Graduate Studies in
Aging Services

Nina Morel,
Interim Dean,
College of Professional Studies
Graduate Studies in Aging Services

- Master of Professional Studies in Aging Services Leadership
- Certificate of Graduate Studies in Aging Services Leadership
- Certificate of Graduate Studies in Pastoral Care and the Aging
- Certificate of Graduate Studies in Serving the Aging Consumer (offered on demand)

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Master of Professional Studies in Aging Services Leadership

The Master of Professional Studies graduate degree in Aging Services Leadership is a 30-hour program which incorporates a curriculum-spanning applied project. Courses are offered primarily online, allowing students to complete the program in one year.

(Students who complete the M.P.S. in Aging Services Leadership will also receive the Certificate of Graduate Studies in Aging Services Leadership.)

Certificate of Graduate Studies in Aging Services Leadership

A Certificate of Graduate Studies in Aging Services Leadership is available to interested students upon the completion of a 15-credit-hour program. Classes include Aging: An Interdisciplinary Approach, The Care Continuum and Delivery Systems Trends, Leadership in Aging Services, Elder Mediation and Intergenerational Communication, and one graduate level elective chosen to meet individual student career objectives. This program can be a part of a MPS in Aging Services leadership or can serve as an excellent complement to master degree programs in health care, education, business, technology, theology, and civic leadership.

Certificate of Graduate Studies in Serving the Aging Consumer (offered on demand)

Aging services and products compose a growing field as the American population ages. This program is helpful not only to individual students but to corporations and companies specializing in the production, development, marketing and sales of products and services to older adults in the United States. With this aging population come the many needs and limitations faced by older adults which graduates of this certificate program will be equipped to meet. This program is about more than technology— it involves understanding the individual older adult’s needs as well as messaging, marketing and sales.

Admission Policies and Procedures

Applicants to graduate programs must submit the following:

1. Application Form. Each applicant must complete an application form, available online at lipscomb.edu/admissions/graduate then click on “Apply by Program” to complete the online application.

2. Application Fee. Each application should be accompanied by a $50 nonrefundable application fee ($75 for international students).

3. Standardized Exam Score or Substantive Professional Experience. Each applicant must submit either a standardized exam score
or complete the GRE waiver form (available online at www.lipscomb.edu/transformaging/Admission-Policies). If a candidate chooses to submit an exam score, it should be from either the Graduate Record Examination or the Graduate Management Admissions Test. Contact the aging services program to learn the most current score requirements.

Students who have already earned a master’s level degree may apply to the program without submitting a standardized test score or completing the GRE waiver form. Applicants may submit an official GRE score or complete the GRE waiver form if the following criteria are met: Five years of professional work experience OR 3.0 undergraduate GPA.

4. **References.** Each applicant is required to submit two references. Please submit either two professional references, OR one professional and one academic reference from individuals who know you well and who are able to comment on your skills and abilities. Reference information will be requested as part of the online application process.

5. **Official Transcript(s).** Each applicant must submit an official transcript, showing degree conferral when appropriate, from all schools attended.

6. **Resume.** A resume detailing the applicant’s work and academic experience is required.

7. **Personal Statement.** Details are provided on the Graduate Personal Statement Form, which is part of the online application process.

8. **Interview:** After all application documents are received and academic requirements are met, the program director and academic committee will schedule an on-campus interview (when feasible) or schedule an online interview.

9. **TOEFL.** The Test of English as a Foreign Language is required for international students. (See section titled International Students for more information.)

**Registration Notice:** After admission has been confirmed, graduate students are required to submit additional documentation to begin registering for courses.

Please send all application materials to: Lipscomb University; School of TransformAging®, ATTN: Yedid Minjares, Aging Services Leadership; One University Park Drive; Nashville, TN 37204 or fax to 615.966.1336.

**Transfer of Courses**

Although graduate credit hours may be transferred from another accredited institution, a maximum of nine hours will be counted toward the M.P.S. in Aging Services Leadership degree. The director or appropriate faculty member of the graduate program will evaluate the course(s) being proposed for transfer and make a determination of suitability. No course with a grade below a “B” will be considered for transfer.

**Documentation**

Students are required to provide satisfactory documentation of personal identification for off-site learning experiences required in many programs of graduate study at Lipscomb University. Failure to provide proper credentials will result in failure to complete the desired course of study. For complete policy, see section entitled Required Documentation for Off-Site Learning Experiences in the front of this catalog.

**Student Classifications**

Students are admitted to graduate courses in one of five categories:

1. **Graduate Student:** one who has satisfied all admissions requirements. (Average of 2.75 on undergraduate work, GRE acceptable scores.) A student with an incomplete admission file will be accepted to the program at the discretion of the program director but will be placed on an academic hold which will prevent registration for the following semester. Once the proper admissions documents have been received, the hold will be removed and the student will be allowed to register for the following semester.

2. **Conditionally Admitted Student:** one who has been admitted conditionally, at the discretion of the program director, without satisfying all admission requirements. Students admitted with the following criteria may be required to complete a minimum of nine hours of graduate work with a grade of “B” or above.
   a. From an unaccredited school or with a substandard GPA or GRE/MAT score.
   b. A transfer student with a graduate GPA between 2.50 and 2.99. The transfer student must be in good standing at the previous institution attended.

3. **Non-Degree Student:** one who has been admitted to graduate studies and has met all admission requirements except GPA or GRE. The student may take up to nine-semester hours for graduate credit. Those hours may be applied toward a
master’s degree if the student makes a grade of “B” or better in the courses taken for credit and if all admission requirements (GPA and entrance test score) are met and the student is formally admitted to a graduate program as a degree-seeking student.

4. **Visiting Student:** one who is currently enrolled as a student in good standing at the post-bachelor’s level at another graduate school, wishes to take courses at Lipscomb and desires to have transcript evidence of course work done at Lipscomb provided for the school of primary enrollment.

5. **Probationary Student:** one who has been readmitted to a graduate program following academic suspension from the program.

Admission to a program does not imply admission to candidacy for the master’s degree. Only those students who meet the requirements for “graduate student” described above are eligible for candidacy.

### Academic Policies

#### Course Load

A student enrolled for nine hours per semester is considered a full-time student. A student enrolled for six hours is considered a half-time student. A student enrolled for less than six hours is considered a part-time student. No student will be permitted to enroll for more than 12 hours per semester without special approval from the dean of the College of Professional Studies.

#### Academic Standing

1. **Good Academic Standing:** To remain in good academic standing, the M.P.S. in aging services leadership student must maintain a cumulative 3.00 GPA and a 3.00 GPA on the most recent 12 semester hours of work.

2. **Probation:** Should the student’s cumulative graduate GPA fall below 3.00, he or she will be placed on academic probation. A student on academic probation will not be allowed to enroll for more than six hours during any term the probation applies.

   The probationary student is required to achieve a 3.00 cumulative GPA by the time the student has completed the next nine hours of course work. A course(s) may be repeated to achieve the requisite GPA. If the requisite GPA is attained, the academic probation status will be removed.

3. **Suspension:** If the requisite GPA is not attained, the student will be suspended from graduate studies at Lipscomb for the following semester, after which the student may apply for readmission. The student may be required to appear before the graduate committee.

   Failing grades will provide no credit toward the degree but will be included in figuring scholarship level, unless replaced with a higher grade by repeating the course(s). A 3.00 GPA must be maintained to be eligible for financial assistance.

4. **Appeals:** Appeals to suspension decisions should be made in writing to the vice provost for academic development and graduate studies. Appeals must be received no later than 4:30 p.m. on the Monday of the week before classes begin for the term during which the student wishes to be readmitted.

### Degree Completion Requirements

#### Residency

No period of formal residency is required for a degree in a master’s program.

#### Statute of Limitations

All requirements for the M.P.S. in aging services leadership degree must be completed within a five-year period from the time of initial matriculation.

#### Candidacy

Admission to a program does not imply admission to candidacy for the master’s degree. During the course of pursuing the M.P.S. in aging services leadership degree, the student must be admitted to “candidacy.” For admission to candidacy the student must satisfy the following:

1. Complete all required undergraduate deficiencies if admitted on condition.

2. Complete at least 12 hours of graduate work.

3. Maintain a 3.00 GPA on all courses taken toward the requirements for the degree with no incomplete grades.

4. File a degree plan/application for candidacy in the graduate program office which meets all requirements and is approved by the administrator of the graduate program and the dean of the college. The degree plan
must be filed during the second semester of graduate work in the program.

After admission to candidacy and approval of the degree plan, any changes in the degree plan must be approved by the administrator of the graduate program and the dean of the college. The application for candidacy must be filed before the beginning of the student’s last semester in the program. No student will be allowed to graduate in the same semester in which the application for candidacy is filed.

Minimum Credits
The M.P.S. in aging services leadership requires 30 semester hours. This requirement does not include hours accumulated to satisfy academic deficiencies.

Minimum GPA
The minimum cumulative grade-point average for all graduate education programs is 3.00 for all graduate courses taken for graduate credit while pursuing the degree. No grade below a “C” is acceptable. Such grades will not apply toward degree completion.

Graduation
Students must register for GN 999X the semester in which all course work will be completed for graduation. Students who do not file their intent to graduate form in the registrar's office by the end of the first week of their last semester may be delayed in graduating.

Graduate students receiving degrees are hooded during the May and December commencement exercises.

Appeals
Any exceptions to the above stated requirements would require approval via the appeal process established by the graduate academic leadership team.

Financial Information

Tuition and Fees for 2015-16

Basic charges* per semester:

Tuition per semester hour of graduate credit ....... $934
Certificate in Pastoral Care and the Aging.......... $525
Tuition to audit ................................. 50% of regular tuition

Special Fees
Application Fee ...... $50 ($75 for international students)
Graduation fee ........................................ $195
Returned check fee ................................ $30
Thesis fee (includes printing and binding) ......... $50
TouchNet (monthly payment) ....................... $60
Withdrawal fee ........................................ $195

*Effective May 1, 2015

Scholarship and Discount Opportunities
Scholarships and discounts may be available to students pursuing the master's or certificate program. These discounts include lower multi-student tuition rates given to corporations, governments and nonprofit entities that commit to send multiple students through the program. Please visit transformaging.lipscomb.edu to learn more about scholarship and discount opportunities.

Master of Professional Studies in Aging Services Leadership (30 hours)

The M.P.S. in Aging Services Leadership is designed to prepare students academically and professionally for many career opportunities in the aging services profession. The multi-disciplinary curriculum requires students to complete 10 three-credit-hour classes.

Each course, with the exception of the Capstone, is taught in a one-month period. Classes are offered primarily online. Cohort meets face to face approximately quarterly for field trips and experiential learning.

AGE 6003 Aging: An Interdisciplinary Approach (3)
AGE 6013 Ethical Issues in Aging (3)
AGE 6103 The Care Continuum and Delivery System Trends (3)
AGE 6203 Innovations in Aging (3)
AGE 6303 Leadership in Aging Services (3)
AGE 6603 Elder Mediation and Intergenerational Communication (3)
AGE 6613 Spiritual Formation in the Aging and Aged (3)
AGE 6513 Aging Policy and Finance (3)
AGE 6993 TransformAging® Project: Capstone (3)

Elective- One graduate level elective chosen to meet individual student career objectives. Any AGE graduate course, any CORE graduate level competency course, or another graduate course approved by the academic director may fulfill the 3 hour elective requirement.

Certificate of Graduate Studies in Aging Services Leadership (15 hours)
Students may earn a professional graduate certificate in aging services leadership by completing 15 required credits.

AGE 6003 Aging: An Interdisciplinary Approach (3)
AGE 6103 The Care Continuum and Delivery System Trends (3)
AGE 6303 Leadership in Aging Services (3)
AGE 6603 Elder Mediation and Intergenerational Communication (3)

Elective: One 3 hour graduate level elective chosen to meet individual student career objectives. AGE 6053 Community and Congregational Resources, any CORE graduate level competency course, or another graduate course approved by the academic director may fulfill the 3 hour elective requirement.

Certificate of Graduate Studies in Pastoral Care and the Aging (15 hours)
Students may earn a professional graduate certificate in pastoral care and aging by completing 15 required credits.

AGE 6003 Aging: An Interdisciplinary Approach (3)
AGE 6603 Elder Mediation and Intergenerational Communication (3)
AGE 6613 Spiritual Formation in the Aging and Aged (3)
AGE 6053 Community and Congregational Resources (3)

Elective: One 3 hour graduate level elective chosen to meet individual student career objectives. Any CORE graduate level competency course, or another graduate course approved by the academic director may fulfill the 3 hour elective requirement.

Certificate of Graduate Studies in Serving the Aging Consumer (12 hours) (Offered on Demand)
Students may earn a professional graduate certificate in serving the aging consumer by completing 12 required credits.

AGE 6023 Reaching the Aging Consumer (3)
AGE 6033 Understanding the Aging Consumer (3)
AGE 6043 The Aging Market (3)
AGE 6993 TransformAging® Project: Capstone (3)

Course Descriptions

AGE 6003 Aging: An Interdisciplinary Approach (3)
This course is intended to blend theory with practice by exposing students to cutting-edge, real-world issues in the aging services arena, while reinforcing the importance of integrating multiple academic disciplines in the study of aging. This course will explore the effects of aging on the mind, body and spirit and reinforce the need to address all three for healthy aging.

AGE 6013 Ethical Issues in Aging (3)
This course focuses on the moral and ethical issues service professionals face when dealing with the aging. Through the use of case studies, various ethical decision-making approaches will be taught. Current ethical issues will be explored including biomedical ethics.

AGE 6023 Reaching the Aging Consumer (3)
This course examines the economy’s greatest hope: the aging population. With more financial resources and an increasing awareness of their power as consumers, the 55-plus aging group controls more than three-fourths of this country’s wealth, and the 65-plus group has twice as much per capita income as the average baby boomer. Older adults use their financial resources
to remain physically and mentally active: vacationing, trying new hobbies, exercising, continuing their education and purchasing items such as computers. Students will learn to apply marketing concepts, principles and practices to more effectively reach the aging consumer.

AGE 6033 Understanding the Aging Consumer (3)
The course will provide students with an understanding of the demographics of the older adult population and how those characteristics affect consumer needs and behavior. This will be an interdisciplinary study, examining older adults in America from a psychological, sociological and economic lens.

AGE 6043 The Aging Market (3)
This course will explore existing products and services marketed to older adults, as well as cutting edge developments and discoveries. Through the use of focus groups, surveys and market studies, students will evaluate the current and future market, discerning gaps and creating solutions to consumer needs.

AGE 6053 Community and Congregational Resources (3)
This course explores the church’s role as a service provider with and for older adults in relationship with community organizations and agencies. Local and national resource networks of community and faith-based programs, services and benefits supporting older adults will be identified along with ways in which the church can partner with community service organizations for the sake of holistic older adult ministry.

AGE 6103 The Care Continuum and Delivery System Trends (3)
The course will provide a historical, philosophical and managerial overview of seniors’ housing and care, along the entire care continuum. Special attention will be paid to nursing homes and senior housing options and their past, present and future role within the overall health care system in the United States. An examination of future service models which reflect the impact of demographics and the changing nature of family relationships on senior services delivery will be explored. Significant attention will be devoted to the determinants of quality care and the critical role of quality management.

AGE 6203 Innovations in Aging (3)
The course introduces design thinking as a powerful approach to foster innovation, whether at the level of products and services, policy initiatives or the creation of a new organization. To develop skills as design thinkers, students immerse in an intensive design exercise working in teams on an actual design problem.

AGE 6303 Leadership in Aging Services (3)
A leader’s job is to produce results. This course examines leadership theory and practice in the context of aging services organizations. Students will be encouraged to consider their own personal leadership patterns and to develop their ability to match appropriate leadership behaviors to specific situations and organizational priorities.

AGE 6403 Legal Issues in Aging (3)
This course introduces students to the legal issues they are likely to face in managing an aging services organization. Students will be able to identify legal issues and to understand the legal ramifications of their decisions. Topics include regulatory issues, patients’ rights, antitrust, institutional liability and employee relations. Students will also explore the regulatory process and examine proposed legislation and public policy.

AGE 6513 Aging Policy and Finance (3)
This course explores the “Silver Tsunami” and its impact on national, state and local policies that interact with organizations providing services to older adults and influencing the economic well-being of those older adults. The current and projected
financial status of key entitlement programs such as Social Security, Medicare and Medicaid will be analyzed. Students will gain a better understanding of personal health care, long-term care financial management as well as that of the elder care industry.

AGE 6603 Elder Mediation and Intergenerational Communication (3)
As people age, individuals and families are faced with many difficult decisions and often conflict. Mediation can play a critical role in bringing older adults together with their family members, caregivers, health care and social service providers to have important conversations. This course prepares participants to practice transformative mediation in a way that responds to the needs of those present and respects each person’s decision-making capacity as they face critical times of transition. Focus will be placed on intergenerational communication theory and techniques. The interactive format will include lecture, discussion and role plays.

AGE 6613 Spiritual Formation in the Aging and Aged (3)
The course provides an in-depth look at the relationship between aging and spirituality, centered around Christian spiritual formation. An extensive study of spiritual disciplines will occur as students learn how the aging and aged are conformed to the image of Christ. This course explores the physical, mental, emotional, social, spiritual and psychological dynamics of aging and how churches and service providers play an integral role in fostering successful aging in the U.S.

AGE 6993 TransformAging® Project: Capstone (3)
This course will provide students with the opportunity to integrate knowledge and experience by completing a research project in an applied setting. Students will work with a local organization serving older adults to conduct an interdisciplinary study to enhance the services of that organization.

Aging Services Leadership Core Faculty
The faculty for the aging services leadership program is comprised of both academic scholars and industry leaders in a blended teaching format. Please visit transformaging.lipscomb.edu to view a current list of the program’s faculty and members of the Lipscomb Advisory Board and the National Industry Advisory Board.

Nina J. Morel, B.A. (Lipscomb University), M.Ed., Ed.D. (Tennessee State University), Interim Dean, College of Professional Studies, Associate Professor

Steve Joiner, B.A. (Lubbock Christian University), M.S., M.Div., D.Min. (Abilene Christian University), Postdoctoral Certification in Conflict Management (Abilene Christian University), Post-Doctoral Certification in Higher Education Leadership (Cornell University), Dean, College of Leadership and Public Policy, Managing Director of the Institute for Conflict Management and Professor of Ministry

Bart Liddle, B.A. (Lipscomb University), M.B.A (Belmont University), Ph.D. (University of Alabama at Birmingham) Assistant Professor of Management and Director of Graduate Business

In addition to regular faculty, distinguished visiting professors with expertise in issues of aging will lecture in selected classes.