing Policy (3)
  - Immigration/Disasters/Dept of Homeland Security Policy/Mgt (3)

*indicates prerequisite
Education Policy Focus
The education policy focus teaches students how to utilize governmental and nongovernmental tools to address challenges imposed by poverty, hunger, educational deficiencies, unemployment, and discrimination.

Suggested Courses/Recent Offerings to Complete Requirements:
• PUAD 685/696 Selected Topics:
  o Education and the American Policy System (3)
  o Social Welfare Policy and Programs (3)
  o Urban Policy and Community Development (3)
  o Child and Family Policy (3)
  o Race, Policy and Administration (3)

Health Policy Focus
This focus allows students to gain an appreciation for the issues confronting policymakers and analysts working on health and related issues in the U.S. and abroad.

Suggested Courses/Recent Offerings to Complete Requirements:
• PUAD 685/696 Selected Topics:
  o Healthcare Policy (3)
  o Health Economics and Policy (3)
    *(PUAD 630 or PUAD 670)
  o Social Welfare Policy and Programs (3)
  o Child and Family Policy (3)
Courses not offered by the Department of Public Administration and Policy may not be offered regularly and are subject to change. Please consult your advisor if you are interested in taking one of these courses.
  • SIS 635 Topics in Development Management
    o Intro to Global Health (3)

Environmental Policy Focus
This focus allows students to gain an appreciation for the issues confronting policymakers and analysts working on environmental issues in the U.S. and abroad.

Suggested Courses/Recent Offerings to Complete Requirements:
• PUAD 685/696 Selected Topics:
  o Environmental Sustainability and Public Policy (3)
  o Public Policies for the Environment and Energy (3)
  o Regulatory Policy and Management (3)
  o Additional courses approved by Advisor or Program Director

Cyber Policy and Management Focus
This focus prepares students to understand, analyze, and manage the dynamics of the cyber policies that are critical to effective governance.

Suggested Courses/Recent Offerings to Complete Requirements:
Courses not offered by the Department of Public Administration and Policy may not be offered regularly and are subject to change. Please consult your advisor if you are interested in taking one of these courses.
  o JLC 683       Cyber Threats and Security (3)
  o JLC 665       Who’s Who in U.S. Cyber Policy (3)
  o JLC 696       Cybercrime and Cyber-Enabled Crime (3)
8. APPLIED POLITICS (12 credits)

Faculty Advisors: Professor Candice Nelson and Liz Suhay.

The Applied Politics concentration incorporates two fields offered through the school’s Department of Government. The first field covers politics, campaign management, and lobbying and serves students aiming to involve themselves as managers in the effort to influence the course of government through the electoral or political process. It draws upon the educational programs offered by the school’s Campaign Management Institute and Center for Congressional and Presidential Studies. The second field encourages students to think strategically about the challenges confronted by policymakers concerned with women’s issues. It addresses women, public policy, and political leadership and draws upon course work offered through the school’s nationally renowned Women & Politics Institute.

*Any of the courses listed below satisfy this concentration; they are listed in optional (not required) areas of focus.*

Courses not offered by the Department of Public Administration and Policy may not be offered regularly and are subject to change. Please consult your advisor if you are interested in taking one of these courses.

**Politics, Campaign Management and Lobbying Focus**

Suggested Courses/Recent Offerings to Complete Requirements:
- GOVT 520  Advanced Studies in Campaign Management: Campaign Management Institute (4)
- GOVT 521  Topics in Campaign Management (1)
- GOVT 523  The Art and Craft of Lobbying
  - European Public Affairs Institute (3)
  - Public Affairs and Advocacy Institute (4)
- GOVT 524  Topics in Public Affairs and Advocacy (1)
- GOVT 641  The Politics of Mass Communication (3)
- GOVT 645  Political Parties, Interest Groups, and Lobbying (3)
- GOVT 656  Voting Behavior, Elections and Campaigns (3)
- GOVT 682  Women and Politics (3)

**Women, Public Policy, and Political Leadership Focus**

Suggested Courses/Recent Offerings to Complete Requirements:
- GOVT 682  Women and Politics (3)
- GOVT 683  Women, Politics and Public Policy (3)
- GOVT 684  Women and Political Leadership (3)
- GOVT 685  Topics in Women and Politics
  (Various topics – 1-3 credits each)
- JLC 635  Gender and the Law (3)
- SIS 648  Gender and Development (3)
9. RACE, POLICY, AND ADMINISTRATION (12 credits)

Faculty Advisors: Professors Derek Hyra and Valentina Duque.

This concentration enables students to examine the role of race and ethnicity in public policy and administration. Topics of study include: racial disparities in policy making, implementation, public management, and outcomes for citizens at the local, state, and federal levels; diversity and inclusion strategies in policymaking and public administration; and the role of race in key policy areas (including urban, housing, justice, health, and education policy). Several courses also explore race as a social construct and the political, historical, and economic roots of racialization.

Required Course (3 credits)
- PUAD 685 Race, Policy, and Administration (3)

Suggested Courses/Recent Offerings to Complete Requirements (9 credits):
- PUAD 609 State and Local Policy (3)*
- PUAD 685/696 Selected Topics:
  - Urban Policy and Community Development (3)
  - DC Politics and Policy (3)*
  - Education Policy in America (3)*
  - Housing Policy (3)*
  - Social Welfare Policy and Programs (3)*
  - Healthcare Policy (3)
  - Health Economics and Policy (3)*(PUAD 630 or PUAD 670)
  - Immigration/Disasters/Dept of Homeland Security Policy/ Mngrt (3)

Courses not offered by the Department of Public Administration and Policy may not be offered regularly and are subject to change. Please consult your advisor if you are interested in taking one of these courses.

- JLC 610 Justice and Public Policy: Controversial Issues (3)
- JLC 638 Race and Justice in America (3)
- JLC 651 Drugs, Crime, and Public Policy (3)*
- EDU 611 Social Theory and Educational Practice (3)*
- SOCY 653 Intersectionality: Theory/Practice (3)
- SOCY 661 Racial Inequality and Social Transformation (3)

*While race is not the predominant focus of these courses, it plays a critical role throughout the course.
10. CYBER POLICY AND MANAGEMENT (12 credits)

Faculty Advisors: Professor Sasha O’Connell.

This concentration prepares students to understand, analyze, and manage the dynamics of the cyber policies that are critical to effective governance across public agencies, levels of government, and in nonprofit organizations and contracting agencies. The concentration courses will include the history, development, and management of U.S. cyber policy, and a range of frameworks that can be used to facilitate and protect the flow of information and communication through sound cyber policies designed to enhance the success of organizations and public services. Professors Sasha O’Connell and Jocelyn Johnston provide faculty advising on this concentration.

Suggested Courses/Recent Offerings to Complete Requirements (12 credits):
  - PUAD 617  Project Management (3)
  - PUAD 696  Immigration, Disasters, and Dept of Homeland Security Policy/Mngt (3)

Courses not offered by the Department of Public Administration and Policy may not be offered regularly and are subject to change. Please consult your advisor if you are interested in taking one of these courses.
  - JLC 665  Who’s Who in U.S. Cyber Policy (3)
  - JLC 683  Cyber Threats and Security (3)
  - JLC 696  Cybercrime and Cyber-Enabled Crime (3)

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