

MASTER'S OF SCIENCE IN ADMINISTRATION

Public Administration Specialization

Mission Statement

The Departments participating in the MSA program ensure that graduates, in their full diversity, achieve mastery of the skill sets that will enable them not only to perform the professional work tasks in their respective fields competently but also to assume roles as strategic team members who can apply innovative planning and problem solving to further the goals of their organizations.

Student Learning Outcomes

Students with a MSA in Public Administration should be able to do the following:

Content

- Describe and explain 1) each functional area of American public bureaucracy and 2) the integration of these separate integrate functional areas into the overall organizational structure and process typically found in the current practice of American public bureaucracy.
- Explain the meaning of bureaucracy as the term is utilized in the social sciences and contrast that meaning with the generally accepted mythical meanings attached to the term, including the impact of this difference on understanding how American government actually functions.
- Describe bureaucratic organizational structures; define efficiency, effectiveness “bureaucratic failure” and “market failure.”
- Identify current structure and organizational forms of public and nonprofit organizations and the institutional framework within which these structures function in American democracy.
- Describe and analyze public and not-for-profit budgeting processes found in existing public and not-for-profit organizations.
- Articulate valid and useful suggested improvements to budgeting processes, incorporate appropriate performance measures for these organizational processes and identify the linkage between performance measures and the budgeting decision-making process.
- Explain current human resource management theory and practice and current regulations and their applications in the public and not for profit realms.
- Explain current and historical theories of organization and organizational behavior.

- Differentiate and compare public sector organizations and private sector organizations and management practices.
- Articulate leading theories of leadership and the evolution and history of these leadership theories.
- Articulate the difference between “leadership” and “public management.”
- Consider and discuss alternative governance structures in the politico-economic system in the United States including market processes, polyarchy and the regulatory process.
- Compare the neoclassical market structure approach to the institutional economics approach in the analysis of the current privatization movement in the United States.

Critical Thinking

- Explain the meaning of bureaucracy as the term is utilized in the social sciences and contrast that meaning with the generally accepted mythical meanings attached to the term, including the impact of this difference on understanding how American government actually functions.
- Consider and explain the technical meanings and usages ascribed to the concepts “efficiency,” “effectiveness,” “opportunity cost,” “sunk cost,” “marginal decision-making,” “institutions,” “organizational culture,” “organizational climate,” “social structure,” and “social process.”
- Describe appropriate performance measures for organizational processes and the linkage between performance measures and the budgeting decision-making process
- Differentiate “leadership” and “public management.”
- Apply the neoclassical market structure approach and the institutional economics approach to the analysis of the current privatization movement in the United States and compare the outcomes of these two approaches.

Communication

- Communicate effectively with citizens, organizational peers, subordinates, superordinates and, service providers and service consumers.
- Use emerging technology effectively in all the above.

Integrity/Values/Ethics

- Articulate the minimalist and maximalist approaches to administrative ethics.
- Explain the Ethical Code of the American Society for Public Administration
- Describe the function of values in administrative institutions.
- Discuss the question, “Is the field of American Public Administration a profession, why or why not?”

Project Management

- Describe and use appropriate planning, adoption, implementation and evaluation techniques for public and not-for-profit policies and projects.
- Develop and articulate effective budgeting systems, processes and techniques.
- Analyze and describe effective financial management structures and processes required for organizational and project success.
- Employ leadership and management approaches and techniques to team projects.

Assessment of Student Learning Outcomes

Students demonstrate knowledge, skills, and abilities throughout their academic preparation, culminating in a variety of capstone experiences where they synthesize program learning outcomes to showcase their experiences and knowledge. Students plan capstone experiences with advice, support and direction from their academic advisor. Each specialization includes a capstone experience that might include a showcase, research project, policy review, field experience, internship, or other like experience.

Job Prospects for MSA in Public Administration Graduates

City Manager	Personnel Specialist
Assistant City Manager	Labor Relations Specialist
City Administrator	Logistician Intern
Assistant City Administrator	Policy Analyst
County Administrator	Legislative Liaison
Assistant County Administrator	Legislative Assistant
Admin Specialist	Budget Analyst

***Find out more about MSA in Public Administration at UWF:
<http://uwf.edu/msaprogram/msa-pa.cfm>***