



HUMANE SOCIETY
UNIVERSITY™

College of Arts & Sciences
Course Catalog
2011-2012



HUMANE SOCIETY UNIVERSITY™

2100 L St. NW, Washington, DC 20037

p 202.676.2390 **f** 202.778.6147

humanesocietyuniversity.org

Contact Us

Dean of Academic Affairs

academicaffairs@humanesocietyuniversity.org

Dean of Student Affairs

studentaffairs@humanesocietyuniversity.org

Enrollment Services

admissions@humanesocietyuniversity.org

General Inquiries

info@humanesocietyuniversity.org

Library

library@humanesocietyuniversity.org

Registrar

registrar@humanesocietyuniversity.org

Technical Support

support@humanesocietyuniversity.org

Board of Trustees

Andrew Rowan, D.Phil., President

Dennis Long, Ph.D.

Wayne Pacelle

Tom Waite

Nancy Perry, J.D.

Kitty Block, J.D.

Contents

HUMANE SOCIETY UNIVERSITY	1
History and Learning continuum.....	1
History.....	1
College of Arts & Sciences	1
School of Continuing Education	2
MISSION, VISION, AND VALUES.....	3
ACADEMIC CALENDAR	4
ADMISSIONS AND INFORMATION	5
Admissions	5
Admission Inquiries	5
Application Procedures	5
Requirements for Baccalaureate Degree Applicants	5
Requirements for Graduate Programs Applicants.....	6
Requirements for Graduate Certificate in Animal Assisted Interventions.....	6
Requirements for International Applicants	6
Transfer of Credit Guidelines	6
Institutions Accepting HSU Credits	7
Course Numbering System	7
Information.....	7
Degrees and Certificate Programs	7
Declaring a Major	7
Class Size	7
Classroom Styles	7
Pre-Week.....	8
Academic Good Standing	8
Academic Probation.....	8
Student Classifications.....	8
Matriculated Students	8
Active and Inactive Student Status.....	8
Non-Degree Seeking Students	8
Full-Time/Part-Time Status.....	8
Fees.....	8
HSU Fee Schedule	8
Reinstatement Fee	8
Transcript Fee.....	9
Verification of Enrollment.....	9
Late Fee For Tuition.....	9
Graduation Fee	9
Drop/Withdrawal Fee.....	9
Notices.....	9
Confidentiality of Student Records	9
Public Notice Designation Directory Information	9
Notification of Student Rights in Accordance with FERPA Regulations	9
Equal Opportunity Policy.....	10
Notice to Students with Disabilities.....	10

Continued...





ANIMAL STUDIES	11
Department Description.....	11
Bachelor of Science.....	11
Learning Outcomes	11
Academic Plan of Study.....	11
Graduate Certificate	12
Learning Outcomes.....	12
Academic Plan of Study.....	12
Master of Science	12
Learning Outcomes.....	12
Academic Plan of Study.....	12
Course Descriptions.....	13
ANIMAL POLICY AND ADVOCACY	15
Department Description.....	15
Bachelor of Science.....	15
Learning Outcomes.....	15
Academic Plan of Study.....	15
Graduate Certificate	16
Learning Outcomes.....	16
Academic Plan of Study	16
Master of Science	16
Learning Outcomes.....	16
Academic Plan of Study	16
Course Descriptions.....	17
HUMANE LEADERSHIP	19
Department Description.....	19
Bachelor of Science.....	19
Learning Outcomes.....	19
Academic Plan of Study.....	19
Graduate Certificate	20
Learning Outcomes.....	20
Academic Plan of Study.....	20
Master of Science	20
Learning Outcomes.....	20
Academic Plan of Study.....	20
Course Descriptions.....	21
ANIMAL ASSISTED INTERVENTIONS	24
Program Description.....	24
Graduate Certificate	24
Learning Outcomes.....	24
Academic Plan of Study.....	24
Course Descriptions.....	24



Humane Society University

Humane Society University (HSU) is the leader in providing unprecedented educational opportunities in the field of human-animal interdependent relationships. HSU is comprised of two learning centers: the College of Arts & Sciences and School of Continuing Education. The College of Arts & Sciences offers Baccalaureate Degrees, Graduate Certificates, and Master Degrees. The School of Continuing Education offers non-degree courses, workshops, and certification programs.

HISTORY AND LEARNING CONTINUUM

History

Humane Society University (HSU) is the leader in providing unprecedented educational opportunities in the field of human-animal interdependent relationships. Education has been an integral part of the mission of The Humane Society of the United States (HSUS) and in 1999 HSU was established as one of its departments. This department was a dedicated educational arm to help achieve The HSUS's mission of creating a truly humane and sustainable world for all animals – a world that inherently benefits people. Answering the call for additional educational opportunities, this department expanded its curriculum and began to offer trainings nationwide to empower current and future leaders of the animal protection community.

As of 2007, these programs reached some 15,000 students through online and onsite instruction.

In an effort to fill existing intellectual and scholarly gaps for human animal centric educational programs, HSU became an incorporated independent 501(c)(3) entity of higher education in 2008. HSU is licensed as a degree granting institution by the DC Educational Licensure Commission. HSU continues to work toward the distinction of becoming an accredited institution of higher learning. HSU administrative offices are located at:

2100 L St., NW
Washington, DC 20037

College of Arts & Sciences

Baccalaureate Degrees, Graduate Certificates, and Masters Degrees are offered in HSU's College of Arts & Sciences in three major areas of study:

- Animal Studies
- Animal Policy and Advocacy
- Humane Leadership

Each degree has a set of foundation, core, elective, and cumulative course requirements. Set at eight weeks in duration, the course pace is intense and accelerated. Students may choose from two types of classroom platforms:

- **Online** courses are entirely web-based (via the internet), with no face-to-face classroom time.

Students interact with their professors and classmates through discussion boards (similar to a chat room) and email.

- **Hybrid** classes are a combination of the online and onsite classroom. Classes meet one night a week for three hours and the remainder of class time is conducted online.

The hybrid courses meet at either of these two locations as listed on the course offering webpage. The addresses are:

Humane Society University
2100 L St., NW
Washington, DC 20037

State Services Organization
Hall of the States Building
444 North Capital St., NE
Washington, DC 20001

Go to humanesocietyuniversity.org/cas to read information about the academic departments.

School of Continuing Education

HSU's continuing education courses and certificate programs are offered through the School of Continuing Education. These non-credit courses are offered both online and onsite as workshops throughout the United States and Canada. Online courses are self-paced or led by an instructor.

The admission process for the School of Continuing Education and the College of Arts & Sciences are separate and distinct. Admission to one does not constitute admission to the other.

Subsumed under the School of Continuing Education is the Center for Organizational Effectiveness in Human Capital Development. Since 2010, HSU is an authorized provider for human resources (HR) continuing education granted by the Society of Human Resource Management (SHRM). The Center's mission is to work in partnership with organizations in the public, private, and nonprofit sectors to maximize their effectiveness. The Center provides approved Human Resource Certification Institute (HRCI) courses for persons with the distinction of Professional in Human Resources (PHR®), Senior Professional in Human Resources (SPHR®), and Global Professional in Human Resources (GPHR®). Course topics include HR Recertification (HRCI Approved), leadership development, sales training, interpersonal skills and self-development.

To learn more about the above current workshop and online courses go to humanesocietyuniversity.org/sce. Direct inquiries to sce@humanesocietyuniversity.org.



Mission, Vision, and Values

MISSION

Humane Society University promotes a more humane world for human and non-human animals through scholarship, education, training, and empowering future leaders.

VISION

Humane Society University will promote a more humane world for human and non-human animals.

VALUES

Humane Society University's core values guide activities, govern priorities, and influence strategic allocation of resources. These values are enduring and are central to the university's mission:

- **Excellence:** programs of study are taught by professionals and scholars who have advanced degrees or are noted leaders in their fields of study.
- **Social Responsibility:** encourages critical thinking and examination of practices, assumptions, and ethics related to all animals.
- **Diversity:** provides a student-centered learning environment accessible to students of diverse ages, experiences, professional backgrounds, cultures, socioeconomic status, and geography.
- **Growth:** promotes personal and professional growth by facilitating intellectual exchanges and fostering relationships among students and faculty.
- **Accessibility:** provides distance-learning study programs for both degree and non-degree seeking students.
- **Affordability:** tuition and fees will support student access.



Academic Calendar

Fall I 2011 Term

July 2 Term Registration Begins
 August 11 Term Registration Ends
 August 13 Pre-Week
 August 20 First Day of Classes
 August 27 Last Day to Drop Class (full refund)
 September 3 Last Day to Drop Class (partial refund)
 September 5 *Labor Day Holiday
 October 14 Last Day of Classes
 October 21 Last Day for Grades to be Posted

Fall II 2011 Term

September 3 Term Registration Begins
 October 13 Term Registration Ends
 October 15 Pre-Week
 October 22 First Day of Classes
 October 29 Last Day to Drop Class (full refund)
 November 5 Last Day to Drop Class (partial refund)
 November 24–25 *Thanksgiving Holiday
 December 16 Last Day of Classes
 December 23 Last Day for Grades to be Posted

Winter 2012 Term

November 26 Term Registration Begins
 January 5 Term Registration Ends
 January 7 Pre-week
 January 14 First Day of Classes
 January 16 *Martin Luther King Holiday
 January 21 Last Day to Drop Class (full refund)
 January 28 Last Day to Drop Class (partial refund)
 February 20 *President's Day Holiday
 March 9 Last Day of Classes
 March 16 Last Day for Grades to be Posted

Spring 2012 Term

January 28 Term Registration Begins
 March 8 Term Registration Ends
 March 10 Pre-week
 March 17 First Day of Classes
 March 24 Last Day to Drop Class (full refund)
 March 31 Last Day to Drop Class (partial refund)
 May 11 Last Day of Classes
 May 18 Last Day for Grades to be Posted

Summer 2012 Term

April 7 Term Registration Begins
 May 17 Term Registration Ends
 May 19 Pre-week
 May 26 First Day of Classes
 June 2 Last Day to Drop Class (full refund)
 June 9 Last Day to Drop Class (partial refund)
 July 4 *Independence Day Holiday
 July 20 Last Day of Classes
 July 27 Last Day for Grades to be Posted
 July 27 Commencement

*Administrative offices are closed.



Admissions and Information

ADMISSIONS

Admission Inquiries

Inquiries into HSU academic programs and the application process should be directed to Enrollment Services at 202.676.2389 or admissions@humanesocietyuniversity.org. Business hours are Monday–Friday, 9:00 a.m.–5:00 p.m. EST.

Application Procedures

HSU has a rolling admissions policy. Timely submission of application information is expected. Incomplete or pending applications that are 90 days or older are considered inactive and HSU reserves the right to withdraw or reject such inactive applications. To ensure that applications are given the utmost consideration, we recommend that it is submitted at least one month prior to the start of a term. Applications are reviewed for admission when the application file is complete. Applications may either be submitted online or by mail.

A completed application file will include:

- A completed application, including statement of interest
- Application fee

- Official transcript(s) from each college or university attended, including grade point average(s) mailed to:

Humane Society University
Office of Admissions
2100 L St., NW
Washington, DC 20037

- A resume or work history if applicant has not taken courses for over three years
- Recommendations (optional)

Relocation to Washington, D.C. is not necessary for purposes of enrolling into HSU since academic programs are offered online. Moreover, HSU does not have residential facilities for students.

Requirements for Baccalaureate Degree Applicants

Students who have completed general education requirements at an accredited college or university and have not received an associate's degree must meet the following academic requirements:

- A minimum of 60 credits (semester equivalent); no more than 90 credits can apply toward a HSU degree.

- Of the aforementioned 60 credits, students must have at least 3 credit hours in each of the following general education requirements, totaling 15 semester credit hours:
 - Writing (composition, English, etc.)
 - Quantitative Methods (mathematics, statistics, accounting, etc.)
 - Natural Sciences (biology, chemistry, geology, physics)
 - Social Science (anthropology, economics, geography, history, political science, psychology, or sociology)
 - Arts and Humanities (arts, literature, philosophy, music, foreign language, or religion)

For clarification purposes the HSU Registrar may request a letter from the registrar at a previous college or university stating that all general education requirements are complete.

Students who have earned an associate's or baccalaureate's degree from an accredited college or university are exempt from meeting the above general education credits.

To graduate with an HSU Baccalaureate Degree, the matriculated student must:

- Earn a minimum of 39 HSU credits.
- Earn a cumulative GPA of 2.0 in foundation, core, and the capstone courses.
- Complete a total of 120 credit hours (including transfer credits from all institutions attended) as outlined in the academic plan of study.
- Complete the academic plan of study within seven years of matriculation.

Requirements for Graduate Programs Applicants

Students who have received a baccalaureate degree and/or graduate degree from an accredited college or university are eligible to apply for admission into HSU's Graduate Certificate or Master's Degree Programs.

Requirements for Graduate Certificate in Animal Assisted Interventions

Students who have graduated, or have at least completed one year toward a Masters or PhD degree from an accredited college/university in a health and human service discipline, such as social work, psychology, nursing, counseling, or psychiatry are eligible to apply for admission into this graduate certificate program.

Requirements for International Applicants

In addition to the standard application form and admissions requirements, international students are required to demonstrate English language proficiency appropriate for college-level study by submitting Test of English as a Foreign Language (TOEFL) scores at the time of application for admission.

The TOEFL requirement may be waived if:

- English is an official language of the applicant's country of origin
- The applicant holds a baccalaureate degree, or higher, from a U.S. accredited college or university
- The applicant holds a degree from a university in a country in which English is an official language

Photocopies or faxes of TOEFL scores will not be accepted, nor will scores older than twelve months. Scores should be submitted directly to HSU (ETS School Code 2840).

Contact the Educational Testing Service (ETS) at ets.org/toefl for details such as cost, registration, and location of test centers.

International students also must submit official copies of academic credentials in English. Transcripts from international institutions require evaluation from a professional evaluation service such as:

- Center for Educational Documentation at cedevaluations.com
- Center for Educational Documentation at World Education Services at wes.org
- AACRAO International Education Services, Quintina Conway at conwayq@aacrao.org or 202.355.1052

The applicant is responsible for contact with and costs associated for the documentation evaluation service.

Relocation to the United States of America is not necessary and is not recommended solely for purposes of enrolling into HSU since online programs are offered. Moreover, HSU does not have residential facilities for its students.

Transfer of Credit Guidelines

Courses offered at HSU are assigned credit hours in accordance with federal and state guidelines and policies. HSU credit hours, in any given term, equate to semester credit hours at other institutions that use the academic semester model calculation of 45 hours of academic instruction and 90 hours of student preparation within the term/semester period. Courses are structured at an accelerated pace; three credit hours are awarded for each class in an eight week term. Accordingly, semester, or semester equivalent, credit hours may be

transferred into HSU and apply toward the total number of credits needed for a baccalaureate degree.

Quarter hour units will be converted to semester hour units by dividing the total number of quarter units by 1.5.

Enrollment Services and the Registrar are responsible for reviewing the transfer of credits from other institutions. They evaluate each student's college transcript(s) to assess the potential transferability of an applicant's prior coursework, taking into account the accreditation status of the institution, the level and content of coursework completed by the student, and the grades received. The transfer of credit evaluation confirms that students meet the admissions requirement of 60 credits (semester equivalent) in college courses of level 100 or higher and general education distribution requirements. The evaluation also determines the number of credits that can be applied towards the student's HSU degree program.

If students have completed human-animal studies courses at other institutions, those credits may be equivalent to credits offered at HSU and will be evaluated by the Department Chair to determine whether course credits can be applied towards the major. The Department Chair will make the decision based upon a review of the course description, course syllabus, and/or discussion with the student.

To receive transfer credit for a course as a general elective, students must have earned at least a "C" grade. Students must have received a grade of "C" or higher in each course to apply credits to fulfill general education and major requirements. Pass/Fail courses will be considered for transfer credit as long as the course grade is a "Pass." Upon written request, the Registrar will make the transfer of credit evaluation report available to students.

For information on the transfer of credits to HSU, contact the Registrar at registrar@humanesocietyuniversity.org.

Institutions Accepting HSU Credits

HSU courses are uniquely specialized. Each institution sets its own policy with regard to transfer of credits. Students are responsible for communicating with other institutions before they enroll in a course should they expect to apply HSU credits toward a degree at another institution.

Course Numbering System

Course numbers are designated as follows:

- 300–399 Junior level undergraduate courses
- 400–499 Senior level undergraduate courses
- 500–599 Capstone courses
- 600–699 Graduate courses
- 700–799 Field Placement and Thesis courses

INFORMATION

Degrees and Certificate Programs

Humane Society University offers interdisciplinary Baccalaureate Degrees, Graduate Certificates, and Masters Degrees in Animal Studies, Animal Policy and Advocacy, and Humane Leadership. Each program offers numerous opportunities to satisfy educational and professional needs. Each degree has a set of foundation, core, elective, and cumulative course requirements.

Declaring a Major

Applicants are prompted to choose from one of the three major areas of study. For individuals who are undecided at the time of admission "undeclared" is an option.

To officially declare a major or to change from one major to another, see Change of Program section in the Student Handbook.

Class Size

The maximum class size is fifteen students. This limit fosters effective communication, learning, intellectual exchanges, and relationship-building among faculty and students. The university reserves the right to cancel courses when, for example, minimum enrollment is not met.

Classroom Styles

- **Online** courses are entirely web-based (via the internet), with no face-to-face classroom time. Students interact with their professors and classmates through discussion boards (similar to a chat room) and email.
- **Hybrid** classes are a combination of the online and onsite classroom. Classes meet one night a week for three hours and the remainder of class time is conducted online. Students who live or work within a 15 mile radius of the HSU Washington, DC office are required to attend the onsite class.

The hybrid courses meet at either of these two locations as listed on the course offering webpage. The addresses are:

Humane Society University
2100 L St., NW
Washington, DC 20037

State Services Organization
Hall of the States Building
444 North Capital St., NE
Washington, DC 20001

Pre-Week

HSU designates the week prior to the first day of class as Pre-week. This time offers students the opportunity to explore and experience the course site (ANGEL) before the course begins. Students are strongly encouraged to take advantage of pre-week and familiarize themselves with the learning environment. Familiarity with the site and its contents sets the stage for a successful and effective educational experience. No coursework will be required during this time.

Academic Good Standing

HSU requires degree-seeking and non-degree seeking students to maintain a status of academic good standing. For undergraduates and non-degree seeking students, this is defined as a minimum cumulative GPA of 2.0. While graduate students must maintain a minimum cumulative GPA of 3.0 to complete a certificate program.

Academic Probation

Undergraduate and non-degree seeking students whose GPA falls below 2.0 or graduate students whose GPA falls below 3.0 will be placed on academic probation. When a student is on academic probation their cumulative GPA must meet or exceed the aforementioned GPA by the end of their next two course completions or be subject to dismissal from the university. The university reserves the right to dismiss non-degree seeking students without review or right of appeal.

All students on academic probation are required to make contact with their Academic Advisor every term they are enrolled.

STUDENT CLASSIFICATIONS

Matriculated Students

Matriculated students are those who have been accepted into HSU.

Active and Inactive Student Status

Only active students may enroll in courses. Students are considered inactive when a course is not completed in five consecutive terms. The five consecutive terms may or may not be within an academic year.

To regain active student status, students must first pay a reinstatement fee and then submit a written request that explains the lapse of enrollment to the Dean of Academic Affairs.

Undergraduate university class status

- Junior: 60–89 credits
- Senior: 90 or more credits

Non-Degree Seeking Students

Non-degree seeking students are those who, for any number of reasons, are not seeking a degree from HSU, but wish to complete credit courses. This may include meeting licensing requirements, changing careers, personal enrichment, or developing an educational background leading to a degree elsewhere. Admission requirements must still be met. Credit accrued as a non-degree seeking student may be used to fulfill degree requirements if grading policies are followed.

Full-Time/Part-Time Status

Undergraduate

- Full-Time: completing 24 credit hours or more in an academic year or five consecutive terms
- Part-Time: completing less than 24 credit hours in an academic year or five consecutive terms

Graduate

- Full-Time: completing 12 credit hours or more in an academic year or five consecutive terms
- Part-Time: completing less than 12 credit hours in an academic year or five consecutive terms

FEES

HSU Fee Schedule

The fees for Humane Society University are as follows:

Nonrefundable application fee	\$35
Tuition for a 3 credit course	
\$350 per credit - undergraduate*	\$1,050
\$450 per credit - graduate*	\$1,350
Reinstatement fee	\$50
Transcripts	\$10
Verification of Enrollment	\$5
Late Fee for Tuition	5% of tuition
Nonrefundable Registration Fee	\$50 per term
Graduation Fee	\$100
Drop/Withdrawal Fee	\$50
Course Change Fee	\$50

* Please refer to website at humanesocietyuniversity.org/admissions/feesandrefunds.html for discount of tuition.

Reinstatement Fee

A reinstatement fee is incurred when a student changes from inactive status to active status.

Transcript Fee

The first two sets of transcripts will be complimentary to students. Thereafter, a fee of \$10 will be charged for each set of transcripts ordered. The FERPA Authorization Form is required before transcripts will be released. This and other forms are found on humanesocietyuniversity.org/forms.

Verification of Enrollment

Verification of enrollment to outside parties may be requested by sending a notice to the Registrar's office. In addition to the fee, a FERPA Authorization Form must accompany the student's request. This form can be accessed through humanesocietyuniversity.org/forms.

Late Fee For Tuition

Tuition is due on or before the first day of class. A late fee of five percent will be charged to the student if tuition is not remitted before day eight of any given term.

Graduation Fee

The graduation fee must be paid and the Petition to Graduate form must be submitted to the Registrar during the first week of the student's final term. This fee is required of all students regardless of participation in the commencement ceremony.

Drop/Withdrawal Fee

A drop/withdrawal fee is charged when a student drops or withdraws from registered courses on or after the first day of class. This fee is assessed on a per course basis.

NOTICES

Confidentiality of Student Records

In accordance with the Family Educational Rights and Privacy Act of 1974 (Public Law 93-380, Section 438, as amended), hereinafter referred to as FERPA, all student personal information is considered confidential. This act is also known as the Buckley Amendment. It provides for confidentiality for student records; however, it also provides exceptions for university staff who may access student records for educational purposes in the ordinary course of university operations.

Humane Society University will not disclose or release personal student information to parties outside of HSU unless the student submits written consent. A consent form, "Permission to Disclose Student Records Under the Family Educational Right and Privacy Act," must be on file before student records are released to any outside parties of HSU (this includes parents, spouses, employers, or any other third party). FERPA does provide for certain exceptions to this rule. HSU discloses educational records without a student's prior written consent under the FERPA

exception to school officials with legitimate educational interests. Directory information and court order for subpoena of records are other exceptions allowed under FERPA regulations. To obtain this form, go to humanesocietyuniversity.org/forms.

For more information on student records, contact the Registrar at registrar@humanesocietyuniversity.org.

Public Notice Designation Directory Information

In accordance with FERPA regulations, HSU designates the following categories of student information as public, otherwise called "Directory Information:" name, dates of attendance, enrollment status, and program field of study, degrees and awards received (e.g., Dean's List). Such information may be disclosed by the institution for any purpose at its discretion. The university reserves the right to release the following information when requested by law enforcement authorities: date of birth, address, and telephone number. Under FERPA regulations currently enrolled students may request the withholding of the disclosure of any directory category information. To withhold disclosure, written notification must be filed annually with the Registrar. A withholding of disclosure category form must be submitted in order to avoid publication of individual directory information.

Notification of Student Rights in Accordance with FERPA Regulations

HSU has adopted a privacy policy that is in compliance with the Family Educational Rights and Privacy Act (FERPA) of 1974. Confidentiality is assured by informing students of their rights with respect to academic records. These rights include:

1. The right to inspect his/her own educational record maintained by HSU within 45 days of the day HSU received a request for access. The student will need to submit a written request to the Registrar or Dean of Student Affairs that identifies the record(s) the student wishes to inspect. A university official, either the Registrar or the Dean of Student Affairs, will make the arrangements for access. The student will be notified as to the time and place at the university where the records may be inspected.
2. The right to seek to amend their educational record should the student believe the records are inaccurate, misleading or otherwise in violation of the student's privacy rights under FERPA. A student who wishes to ask HSU to amend a record should write the university official responsible for the record, clearly identifying the part of the record the student wants changed and specify the reason for the change. If HSU decides not to amend the record requested, the university will notify the student in writing of the decision and the student's right to a hearing regarding the request for

amendment. Additional information regarding hearing procedures will be provided to the student when notified of the right to a hearing.

3. The right to have some control over disclosure of information from these records as allowed by FERPA. Students have the right to provide written consent before HSU will disclose personally identifiable information from the student's educational records, except to the extent FERPA authorizes disclosure without consent. HSU will disclose educational records without a student's prior written consent under the FERPA exception to school officials with legitimate educational interests. A school official is a person employed by HSU in an administrative, supervisory, academic or research, or support staff position; a person or company with whom HSU has contracted as its agent to provide a service instead of using HSU employees or officials, such as an attorney, auditor, or collection agent; a person serving on the Board of Trustees, or a student serving on an official committee, such as a disciplinary or grievance committee, or assisting another school official in performing his or her tasks. A school official has a legitimate educational interest if the official needs to review an education record in order to fulfill his or her professional duties for HSU.
4. The right to file a complaint with the US Department of Education concerning an allegation that HSU failed to comply with FERPA. The name and address of the office that administers FERPA is:

Family Policy Compliance Office
US Department of Education
400 Maryland Ave., SW
Washington, DC 20202-5901

Equal Opportunity Policy

HSU is committed to providing equal access to educational opportunities for all applicants regardless of race, color, religion, sex, sexual orientation, age, national origin, disability, marital, or veteran status in compliance with Federal and state laws and regulations. All benefits, privileges, and opportunities offered by HSU are available to all students and employees in accordance with federal and District of Columbia laws and regulations. This policy is applicable to all personnel policies and practices including recruitment, hiring, training, promotion, compensation, transfers, layoffs, terminations, benefits, and social and recreational programs.

Notice to Students with Disabilities

HSU is committed to providing access to and inclusion in academic programs for students with disabilities by providing reasonable accommodations. This policy is in accordance with Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990, and Section 508 of the Rehabilitation Act as amended in 1998. A student is not required to disclose his/her disability to the university unless accommodations are requested. Students wishing to request such accommodations should contact the Dean of Students Affairs at studentaffairs@humanesocietyuniversity.org.



Animal Studies

Department Chair

Jonathan Balcombe, Ph.D.

Faculty

Sarah Bexell, Ph.D.

Kitty Block, J.D.

Jennifer Calkins, Ph.D.

Marion Copeland, Ph.D.

Aubrey Fine, Ed.D.

Michael Greger, M.D.

Leslie Irvine, Ph.D.

Nathan Nobis, Ph.D.

Andrew Rowan, D.Phil.

Teresa Telecky, Ph.D.

Bernie Unti, Ph.D.

DEPARTMENT DESCRIPTION

The programs in the Department of Animal Studies are designed to give students a firm understanding of the scientific, ethical, and cultural bases for animal protection. Students gain familiarity with scientific discoveries regarding animal sentience and explore how animals are viewed and represented across academic, geographic, societal, and ideological axes. These studies are intended to inform the central question: How ought we to treat animals? The curriculum enables students to effectively challenge conservative, Cartesian views of animals, and in

doing so to lay bare the profound disconnect between our current knowledge of animals and their capacities and how we continue to treat animals. Students who graduate from this program will possess knowledge and skills applicable to a range of careers, including animal protection, the life sciences, and education.

BACHELOR OF SCIENCE

Learning Outcomes

Students who graduate with a Bachelor of Science in Animal Studies will be able to:

- Explain the scientific and ethical bases for protecting animals from human exploitation;
- Identify key issues in the animal protection landscape;
- Articulate various cultural and disciplinary perspectives on animals; and
- Recognize and rebut common arguments to maintain the status quo.

Academic Plan of Study

Course work requires 39 credits as follows:

Foundation Courses—6 credits

AP 301 Animal Protection as a Social Movement

AS 305 Animals and Ethics

Core Courses—21 credits

- AS 300** Interdisciplinary Perspectives in Animal Studies
- AS 301** Understanding the Human-Animal Bond
- AS 302** Sociology of Animal Abuse
- AS 306** Animals in Literature
- AS 413** Global Animal Issues
- AS 416** Animal Behavior, Animal Minds, and Animal Protection
- AS 417** Animal Protection and the Environment

Elective Courses—6 credits

- AS 450** Independent Study
- AP 302** Animals and Public Policy
- AP 402** Farm Animal Welfare
- AP 403** Wildlife Policy
- AP 404** Research Animal Policy
- AP 407** Special Issues in Companion Animal Policy: Dangerous Dogs
- HL 300** Humane Education
- HL 316** Animal Cruelty and Interpersonal Violence
- HL 410** Animal Assisted Interventions for Youth at Risk

Capstone Courses—6 credits

- AS 500** Animal Studies Capstone I
- AS 501** Animal Studies Capstone II

GRADUATE CERTIFICATE**Learning Outcomes**

Students who complete the Graduate Certificate in Animal Studies will be able to:

- Understand key contributions to improving the place of animals in society;
- Analyze and critique core philosophical arguments for and against animal protection;
- Research and synthesize source literature on the human-animal relationship; and
- Apply science and ethics to on-the-ground animal protection campaigns..

Academic Plan of Study

Course work requires 18 credits as follows:

Foundation Courses—6 credits

- AP 601** Animal Protection as a Social Movement
- AS 605** Animals and Ethics

Core Courses—6 credits

- AS 600** Interdisciplinary Perspectives in Animal Studies
- AS 602** Sociology of Animal Abuse

Elective Courses—6 credits

- AS 601** Understanding the Human-Animal Bond
- AS 606** Animals in Literature
- AS 613** Global Animal Issues
- AS 616** Animal Behavior, Animal Minds, and Animal Protection
- AS 617** Animal Protection and the Environment

MASTER OF SCIENCE**Learning Outcomes**

Students who graduate with a Master of Science in Animal Studies will be able to:

- Apply critical thinking and communication skills to animal protection debates;
- Formulate research questions and interpret, evaluate, and conduct qualitative and quantitative research on scientific, cultural, and philosophical animal issues;
- Analyze and develop animal protection campaigns; and
- Conceive, formulate, and execute a publishable independent study that advances our understanding of the animal protection landscape.

Academic Plan of Study

Course work requires 36 credits as follows:

Foundation Courses—15 credits

- AP 601** Animal Protection as a Social Movement
- AS 605** Animals and Ethics
- HL 606** Applied Critical Thinking and Creative Problem Solving
- HL 607** Communication Skills for Animal Protection Professionals
- HL 640** Qualitative and Quantitative Research Methods

Core Courses—6 credits

- AS 600** Interdisciplinary Perspectives in Animal Studies
- AS 602** Sociology of Animal Abuse

Elective Courses—6 credits

- AS 601** Understanding the Human-Animal Bond
- AS 606** Animals in Literature
- AS 613** Global Animal Issues
- AS 616** Animal Behavior, Animal Minds, and Animal Protection
- AS 617** Animal Protection and the Environment

Field Placement and Thesis Courses—9 credits

- AS 797** Animal Studies Field Placement
- AS 798** Animal Studies Thesis I
- AS 799** Animal Studies Thesis II

COURSE DESCRIPTIONS

See *Website for more information.*

AS 300/600 Interdisciplinary Perspectives in Animal Studies—Animal studies, a rapidly growing and evolving field, provides an interdisciplinary approach to examining the changing roles of animals in society, the evolution of human attitudes toward other animals, and the animals themselves. This course draws on the expertise of scholars from a sampling of disciplines to examine what each discipline contributes to animal studies and, in turn, what animal studies contributes to the disciplines considered.

AS 301/601 Understanding the Human-Animal Bond—This course provides an interdisciplinary examination of the human-animal relationship. Topics include relationships with pets, psychological and physiological benefits of companion animals, concern for animal rights and welfare, the role of animals in children's lives and in schools, and demographic differences in people's relationships with animals.

AS 302/602 Sociology of Animal Abuse—The sociological approach to animal abuse examines how different groups arrive at definitions of animal abuse and "claims-making" activities by various groups to have a particular definition of abuse recognized. The course also critically examines potential and contextual impacts of animal cruelty on people. The course will look at individualized forms of animal abuse and exploitation in institutional uses such as those involving the use of animals for research, hunting, and food.

AS 305/605 Animals and Ethics—This course provides an overview of the current debates about the nature and extent of our moral obligations to animals. Topics include general theories of ethics and their implications for animals, moral argument analysis, animal minds, and the uses of animals for food, clothing, experimentation, entertainment, hunting, companionship, and other purposes.

AS 306/606 Animals in Literature—Literature provides insight into human attitudes toward nonhuman animals. It also uses nonhumans as a means of examining and understanding what it means to be human. Literature can also provide a lens through which human animals may learn more about their nonhuman neighbors, offering insights into their biology, behavior, culture, and into the difficulties they encounter while surviving in evolving habitats. Animal literature can raise consciousness about animals and encourage both empathy with nonhumans and activism.

AS 413/613 Global Animal Issues—Animal welfare advocacy has typically been focused locally (e.g., shelters) and nationally (e.g., changing laws and corporate behavior). However, in the past thirty years, a significant international advocacy movement has emerged that is promoting animal welfare issues to international agencies and developing coalitions to prevent animal suffering across the globe. This course tracks the development of the Animal Protection Movement and examines its tactics and impact over a range of issues.

AS 416/616 Animal Behavior, Animal Minds, and Animal Protection—The study of animal behavior (ethology), particularly the study of animal minds (cognitive ethology), offers important insights for animal welfare and animal protection. Knowledge and beliefs about animal minds inform us about how we treat animals in the wide variety of venues in which animals are used (education, research, amusement, clothing, and food). This course takes a comparative, ecological, and evolutionary view of animals and animal behavior discussing a wide range of species and contexts.

AS 417/617 Animal Protection and the Environment—This course examines the convergence and divergence of animal protection and environmental movement interests, which have far-reaching strategic and policy implications for animals. The course will review philosophies related to ecofeminism, eco-philosophy, nature, ethics, agriculture, wildlife, sustainability, and specific issues related to climate change.

AS 450 Independent Study in Animal Studies—Undergraduate students may design and complete an independent study on a topic not currently covered in the curriculum. The student will need to identify a faculty member to supervise the independent study. Guidelines for Independent Study are distributed by the Department Chair.

AS 500/501 Capstone in Animal Studies—At the end of the program, animal studies majors are required to complete a two-term, faculty-supervised independent project in a specific area of interest. Students will share their work with the university community through an online presentation. Students must have completed at least 21 credits from foundation and core courses for their major, including Interdisciplinary Perspectives in Animal Studies as a prerequisite. Capstone Course Guidelines are given by the Department Chair.

AS 797 Field Placement—Students will complete an approved applied research project or a field placement designed in conjunction with a Faculty Advisor and a Field Instructor. Both the research project or field practice requires a written proposal and must be approved by the respective Department Chair.

Students are expected to invest a total of 135 hours during this course. Students will devote a minimum of 100 hours to their placement. The remaining time will be spent communicating with your Faculty Advisor and your writing assignments (assigned by the Faculty Advisor). Because most HSU students are working adults, this course is expected to extend beyond the traditional eight-week course term, but no longer than 14-weeks.

AS 798/799 Thesis—The thesis courses assist the student in integrating and applying the knowledge gained from courses taken in the program and their field experience. The student will be able to translate the skills s/he developed as a result of course work as well as from experiences outside of the classroom into a project that will add to the field of human-animal studies or help solve practical problems that workers and organizations face on a daily basis. The thesis courses are expected to span at least six months, but no more than 18 months. Students will be awarded 6 credits (Pass/Fail) for successful completion of these two courses.

The cumulative project for these two thesis courses will be a publishable manuscript in a peer-reviewed journal or comparable venture. Ideally your project will stem from your field experience or previously applied research project. Students will complete an approved applied research project or practical project designed in conjunction with a faculty advisor. The thesis or project topics must be approved by the respective major's Department Chair.



Animal Policy and Advocacy

Department Chair

Jennifer Jackman, Ph.D.

Faculty

William Fielding, M.Phil.

Paul Gorski, Ph.D.

Daria Kerridge, Ph.D.

Dara Lovitz, J.D.

Crystal Miller-Spiegel, M.S.

Allen Rutberg, Ph.D.

Sara Shields, Ph.D.

Paul Waldau, Ph.D.

DEPARTMENT DESCRIPTION

Based in the study of social movements, public policy, and public administration, the programs in the Department of Animal Policy and Advocacy explore the correlates of social, political and institutional change in attitudes, policies, and practices related to animals. The courses in the department foster the development of analytical, strategic thinking, and communication skills. The program seeks to prepare students for careers in the multi-faceted fields of animal protection, public policy, and the law. The program specifically prepares students to work for animal protection organizations, to work in the policy arena as administrators and legislative staff, and to transition to increasing opportunities in law, education, and other venues that allow graduates to apply their knowledge of animals, advocacy, and public policy.

BACHELOR OF SCIENCE

Learning Outcomes

Students who graduate with a Bachelor of Science in Animal Policy and Advocacy will be able to:

- Recognize and comprehend competing views of the status and treatment of animals;
- Identify stakeholders in historical and contemporary policy contests over animal protection measures;
- Explain the public policy process and interpret public policy debates; and
- Analyze legislation and laws related to animals.

Academic Plan of Study

Course work for the major requires 39 credits as follows:

Foundation Courses—6 credits

AP 301 Animal Protection As A Social Movement

AS 305 Animals and Ethics

Core Courses—15 Credits

AP 300 Research Methods for Humane Change

AP 302 Animals and Public Policy

AP 400 Animals, Advocacy, and Corporate Change

HL 434 The Media and Public Education

HL 438 Measuring Organizational Performance and Impact for Animals

Advanced Policy Courses—6 credits

- AP 402** Farm Animal Welfare
- AP 403** Wildlife Policy
- AP 404** Research Animal Policy
- AP 407** Special Issues in Companion Animal Policy: Dangerous Dogs
- AS 413** Global Animal Issues
- AS 416** Animal Behavior, Animal Minds, and Animal Protection

Elective Courses—6 credits

- AP 450** Independent Study
- AS 417** Animal Protection and the Environment
- HL 316** Animal Cruelty and Interpersonal Violence
- HL 332** Organizational Culture and Leadership
- HL 333** Fundraising for Animal Care and Protection Organizations
- HL 437** Finance for Managers

Capstone Courses—6 credits

- AP 500** Animal Policy and Advocacy Capstone I
- AP 501** Animal Policy and Advocacy Capstone II

GRADUATE CERTIFICATE**Learning Outcomes**

Students who complete the Graduate Certificate in Animal Policy and Advocacy will be able to:

- Critique historical and contemporary efforts to improve animal welfare;
- Explain the opposition of organizations, corporations, and institutions to animal protection advances;
- Formulate and evaluate alternatives to resolve public policy disputes related to animals; and
- Develop programs to advance animal protection.

Academic Plan of Study

Course work requires 18 credits as follows:

Foundation Courses—6 credits

- AP 601** Animal Protection as a Social Movement
- AS 605** Animals and Ethics

Core Course—3 credits

- AP 602** Animals and Public Policy

Advanced Policy Elective Courses—6 credits

- AP 603** Wildlife Policy
- AP 604** Research Animal Policy
- AP 607** Special Issues in Companion Animal Policy: Dangerous Dogs
- AP 622** Farm Animal Welfare
- AS 613** Global Animal Issues

Elective Courses—3 credits

- AP 600** Animals, Advocacy, and Corporate Change
- AP 603** Wildlife Policy
- AP 604** Research Animal Policy
- AP 607** Special Issues in Companion Animal Policy: Dangerous Dogs
- AP 622** Farm Animal Welfare
- AS 602** Sociology of Animal Abuse
- AS 613** Global Animal Issues
- AS 616** Animal Behavior, Animal Minds, and Animal Protection
- AS 617** Animal Protection and the Environment
- HL 616** Animal Cruelty and Interpersonal Violence
- HL 638** Measuring Organizational Performance and Impact for Animals

MASTER OF SCIENCE**Learning Outcomes**

Students who graduate with a Master of Science in Animal Policy and Advocacy will be able to:

- Understand complex interactions among social movements, political institutions, and policy change;
- Apply and critique theoretical frameworks in the context of the animal protection movement and public policy contests related to animals;
- Formulate research questions and interpret, evaluate, and conduct qualitative and quantitative social science research related to animal policy contests and public policies;
- Analyze and develop public policies related to animals; and
- Design and assess multi-faceted animal advocacy programs.

Academic Plan of Study

Course work requires 36 credits as follows:

Foundation Courses—15 credits

- AP 601** Animal Protection as a Social Movement
- AS 605** Animals and Ethics
- HL 606** Applied Critical Thinking and Creative Problem Solving
- HL 607** Communication Skills for Animal Protection Professionals
- HL 640** Qualitative and Quantitative Research Methods

Core Course—3 credits

- AP 602** Animals and Public Policy

Advanced Policy Elective Courses—6 credits

- AP 603** Wildlife Policy
- AP 604** Research Animal Policy

- AP 607** Special Issues in Companion Animal Policy: Dangerous Dogs
- AP 622** Farm Animal Welfare
- AS 613** Global Animal Issues

Elective Courses—3 credits

- AP 600** Animals, Advocacy, and Corporate Change
- AP 603** Wildlife Policy
- AP 604** Research Animal Policy
- AP 607** Special Issues in Companion Animal Policy: Dangerous Dogs
- AP 622** Farm Animal Welfare
- AS 602** Sociology of Animal Abuse
- AS 613** Global Animal Issues
- AS 616** Animal Behavior, Animal Minds, and Animal Protection
- AS 617** Animal Protection and the Environment
- HL 616** Animal Cruelty and Interpersonal Violence
- HL 638** Measuring Organizational Performance and Impact for Animals

Field Placement and Thesis Courses—9 credits

- AP 797** Animal Policy and Advocacy Field Placement
- AP 798** Animal Policy and Advocacy Thesis I
- AP 799** Animal Policy and Advocacy Thesis II

COURSE DESCRIPTIONS

See *Website* for more information.

AP 300 Research Methods for Humane Change—

The purpose of the course is to familiarize students with research resources and tools that can be employed on behalf of animals. Students will learn the basics of how to find, conduct, and critique research. The course will review the basic principles of literature reviews, qualitative and quantitative research methods, and how to research issues, organizations, and communities. Research exercises will enable students to enhance research skills and to prepare for the capstone and other coursework in the program.

AP 301/601 Animal Protection as a Social Movement—

This course looks at the animal protection movement in the context of social movement theories. The course will explore the ideas, activists, issues, strategies, and organizations that comprise the animal protection movement. The course also examines the myriad economic interests that oppose efforts to gain protections for animals.

AP 302/602 Animals and Public Policy—This course provides an overview of public policy in the areas of farm animals, wildlife, companion animals, and research animals. From the 3Rs to the five freedoms, students will gain a working knowledge of current domestic and global policy debates related to animal protection. The course

requires students to develop a series of policy memos, which provide an opportunity to explore specific policy proposals to promote animal welfare and enhance policy analysis and professional writing skills.

AP 400/600 Animals, Advocacy, and Corporate Change—

The course reviews the growing body of social science literature on social movement strategies to affect corporate change. Using case studies, the course focuses on how the animal protection movement has used negotiations, letter writing campaigns, shareholder resolutions, boycotts, shopping guides, protests, media, and litigation to change corporate behavior toward animals. The course also explores corporate responses to advocacy.

AP 402/622 Farm Animal Welfare—Nearly 31 million farmed animals are slaughtered each day in the United States for human consumption. This course examines the impact of industrial animal agribusiness practices on animal welfare, the environment, human health, and community sustainability. The course explores the implications of science and ethics for farm animal policy.

AP 403/603 Wildlife Policy—In the last few decades, there has been a revolution in how Americans view and value wildlife. The population shift from rural to urban environments has been accompanied by a shift from a predominantly utilitarian public perspective on wildlife to one that mixes utilitarian, ecological, humane, aesthetic, and sometimes harshly negative views of wildlife. This course examines the historical and cultural roots of current U.S. wildlife policy and looks at how controversies over wildlife policy are driven by conflicts in values among stakeholders and by differences in mandates and cultures among government agencies.

AP 404/604 Research Animal Policy—This course explores historical and current policy debates over laws, regulations, and pending legislation related to animal research in the U.S. The course will focus on regulatory agencies and policies related to minimization of animal pain and distress and consideration of alternatives to animal use. We will examine the oversight of research on different types of animals (e.g., nonhuman primates, dogs, and mice), stakeholders and their strategies, how globalization impacts animal research, and how animal advocates can effectively influence the regulatory process.

AP 407/607 Special Issues in Companion Animal Policy: Dangerous Dogs—Although dogs have long enjoyed the status of 'man's best friend', there are instances in which dogs show aggressive behavior towards humans. This course examines the issue of dog bites, how they occur, when they occur, what initiates this behavior,

the consequences of dog aggression, and what humans can do about this unwanted behavior. Victim behavior as well as policy and community prevention responses are reviewed.

AP 450 Independent Study in Animal Policy and Advocacy—Undergraduate students may design and complete an independent study on a topic not currently covered in the curriculum. The student will need to identify a faculty member to supervise the independent study. Guidelines for Independent Study are distributed by the Department Chair.

AP 500/501 Capstone in Animal Policy and Advocacy—At the end of the program, animal policy and advocacy majors are required to complete a two-term, faculty-supervised independent project in a specific area of interest. Students will share their work with the university community through an online presentation. Students must have completed at least 21 credits from foundation and core courses for their major. Capstone Course Guidelines are given by the Department Chair.

AP 797 Field Placement—Students will complete an approved applied research project or a field placement designed in conjunction with a Faculty Advisor and a Field Instructor. Both the research project or field practice requires a written proposal and must be approved by the respective Department Chair.

Students are expected to invest a total of 135 hours during this course. Students will devote a minimum of 100 hours to their placement. The remaining time will be spent communicating with your Faculty Advisor and your writing assignments (assigned by the Faculty Advisor). Because most HSU students are working adults, this course is expected to extend beyond the traditional eight-week course term, but no longer than 14-weeks.

AP 798/799 Thesis—The thesis courses assist the student in integrating and applying the knowledge gained from courses taken in the program and their field experience. The student will be able to translate the skills s/he developed as a result of course work as well as from experiences outside of the classroom into a project that will add to the field of human-animal studies or help solve practical problems that workers and organizations face on a daily basis. The thesis courses are expected to span at least six months, but no more than 18 months. Students will be awarded 6 credits (Pass/Fail) for successful completion of these two courses.

The cumulative project for these two thesis courses will be a publishable manuscript in a peer-reviewed journal or comparable venture. Ideally your project will stem from your field experience or previously applied research project. Students will complete an approved applied research project or practical project designed in conjunction with a faculty advisor. The thesis or project topics must be approved by the respective major's Department Chair.



Humane Leadership

Department Chair

Tracy Zaparanick, Ph.D., L.C.S.W.

FACULTY

Sarah Bexell, Ph.D.

Maggie Brasted, M.A.

David Crouch, M.B.A.

Aubrey Fine, Ed.D.

Martha Grace, J.D.

Nancy Hall, M.B.A.

Lora-Ellen McKinney, Ph.D.

Debra Teachout, D.V.M.

Marie White, M.S.W., L.C.S.W.

DEPARTMENT DESCRIPTION

The Department of Humane Leadership emphasizes effective, ethical and compassionate services within animal-related professions. The curriculum integrates the history, philosophies, strategies, and concerns related to animal welfare with non-profit management subjects. Coursework in this major provides the necessary knowledge and skills for support and managerial positions found in shelter management, animal protection, and an array of non-profit management organizations.

BACHELOR OF SCIENCE

Learning Outcomes

Students who graduate with a Bachelor of Science in Humane Leadership will be able to:

- Understand the role of non-profits within the context of animal protection;
- Demonstrate knowledge in the main aspects of non-profit management, including leadership, strategic planning, financial management, human resources, volunteer management, and fundraising;
- Provide humane support and direct services in a non-profit organization; and
- Articulate humane values that are supportive of animal protection.

Academic Plan of Study

Course work requires 39 credits as follows:

Foundation Courses—6 credits

AP 301 Animal Protection As A Social Movement

AS 305 Animals and Ethics

Core Courses—9 credits

HL 300 Humane Education

HL 316 Animal Cruelty and Interpersonal Violence

AP 300 Research Methods for Humane Change

Non-Profit Management Courses—12 credits

- HL 331** Human Resources and Volunteer Management
- HL 332** Organizational Culture and Leadership
- HL 333** Fundraising for Animal Care and Protection Organizations
- HL 434** The Media and Public Education
- HL 437** Finance for Managers
- HL 438** Measuring Organizational Performance and Impact for Animals

Elective Courses—6 credits

- HL 310** Animal Health And Behavior in the Sheltering Environment
- HL 311** Wildlife and Shelters
- HL 312** Compassion Fatigue
- HL 410** Animal Assisted Interventions for Youth At Risk
- HL 450** Independent Study
- AP 302** Animals and Public Policy
- AP 402** Farm Animal Welfare
- AP 403** Wildlife Policy
- AP 404** Research Animal Policy
- AP 407** Special Issues in Companion Animal Policy: Dangerous Dogs
- AS 416** Animal Behavior, Animal Minds, and Animal Protection

Capstone Courses—6 credits

- HL 500** Humane Leadership Capstone I
- HL 501** Humane Leadership Capstone II

GRADUATE CERTIFICATE**Learning Outcomes**

Students who complete the Graduate Certificate in Humane Leadership will be able to:

- Analyze the role that non-profits have within the context of animal protection;
- Apply the best practices of non-profit management skills within the context of animal protection; and
- Demonstrate humane supervisory, managerial, and leadership knowledge and skills in a non-profit organization.

Academic Plan of Study

Course work requires 18 credits as follows:

Foundation Courses—6 credits

- AP 601** Animal Protection as a Social Movement
- AS 605** Animals and Ethics

Core Courses—6 credits

- HL 600** Humane Education
- HL 632** Organizational Culture and Leadership

Elective Courses—6 credits

- HL 610** Animal Assisted Interventions for Youth at Risk
- HL 616** Animal Cruelty and Interpersonal Violence
- HL 631** Human Resources and Volunteer Management
- HL 633** Fundraising for Animal Care and Protection Organizations
- HL 637** Finance for Managers
- HL 638** Measuring Organizational Performance and Impact for Animals

MASTER OF SCIENCE**Learning Outcomes**

Students who graduate with a Master of Science in Humane Leadership will be able to:

- Evaluate the role that non-profits have within the context of animal protection;
- Apply and synthesize knowledge of the principles, strategies, resources, and skill sets required to efficiently and ethically manage non-profit organization;
- Demonstrate knowledge and skills of effective communication strategies in a non-profit leadership position;
- Demonstrate critical thinking that will inform decision making strategies and skills; and
- Conceive, formulate, and execute a publishable independent study that advances the effectiveness of animal protection organizations.

Academic Plan of Study

Course work requires 36 credits as follows:

Foundation Courses—15 credits

- AP 601** Animal Protection as a Social Movement
- AS 605** Animals and Ethics
- HL 606** Applied Critical Thinking and Creative Problem Solving
- HL 607** Communication Skills for Animal Protection Professionals
- HL 640** Qualitative and Quantitative Research Methods

Core Courses—6 credits

- HL 600** Humane Education
- HL 632** Organizational Culture and Leadership

Elective Courses—6 credits

- HL 610** Animal Assisted Interventions for Youth at Risk
- HL 616** Animal Cruelty and Interpersonal Violence
- HL 631** Human Resources and Volunteer Management
- HL 633** Fundraising for Animal Care and Protection Organizations
- HL 637** Finance for Managers
- HL 638** Measuring Organizational Performance and Impact for Animals

Field Placement and Thesis Courses—9 credits

- HL 797** Humane Leadership Field Placement
- HL 798** Humane Leadership Thesis I
- HL 799** Humane Leadership Thesis II

COURSE DESCRIPTIONS

See *Website* for more information.

HL 300/600 Humane Education—This course examines the history and theory behind the teaching of kindness to animals and explores some of the most important topics in contemporary studies of humane education. These topics include the development of empathy, the theory of transference, controversy inherent in teaching ethical subject matter, how humane education is situated within other educational frameworks, and the evaluation of humane education's impacts and outcomes.

HL 310 Animal Health and Behavior in the Sheltering Environment—This course examines basic health and behavioral management issues involving sheltered animals. Topics include epidemiology, shelter design and sanitation, immunization and vaccination policy, management of data, disease treatment protocols, the basic principles of nutrition and feeding, and collaboration with public health agencies.

HL 311 Wildlife and Shelters—This course introduces students to practical information and theoretical issues surrounding wildlife as it affects animal control and sheltering operations and practices. Students will explore why, how, and whether animal care and control organizations are, can, or should be dealing with wild animals and wildlife concerns. Course topics include urban wildlife issues, conflict resolution strategies, community collaborations, safety and zoonotic concerns, and wildlife related laws.

HL 312 Compassion Fatigue—This course provides students with the expertise to assess the signs and symptoms of compassion stress. It also utilizes appropriate strategies to prevent compassion fatigue and its related stresses, traumas, and illnesses. Particular emphasis is placed on the animal care community, including volunteers

and workers in community animal shelters and emergency animal shelters in a catastrophic environment.

HL 316/616 Animal Cruelty and Interpersonal Violence—This course explores the relationship between cruelty to animals and interpersonal violence. The course examines the correlation between cruelty to animals, child abuse, domestic violence, elder abuse, and teen violence and reviews the roles of community level partnerships and interventions involving humane societies, social service providers, and law enforcement agencies in promoting non-violence.

HL 331/631 Human Resources and Volunteer Management—The course will review the human resource management body of knowledge and explore methods and practices related to the successful management of both paid and volunteer staff in the context of animal care and protection organizations. It provides an overview of the management of human resources in organizations, examining the major issues in creating a productive workforce and fostering effective employee/management relationships. The course addresses such topics as job design, recruitment and selection, performance appraisal, incentive programs, total compensation approaches, and strategies for their implementation, employee rights, labor relations, and the collective bargaining process as well as development and implementation of volunteer programs.

HL 332/632 Organizational Culture and Leadership—This course is designed to introduce and educate students about the dimensions of organizational culture and how it can be influenced by leaders. It will examine how leaders develop, maintain or change an organization's culture. Discussions include major approaches to change and transformation that relate to all types of organizations including non-profits. Topics addressed include what culture is and does, the dimensions of culture, how to study and interpret culture, the role of leadership in building culture, the evolution of culture and leadership, and learning cultures and learning leaders.

HL 333/633 Fundraising for Animal Care and Protection Organizations—This course examines fundraising strategies specific to non-profit settings, particularly animal care and protection organizations. The course looks at how to develop fundraising plans, meet legal and ethical obligations, identify donor audiences, and use technology and the Internet to optimum advantage.

HL 410/610 Animal Assisted Interventions for Youth-At-Risk—Animal assisted activities and animal assisted therapy programs may have the capacity to

improve social and cognitive skills, to improve awareness of animal care needs, and to reduce aggression and other problem behaviors among emotionally troubled, economically disadvantaged, adjudicated and other youth-at-risk. Shelter-based dog training programs also may have the capacity to improve adoption chances and reduce relinquishment. The course examines the convergence of theories of human-animal bond and the analysis of the risk and protective factors related to youth violence. Specific animal assisted programs for youth-at-risk, mechanisms of change, best practices, program-related animal welfare issues, and program outcomes will be examined.

HL 434 The Media and Public Education—For better or for worse, the mass media infiltrates our daily lives. At its best, it is the symbol of a free society. At its worst, the public can become desensitized to issues from overexposure of nonstop media messages. The course explores how the media has communicated animal protection issues and considers how animal advocates use the media to advance their messages.

HL 437/637 Finance for Managers—Managers from every organization should be able to understand financial information contained in financial statements and reports. This course trains students in the interpretation and use of basic financial information with a special focus on non-profit organizations.

HL 438/638 Measuring Organizational Performance and Impact for Animals—This course will examine performance measurement and impact assessment in animal protection work. The course provides frameworks and application exercises related to performance measurement, benchmarking, and impact analysis for animal care and advocacy organizations.

HL 450 Independent Study in Humane Leadership—Undergraduate students may design and complete an independent study on a topic not currently covered in the curriculum. The student will need to identify a faculty member to supervise the independent study. Guidelines for Independent Study are distributed by the Department Chair.

HL 500/501 Capstone in Humane Leadership—At the end of the program, majors are required to complete a two-term faculty-supervised independent research project in a specific area of interest. Research projects may be completed in the form of a report on empirical research, a literature review, a policy analysis, proposal for development of a new program, or another project authorized by a faculty advisor. Students will share their work with the university community through an online

presentation. To qualify for the capstone, students must have completed at least 21 credits from foundation and core courses for their major, including Research Methods for Humane Change as a prerequisite. Capstone Course Guidelines are given by the Department Chair.

HL 606 Applied Critical Thinking and Creative Problem Solving—The purpose of this course is two-fold; it is designed to challenge the students to evaluate and enhance their own critical thinking and creative problem solving skills in order that they may better understand the cognitive processes necessary to help others examine issues of animal welfare more critically and creatively. Students will engage in activities that enhance their own higher level thinking skills of analysis, evaluation and synthesis. In addition students will engage in activities designed to enhance their creative problem solving skills. Students will then apply these skills to analyzing a current animal protection issue, presenting the actual facts about the issue and developing new solutions to problems related to this issue.

HL 607 Communication Skills for Animal Protection Professionals—Animal protection professionals are often called upon to be both advocates and educators. Superior communication skills are necessary in order to convey the intended message and open the door to the possibility of educating the public about non-human animal issues. This course will build on the skills learned in the Applied Critical Thinking and Creative Problem Solving course and will enable students to achieve their animal protection goals through better communication. The course will systematically guide students through the process of building their own “toolboxes” of communication and argumentation strategies.

HL 640 Qualitative and Quantitative Research Methods—Studying human-animal interactions is rich with opportunities to implement well-designed research from a variety of perspectives. Conducting this research serves the anthrozoological field well by adding or building upon the existing empirical work. This course sets the stage for the Field Placement and Thesis courses. Through experiential assignments, students will review a variety of qualitative and quantitative research approaches and apply these to their chosen research project. Students will benefit by identifying their cumulative project in this course, although this is not essential.

HL 650 Introduction to Animal Assisted Interventions—Animal assisted interventions and animal therapy programs have the capacity to improve empathy, self-esteem, and animal care knowledge. This course will review theories animal assisted interventions,

and specific therapeutic techniques as they apply to several different populations will be discussed. Dog training, mechanisms of change, and program outcomes will also be examined. Students will have an opportunity to observe an actual animal assisted intervention, interview the animal handler involved, and integrate newly gained knowledge of theories, practice, and evaluation of these programs.

HL 652 The Role of Animals in the Lives of

Children—The literature is filled with commentaries and research findings attesting the value of animals in the lives of children. This course will review theories of human-animal bond and animal assisted interventions for children in therapeutic environments and in the home. Specific animal assisted programs for children with physical and developmental disabilities will be explored. Attention will be given to best practice approaches in developing AAI programs and methods for program evaluation. The role of animals in schools and humane education will also be discussed. Students will have an opportunity to write a proposal for an animal assisted program for children integrating newly gained knowledge of theories, practice, and evaluation of these programs

HL 659 Animal Assisted Interventions Final

Project—Students will complete an approved applied research project or practical project designed in conjunction with a faculty advisor and/or an external mentor. Thesis or project topics must be approved by the faculty advisor. The research project will be documented by a written report, which will be suitable for the portfolio.

HL 797 Field Placement—Students will complete an approved applied research project or a field placement designed in conjunction with a Faculty Advisor and a Field Instructor. Both the research project or field practice requires a written proposal and must be approved by the respective Department Chair.

Students are expected to invest a total of 135 hours during this course. Students will devote a minimum of 100 hours to their placement. The remaining time will be spent communicating with your Faculty Advisor and your writing assignments (assigned by the Faculty Advisor). Because most HSU students are working adults, this course is expected to extend beyond the traditional eight-week course term, but no longer than 14-weeks.

HL 798/799 Thesis—The thesis courses assist the student in integrating and applying the knowledge gained from courses taken in the program and their field experience. The student will be able to translate the skills s/he developed as a result of course work as well as from experiences outside of the classroom into a project that will add to the field of human-animal studies or help solve practical problems that workers and organizations face on a daily basis. The thesis courses are expected to span at least six months, but no more than 18 months. Students will be awarded 6 credits (Pass/Fail) for successful completion of these two courses.

The cumulative project for these two thesis courses will be a publishable manuscript in a peer-reviewed journal or comparable venture. Ideally your project will stem from your field experience or previously applied research project. Students will complete an approved applied research project or practical project designed in conjunction with a faculty advisor. The thesis or project topics must be approved by the respective major's Department Chair.

ANIMAL ASSISTED INTERVENTIONS

PROGRAM DESCRIPTION

In the last decade there has been a proliferation of therapeutic programs where animals assist people in reaching developmental and/or restorative achievements. However, the formal training necessary to safely maximize these benefits are limited. This Graduate Certificate offers aspiring and seasoned clinicians alike a specialization in animal assisted interventions (AAI). As a result of more dedicated AAI coursework, research and trained clinicians, standards in this field will inform its applied therapy.

GRADUATE CERTIFICATE

Learning Outcomes

Student who graduate with a Graduate Certificate in Animal Assisted Intervention will be able to:

- Recognize the physical and psychological benefits of the human-companion animal bond;
- Create, implement, and evaluate safe and effective animal assisted intervention programs for a range of ages and a myriad of physical, developmental and mental health conditions; and
- Integrate and demonstrate ethically sound judgment within the context of animal assisted interventions, with special attention to the welfare of animals.

Academic Plan of Study

Course work requires 18 credits as follows:

Foundation Course—3 credits

AS 605 Animals and Ethics

Core Courses—9 credits

HL 640 Qualitative and Quantitative Research Methods

HL 650 Introduction to Animal Assisted Interventions

AS 601 Understanding the Human-Animal Bond

Elective Courses—3 credits

HL 610 Animal Assisted Interventions for Youth At Risk

HL 652 The Role of Animals in the Lives of Children

Final Project Course—3 credits

HL 659 Animal Assisted Interventions Final Project

COURSE DESCRIPTIONS

HL 650 Introduction to Animal Assisted Interventions

—Animal assisted interventions and animal therapy programs have the capacity to improve empathy, self-esteem, and animal care knowledge. This course will review theories animal assisted interventions, and specific therapeutic techniques as they apply to several different populations will be discussed. Dog training, mechanisms of change, and program outcomes will also be examined. Students will have an opportunity to observe an actual animal assisted intervention, interview the animal handler involved, and integrate newly gained knowledge of theories, practice, and evaluation of these programs.

HL 652 The Role of Animals in the Lives of Children

—The literature is filled with commentaries and research findings attesting the value of animals in the lives of children. This course will review theories of human-animal bond and animal assisted interventions for children in therapeutic environments and in the home. Specific animal assisted programs for children with physical and developmental disabilities will be explored. Attention will be given to best practice approaches in developing AAI programs and methods for program evaluation. The role of animals in schools and humane education will also be discussed. Students will have an opportunity to write a proposal for an animal assisted program for children integrating newly gained knowledge of theories, practice, and evaluation of these programs.

HL 659 Animal Assisted Interventions Final Project

—Students will complete an approved applied research project or practical project designed in conjunction with a faculty advisor and/or an external mentor. Thesis or project topics must be approved by the faculty advisor. The research project will be documented by a written report, which will be suitable for the portfolio.