



Human & Organizational Development



VANDERBILT
PEABODY COLLEGE



“Peabody provided me with optimal conditions for **learning** and **growth**. From the extraordinary campus with large open spaces to the “**best in the field**” faculty, I felt I had the perfect blend of **support** and **challenge** that allowed me to do my best work.”

—*Scot Evans, Ph.D. '05, assistant professor;
Department of Education and
Psychological Studies, University of Miami*



The Power of Peabody

Some people look at problems and bury their heads in the sand. Others dig right in. The Department of Human and Organizational Development of Vanderbilt University's Peabody College is designed for those who want to dig deep. Some of the most renowned scholars and activists in the nation comprise our faculty, and students come from all over the world to learn the skills and develop the knowledge they will need to become effective agents of change.

Immersed in an interdisciplinary, intellectual community that fosters a broad perspective, Peabody students become incisive thinkers confronting issues in education, psychology, mental health, housing, food safety and distribution, the political process, health delivery, the environment and so much more. As graduates, they make their mark at government agencies, law firms, K-12 schools, for-profit and nonprofit organizations, NGOs, consulting firms, and institutions of higher education. They form a powerful network of problem solvers who strengthen the way our society functions.



*U.S. News & World Report consistently ranks Peabody among the **top** graduate schools of education and human development in the country.*

A Conversation with Beth Shinn



Chair of the Department of Human and Organizational Development, Professor Beth Shinn studies how social policies, programs, and settings influence individual well-being for vulnerable people, and how they can be modified to foster individual welfare.

Q. *What attracts people to your department?*

A. It's their interest in community problems and issues. When they come to Peabody, they see how they can conduct scholarship in order to better understand these problems, and they learn how they can propose programs to ameliorate them.

Q. *How is HOD unique in what it offers?*

A. HOD is an interdisciplinary program that spans levels of research and analysis from individuals to social policy. This work requires the contributions of multiple disciplines to understand how people are embedded in neighborhoods, organizations and institutions and the mutual influences across these levels. Different parts of the department focus more closely on some levels than on others. The Community Research and Action program puts it all together. We are also unique in focusing on both research and on social change.

Q. *Can you describe the culture of your department?*

A. It's very collaborative, both among the faculty and between faculty and students. There is a great deal of group work. In fact, most of the projects we do here are not the sort that an individual can do alone—they require a group effort.

Q. *How has your department changed in recent years?*

A. We've hired half a dozen new faculty, increasing our strength in urban affairs, health policy and prevention, religious organizations, housing and homelessness, and the environment, so we are able to offer our students unparalleled opportunities for both research and action. We have also become a much more diverse department in both our faculty and our student body.

Degree Programs



“While many academic institutions continue to operate in ‘silos,’ Peabody encourages cross-disciplinary cooperation. It is a part of our culture at Peabody and will likely be the future of scholarship across the globe.”

—Jill Robinson, '12,
Community Research and Action

M.ED. IN HUMAN DEVELOPMENT COUNSELING

The master’s degree in Human Development Counseling (HDC) has long been noted for its individualized training. Students choose from one of three tracks: clinical mental health counseling, preK-12 school counseling, or prevention science. Students who enroll in prevention science will receive training in program design and evaluation, health promotion, and dissemination of evidence-based practices that contribute to mental health and well-being in schools and communities. Students in school and clinical mental health counseling develop a strong theoretical grounding in counseling that is then refined over the course of a one-year internship. These internships, which provide opportunities to apply the knowledge and skills you will acquire, are typically fulfilled at social service agencies, mental health centers, schools, employee assistance programs, or other human services delivery programs.

Peabody’s HDC students distinguish themselves in the field because they recognize that as counselors and prevention specialists, effective practice begins and ends with the needs of human beings. They are trained in delivery of services to help meet the needs of both the typically developing population and individuals at risk. HDC students participate in research and come to appreciate its critical value. They bring the most recent research findings to their work, as they interact with diverse populations in a range of settings.

The HDC program is tailored to the needs of full- or part-time students. Courses are offered during weekday hours, early evenings, and weekends. Some weekend courses, which meet on select Friday evenings and all day Saturday, are required. The clinical mental health counseling and school counseling tracks are accredited by the Council for the Accreditation of Counseling and Related Educational Programs (CACREP).

M.ED. IN COMMUNITY DEVELOPMENT AND ACTION

The Community Development and Action (CDA) program trains students to become professionals who are capable of fostering positive change in human communities. Emphasizing the link between theoretical analysis and action, CDA's balanced curriculum delves deeply into the fundamental concepts of community psychology and explores the global dimensions of community development. Here you will equip yourself with the skills and knowledge necessary to work effectively on community development in for-profit and non-profit settings. The faculty is particularly experienced in social policy and evaluation in the economic, health, housing, environmental, educational, and governance sectors of community development. Students who wish may complete a specialization in healthy communities. Through practicum placements in agencies and field school experiences in international and domestic communities, you will learn to conduct primary and secondary data collection and analysis. With these skills in place, you will be ready to design and implement interventions.

PH.D. IN COMMUNITY RESEARCH AND ACTION

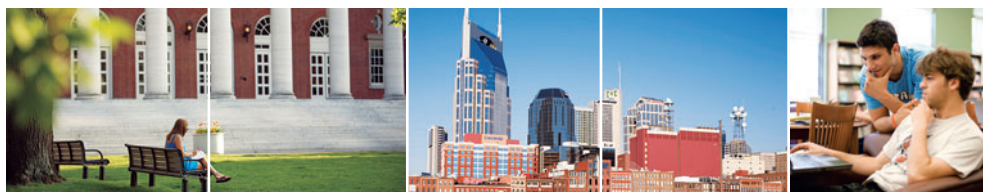
HOD's doctoral degree program in Community Research and Action (CRA) is an interdisciplinary program combining community psychology, urban sociology, human geography, and community development. It trains action-researchers committed to promoting social justice in rigorous theoretical analysis and research methods to prepare them for careers in academia, research, and public policy. If you are interested in community psychology, community development, ethics, inequality, diversity and social justice, public and community health, and organizational theory and change, CRA offers a challenging and vibrant intellectual setting that will hone your knowledge and skills.

As a CRA student, you will gain an understanding of social change that will allow you to evaluate and effect community change. You will learn how to analyze problems at multiple levels: individual, family, organization, community and society. You will develop interdisciplinary approaches to practice by involving yourself in collaborative action research aimed at transforming institutions and promoting lifelong human development. You will be prepared to pursue a career in which you can make real change happen—in communities, in organizations, in the world.

Enter a World of Research

As a student in the Department of Human and Organizational Development, you will discover a great many opportunities to enter into collaborative research. Much of this research is centralized through the Center for Community Studies. The center's scholars probe issues of health, religion, education, urban neighborhoods, and organizational change. A small sampling of recent and current projects and initiatives includes the following:

- **Nashville Urban Partnership Academic Center of Excellence (NUPACE).** A Centers for Disease Control-funded academic/community partnership, NUPACE integrates prevention science with community action in order to reduce violence among youth 10-24 years of age. Components include changing school climates to prevent bullying and strengthening networks among organizations addressing violence.
- **Strong African American Families.** An National Institute of Mental Health-funded project examines whether a proven program to strengthen rural African American families and reduce adolescent risk behaviors can be delivered electronically.
- **Impact of Homeless Interventions on Families.** Funded by the U.S. Department of Housing and Urban Development and the National Institute of Child Health & Human Development, this national experiment examines how housing and service interventions affect stability, self-sufficiency, family preservation, and adult and child well-being.
- **Tied Together.** The initiative studies and supports a strengths-based program to foster positive parenting practices via parent education and strong social networks.
- **Nashville Yard Project.** This National Science Foundation funded project, involving hydrologists and an environmental lawyer as well as social scientists, examines the determinants of lawn care practices and their effect on Nashville's watersheds.





“What is the ‘Peabody Difference’? There is a community orientation that goes way back to the early role of Peabody, and our programs are at the center of that. We’re looking at the public good. That comes through with the kinds of projects we do, the kind of research our students do, and how the world benefits.”

—Maury Nation, associate professor of human and organizational development

- **Black Mega Churches and Community Impact.** Two departmental research projects examine the role of black churches in social action and in provision of mental and physical healthcare services.
- **Barriers and Challenges in Caregiver Support.** This project examines a family support program for families of children and adolescents with mental health needs.
- **Strengthening Community Organizing Processes.** This project studies how community organizers work within a coalition or federation structure and feeds back information to organizing staff to improve their processes.
- **Project on Religion and Politics.** This ethnographic study explores the intersection between religion and politics in rural and urban communities.

Particularly useful to our students is **The Jean and Alexander Heard Library**. Indisputably one of the major academic library systems in the United States, students have access to 3.5 million volumes, 3 million microfilm items, and 55,260 serial subscriptions in nine library units, including the Peabody Library. Learn more at www.library.vanderbilt.edu.

Next Steps

ADMISSIONS

Applications for the Community Research and Action doctoral program should be completed by December 1. Applications for the Human Development Counseling clinical mental health counseling and preK-12 school counseling tracks should be completed by December 31. Two programs, the Community Development and Action program and the prevention science track within Human Development Counseling, accept applications throughout the year but give priority consideration for admission and financial aid to applications received by December 31. Applications filed after this date will be evaluated for admission and financial aid on a space- and funds-available basis. A completed application for admission includes the following:

- Online application or traditional application form
- Official transcripts showing degree conferral
- Letters of recommendation (3-5)
- Graduate Record Examination (GRE) scores
- TOEFL scores if you are an international applicant, unless English is your first language or you have completed a degree at an American university.
- Scholarly writing sample (Ph.D. program only)



*Nashville ranked **#4** on list
of "Top 10 College Towns"*

— LIVABILITY.COM, 2010

We encourage you to apply online for admission. Both master's and doctoral students can apply at **peabody.vanderbilt.edu/gradadmissions**. There is no fee to apply online. For additional information, paper application materials, or to arrange a campus visit, please call, write, or e-mail:

Ms. Sherrie Lane
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Vanderbilt University's Peabody College
Peabody #90
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Nashville, TN 37203
615-322-8484
E-mail: sherrie.a.lane@vanderbilt.edu



“The entire faculty in the CRA program served as my mentors, and I am happy to say mentorship opportunities continue once you’ve graduated.”

—Theresa Armstead, M.S.'04, Ph.D.'06,
assistant professor, Clinical Department of
Community and Behavioral Health; deputy director,
Prevention Research Center, University of Iowa

FINANCIAL AID

Peabody annually awards more than \$12.5 million in financial aid in addition to low-interest loans to qualified students in graduate and professional programs. The largest form of institutional funding is through graduate and research assistantships. Other types of financial aid include scholarships, student employment, and work/study opportunities. New students are eligible for honor scholarships. You can learn more about financial aid opportunities at peabody.vanderbilt.edu/financialaidinfo.xml.

For more information about financial aid programs, please contact Ms. Sherrie Lane at the address on page 10. For detailed information on need-based aid, contact:

Office of Student Financial Aid, Vanderbilt University
2309 West End Avenue
Nashville, TN 37203-1725
E-mail: finaid@vanderbilt.edu

LIVING

Nashville, a city of more than 1.6 million, is not only cosmopolitan, with first-rate museums, a symphony, chamber orchestra, opera, ballet, and theater companies, it is also highly livable. Comfortable, affordable housing is widely available. Vanderbilt’s Office of Housing and Residential Affairs maintains an off-campus housing referral service at: apphost1a.its.vanderbilt.edu/housing/Main.

The quality of life on campus is outstanding as well. Named a National Historic Landmark, the Peabody campus is part of the 330-acre Vanderbilt University campus, which is a National Arboretum. To learn more about Nashville, visit www.vanderbilt.edu/nashville.

Vanderbilt is accredited by the Southern Association of Colleges and Schools (SACS), the National Council for Accreditation of Teacher Education (NCATE) and is approved by the Tennessee Department of Education, the Council for Exceptional Children (CEC), the National Association for the Education of Young Children (NAEYC), and the Association for Childhood Education International (ACEI).

NON-DISCRIMINATION STATEMENT

In compliance with federal law, including the provisions of Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendment of 1972, Sections 503 and 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act (ADA) of 1990, the ADA Amendments Act of 2008, Executive Order 11246, the Uniformed Services Employment and Reemployment Rights Act, as amended, and the Genetic Information Nondiscrimination Act of 2008, Vanderbilt University does not discriminate against individuals on the basis of their race, sex, religion, color, national or ethnic origin, age, disability, military service, or genetic information in its administration of educational policies, programs, or activities; admissions policies; scholarship and loan programs; athletic or other university-administered programs; or employment. In addition, the university does not discriminate against individuals on the basis of their sexual orientation, gender identity, or gender expression consistent with the university's nondiscrimination policy. Inquiries or complaints should be directed to the Equal Opportunity, Affirmative Action, and Disability Services Department, Baker Building, PMB 401809, Nashville, TN 37240-1809. Telephone (615) 322-4705 (V/TDD); FAX (615) 343-4969.

SECURITY STATEMENT

In compliance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act and the Tennessee College and University Security Information Act, Vanderbilt University will provide you, upon request, an annual Security Report on University-wide security and safety, including related policies, procedures, and crime statistics. A copy of this report may be obtained by writing or calling the Vanderbilt University Police Department, 2800 Vanderbilt Place, Nashville, Tennessee 37212 or by telephone at (615) 343-9750. You may also obtain this report on our Web site at police.vanderbilt.edu/annual-security-report/



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