



## Program Catalog 2020-22

Process Work Institute  
2049 NW Hoyt St.  
Portland, OR 97209  
Ph. (503) 223-8188  
Fax. (503) 227-7003  
[pwi@processwork.org](mailto:pwi@processwork.org)

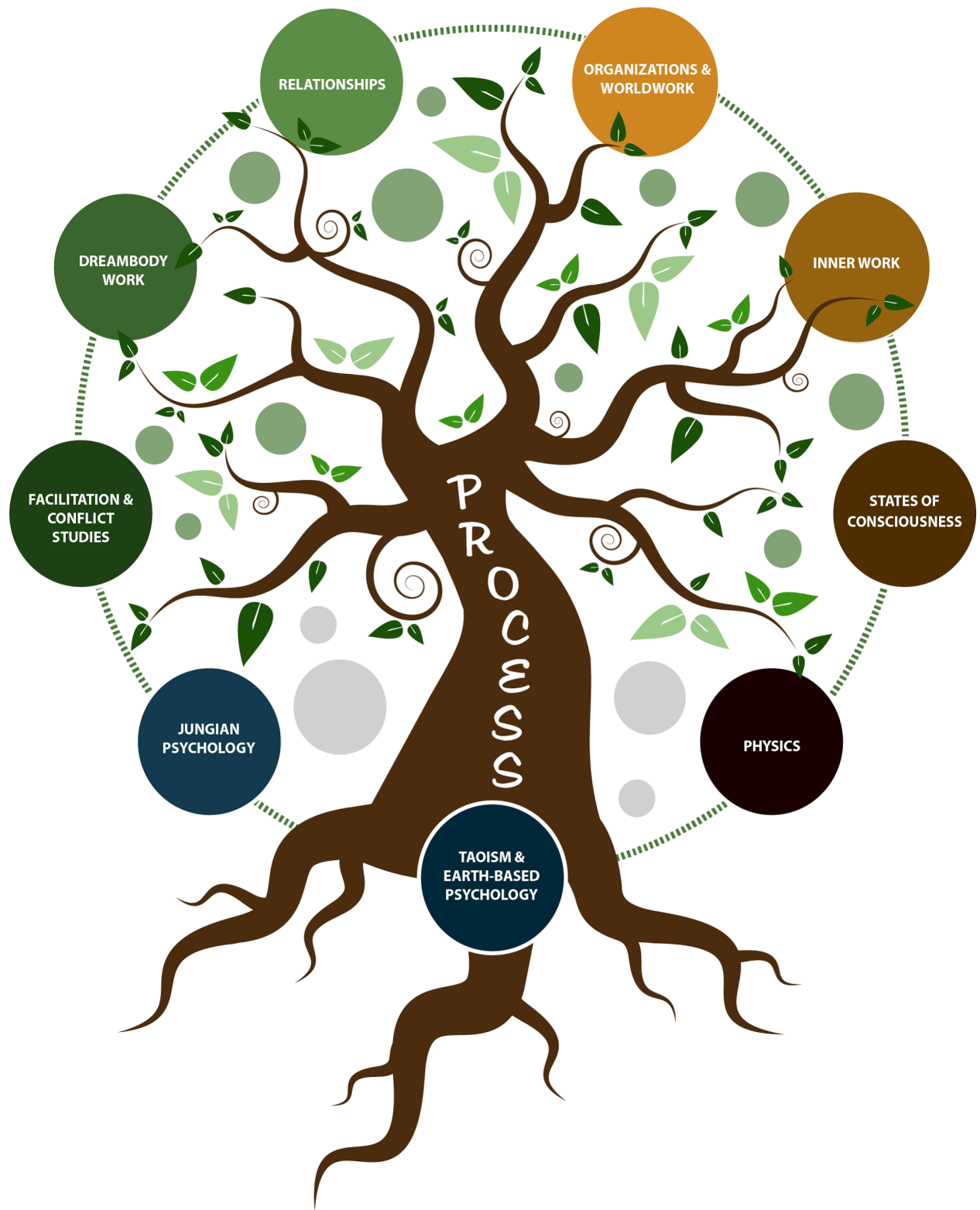
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This catalogue is updated periodically. This version and previous versions are kept on permanent file at PWI.

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# About the Process Work Institute

The Process Work Institute is a non-profit educational institute devoted to research and training in process-oriented facilitation methods, founded in the paradigm of Processwork. It is dedicated to the teaching of process-oriented methods for furthering our understanding of the fundamental problems facing individuals and groups today.

The Process Work Institute welcomes all students. It does not discriminate based on age, ethnicity, gender, gender identity, disability, marital status, national origin, race, religion, or sexual orientation. This policy of non-discrimination applies to all aspects of admission, education, employment, student activities, and other school-administered programs.

The Process Work Institute (PWI) was founded August 28th, 1989 as the Process Work Center of Portland, a non-profit organization dedicated to research and education in Process Work. It was registered as a 501(c)(3) non-profit organization, on August 2nd, 1991.

The Institute serves as a center for professional and personal growth, offering degree and non-degree programs, and specializing in vocational training in process-oriented facilitation and conflict studies. It is one of nearly thirty centers worldwide, recognized by the International Association for Process Oriented Psychology, and continuing the tradition of training and research begun in 1982 with the founding of the Research Society for Process-Oriented Psychology in Zurich, Switzerland.

## **Brief history of degree authorization and accreditation**

The institute has been offering state authorized Masters level graduate degrees since 1992, allowing students to obtain mastery in the range of process oriented techniques, theory and practice. In 2020, the institute was awarded a renewal of national accreditation by the Accrediting Council for Independent Colleges and Schools.

PWI first received authorization from the State of Oregon to offer a Master of Arts (MAPW) degree in Processwork in January, 1992. A second Master of Arts degree program in Conflict Facilitation and Organizational Change (MACF) began in 2004. In 2014, following feedback from graduates and prospective employers, the MACF degree was revised and renamed the MA in Process-Oriented Facilitation and Conflict Studies (MAPOF), to create a two year program integrating conflict studies, community and personality psychology, facilitation, and organizational and management training. In September 2016, PWI achieved an initial grant of accreditation from the Accrediting Council for Independent Colleges and Schools (ACICS). In 2017, we obtained State Authorization and ACICS approval to offer advanced training opportunities in process-oriented facilitation, revising and re-naming the MAPW curriculum as the Postgraduate Certificate in Advanced Process-Oriented Facilitation Practice (Advanced Certificate). In 2020, ACICS renewed our grant of accreditation, as reflected in the federal [Database of Accredited Postsecondary Institutions and Programs](#).

## Vision

Our vision is of a sustainable, flourishing, deeply democratic world that values all viewpoints and all levels of experience, and facilitates their interaction in order to reveal the potential meaning and growth that lies at the heart of even the most disturbing human experiences.

We dream of a world where everyone has the skills, understanding, and ability to facilitate the process of relating (to oneself, to others, to the world) because we have seen how this can bring unexpected solutions and relief to many areas of human striving, including personal and social development; post-war recovery; conflicts in organizational, social, and domestic settings; interpersonal issues; and individual distress and life challenges.

## Mission

Our mission is to provide vocational, high quality training in process-oriented facilitation methods and Processwork applications across individual, relationship, group, and organizational contexts and to serve as a center for the teaching, research and development of techniques for working with process.

We prepare graduates with the skills needed for employment in roles such as management, mediation, facilitation, individual coaching, leadership, human resource and community services management, organizational consultancy, and training.

Process is the potentially meaningful flow of inner and outer signals that can be observed in individuals and groups. Processwork facilitation techniques work with behaviors, feelings, interactions, expression, and inner experiences to elicit unexpected solutions and meaning from the most difficult problems.

Our mission serves a diverse local and international community of learners seeking quality education and training delivered through a rigorous combination of academic and vocational study, practical and experiential learning, personal development and social awareness.

## Values

Our values include awareness, diversity, learning, relationship, collaboration, and a continued commitment to personal growth. We are committed to a learning environment that:

- Views the individual and their unique personal style as an integral part of the learning process
- Fosters an atmosphere of collaboration, experimentation, and mutual discovery in learner-teacher interaction
- Provides intensive and experiential instruction using onsite, distance, and online learning modes of delivery that strengthens student learning
- Connects the student's skill development to their own personal process and unique style
- Emphasizes the role of community and relationship in the learning process
- Promotes dialogue, inclusion, and intercultural competence.

## Authorization and Approval

This school is a non-profit corporation and is authorized by the State of Oregon to offer and confer the academic degrees described herein, following a determination that state academic standards will be satisfied under OAR 583-030.

Inquiries concerning the standards or school compliance may be directed to the Higher Education Coordinating Commission, Office of Degree Authorization, 255 Capitol Street NE, 3rd Floor Salem, OR 97310. Contact by phone (503) 947-5716 or email: [info.pps@state.or.us](mailto:info.pps@state.or.us)

## Accreditation

The Process Work Institute is accredited by the Accrediting Council for Independent Colleges and Schools to award the Master's Degree in Process-Oriented Facilitation and Conflict Studies and the Postgraduate Certificate in Advanced Process-Oriented Facilitation (Advanced Certificate).

The Accrediting Council for Independent Colleges and Schools is recognized by the US Department of Education.

### **Accrediting Council for Independent Colleges and Schools**

1350 Eye Street, NW, Suite 560, Washington, DC 20005

Tel: 202.336.6780 Fax: 202.842.2593

Email: [acics@acics.org](mailto:acics@acics.org) Website: [www.acics.org](http://www.acics.org)

## Statement of Legal Control

The Process Work Institute is a nonprofit corporation, 501(C)(3), incorporated under Oregon law in 1989. The Institute is governed by a Board of Directors.

**Rhea Shapiro MA (Teaching), MA (Processwork Dipl.) Board Chair**, Faculty, Process Work Institute

**Amy Palatnik, MAPW, Board Secretary**

**Hellene Gronda Ph.D., Board President**, Executive Director, Dean, Process Work Institute

**Janet Bennett, Ph.D., Director.**

**Anne Murphy, MAPW, Director**, MACF, Grad. Dipl. (Business Management)

**Diane Wong, J.D., Director.**

**Irina Feygina, Ph.D, MAPOF, Student Representative.**

For the most current listing of Board Directors, please refer to our website.

## Program Administrative Officers and Staff

**Executive Director**

**Hellene Gronda, Ph.D.** (Cultural Studies) Monash University, Australia.

[hellene.gronda@processwork.org](mailto:hellene.gronda@processwork.org)

**Dean of Program Governance**

**Mila Gaca, Ph.D.** (Depth Psychology) (Depth Psychology) Pacifica Graduate Institute, CA.  
[mila.gaca@processwork.org](mailto:mila.gaca@processwork.org)

**Registrar**

**Susan Kocen, M.A.** (Interdisciplinary Studies - Gerontology) Marylhurst University, OR.  
[registrar@processwork.org](mailto:registrar@processwork.org)

**Librarian**

**Jennifer Keyser, MLS.** (Library Science) Emporia State University, KS  
[bookkeeper@processwork.org](mailto:bookkeeper@processwork.org)

**Outreach Coordinator**

**Melissa Perry, MA.** (Process Work), Process Work Institute, OR.  
[outreach@processwork.org](mailto:outreach@processwork.org)

**Financial Services**

**Beth McFarlin, BA.** (Psychology) Graceland University. Lamoni, IA.  
[bookkeeper@processwork.org](mailto:bookkeeper@processwork.org)

**Administrative Office**

**Kelly Queen**, Public Programs, Facilities and Bookkeeping  
[pwi@processwork.org](mailto:pwi@processwork.org)

## Program Information and Contact Details

Prospective students seeking further program information, are invited to contact our Outreach Coordinator for an appointment, in person or via telephone or skype: [outreach@processwork.org](mailto:outreach@processwork.org) (503) 223-8188

Process Work Institute  
2049 NW Hoyt St.  
Portland, Oregon 97209

Telephone: (503) 223-8188  
Fax: (503) 227-7003  
E-mail: [pwi@processwork.org](mailto:pwi@processwork.org)  
Website: [www.processwork.edu](http://www.processwork.edu)

# Masters in Process-Oriented Facilitation and Conflict Studies (MAPOF)

## The MAPOF Program: Integrative, Foundational Training

The Master of Arts in Process-Oriented Facilitation and Conflict Studies (MAPOF) is our integrative, two-year foundational training program in the process-oriented approach to the facilitation and study of inner and outer conflicts. It covers the key process-oriented skill areas required to support a process-oriented approach: innerwork, dreambody work, organizations and worldwork, relationships, and states of consciousness.

This program prepares graduates to be facilitators of psychological and group change, building on a foundation of personal growth and development, and practical facilitation training. Facilitation is a cross-disciplinary set of skills and attitudes that can be applied in conflict resolution, coaching, counseling, and organizational consultancy or leadership. This program ensures that the graduate gains both the specific set of facilitation skills and the personal development necessary to embody these skills. The program competencies are applicable to areas of employment where emotional intelligence and “soft skills” are essential, including social services, management, and leadership positions.

## MAPOF Program Objectives

The MAPOF program objectives are designed to prepare students with skills and knowledge from the field of community psychology for vocational roles including management.

At the end of the MAPOF program, graduates will be able to:

- Demonstrate foundational skills and knowledge in facilitating challenging situations for individuals, relationships, and groups in order to generate sustainable solutions.
- Demonstrate foundational process-oriented skills and knowledge to address conflicts and life challenges.
- Use skills and knowledge to support individuals and communities through change processes in order to cultivate increased human potential.
- Use self-awareness techniques to work with one’s own difficult states, moods, biases, and emotions in order to stay centred and productive in stressful or high-tension contexts including change and conflict.
- Describe and understand the Processwork approach to facilitation and conflict studies, and how it relates to other approaches.
- Demonstrate sound knowledge of ethical and professional conduct including professional collaboration and working in the context of a larger system.

In addition, we have identified four core skills developed in the MAPOF program, which include:

- **The ability to value and utilize the diversity of human experience:** Ability to recognize, appreciate, and help others to value all aspects and levels of experience in the facilitation of individual development, productive group processes, and conflict resolution.
- **Social perceptiveness:** Use of a range of techniques to explore all aspects of experience, including non-verbal and subtle signals, and make them useful to individuals, small groups, organizations, and communities.
- **The ability to transform disturbing experiences into productive solutions:** Ability to engage with the clients' and one's own less known, disturbing, or marginalized experiences, and make that knowledge available as a resource for the development of new behaviors and sustainable resolutions.
- **Leadership:** Use of self-awareness techniques and self-regulation techniques to model and create effective communication and teamwork.

### **MAPOF Personal and Professional Development Competencies**

The following competency framework provides a guide for tracking skill development in the MAPOF program. At conclusion of the program, MAPOF students will be able to describe their development in the following competency areas:

1. Recognizes, appreciates and explores all aspects of experience – conscious or consensual, unconscious or dreamlike, and subtle or ineffable
2. Uses self-awareness techniques to work with one's own difficult states, moods, biases and emotions and engages meaningfully with areas of difficulty and personal edges
3. Able to relate to peers and other professionals and to see one's self and work in the context of a larger system
4. Views and works with conflict, edges, and challenges as resources for personal growth and change
5. Views and values experiences, people and attitudes which are outside of one's identity as aspects of oneself
6. Able to explore and engage meaningfully with feedback, present and discuss one's own views and appreciate the viewpoints of others
7. Able to cope with areas and issues that have strong emotional and social impact personally, and maintain a sense of leadership
8. Demonstrates an empathic connection with clients, peers and the community.

### **Theoretical Emphasis of the Program**

The MAPOF program is based on the fundamental insight that human change processes operate across multiple levels of experience – including psychological, interpersonal and group levels – and that competency with each of these levels supports effective facilitation across the spectrum. Accordingly we train facilitators to be able to

facilitate the process of change in different contexts, from individual work to relationships and groups. For example, students learn to work with body signals as well as language signals. Students learn to read group behavior as well as individual behavior within that group. Aspects of individual work like unfolding the significance of accidents or hopes, dreams, and fears are used in the facilitation of groups and organizations. Facilitators learn how to work with less-known signals like organizational atmosphere and gossip to reveal their impact and meaning for individuals and for the group.

The theoretical viewpoint underlying the program's structure is that in order to learn a process approach to facilitation, it is essential to be able to follow a process on individual, relationship, and group levels of experience. A student may have a primary interest in working with individuals, for example; however we know that learning group level skills allow graduates to more effectively facilitate individual experiences related to group behaviors, and vice versa. Facilitators trained in the MAPOF program are able to switch between these levels with fluidity. Our experience shows that the process-oriented perspective of working on multiple levels of an experience gives great insight and relief to persons and groups. It creates the empowering viewpoint that personal and group problems have a potentially meaningful order to them that can be understood and facilitated.

## **Educational Philosophy**

The MAPOF program rests on three foundations of learning developed over 30 years of teaching a process-oriented paradigm. These foundations are central to the learning process and align with contemporary educational best practices.

### *Learning in Community*

Students study in a cohort setting, staying together with the same learning group for two years. A learning community model of education accelerates the learning process through the rich exchange of experience and ideas in relationship and community. The peer network of international learners continues to work together between residencies through online learning, peer groups and teleconferences.

### *Bridging Inner and Outer Worlds*

Process-oriented facilitation is more than a set of skills. It is a lifestyle of learning that connects one's inner experiences to the world around us. The program is designed to enhance students' careers and nurture their personal and professional goals. It encourages the creative application of facilitation skills in diverse spheres of interest.

### *Mentorship*

Personal interaction and the relationship between the student and their individual guidance team is a cornerstone of the MAPOF program. Students are guided throughout their studies by an advisor, a supervisor, and a Professional and Personal Development (PPD) mentor (a Processwork Diplomat of the student's choosing). The role of advisor is to provide academic advising services and serve as the student's main support, point of contact, and guidance in the program. In addition, faculty, supervisors, and the PPD mentor also provide one-to-one coaching and support for the student's learning throughout the program.

## MAPOF Program at a Glance

### Length and Residency Requirements

The MAPOF program is two years in duration and delivered over seven academic quarters. Graduation from the MAPOF program requires the completion of 57 quarter credits, with a cumulative grade point average of 3.0 (B average) or above. An additional 4 credits may be earned through one elective course (see section below, Specialization Seminars). The minimum program contact hour expectation is 747.50 clock hours, including 135 hours as part of the Practicum.

The program is delivered in Oregon and this school is authorized under federal law to enroll non-immigrant alien students. Prospective international students should contact the office for more information.

### Courses

The core curriculum for the MAPOF program consists of courses taken during each 10 week academic quarter of the two-year program. These courses are mostly face-to-face, with the inclusion of some distance classes.

MAPOF students are required to complete a minimum of 57 credits to graduate, as described in the table on the following page. Each quarter builds on the preceding quarter, and each quarter is prerequisite for subsequent quarters. All courses must be completed in order except under extraordinary circumstances, requiring prior approval by the academic program dean. Students may choose to specialize in one of two possible specializations (Dreambody and Groupwork, described below), or may complete both at no additional tuition charge. As a result, some students may earn additional credits beyond the 57 credits required to graduate.

The successful completion of each unit of work for which credit is received is documented by the registrar. These become a permanent transcript of the student's work and accumulated credit.



### Courses required to graduate - MAPOF

Course code	Course name	Credits
	Quarter One	9.0
POF-PF-501	Process Facilitation 1: Introduction to Process Paradigm: Focus on Individual Process	5.0
POF-FD-511	Facilitator Development I	1.5
POF-SBA-521	Skill Building and Assessment I	1.5
POF-R-531	Roots of the Process Paradigm (Distance Course)	1.0
	Quarter Two	11.0
POF-PF-502	Process Facilitation II: Focus on Relationship Work	5.0
POF-FD-512	Facilitator Development II	1.5
POF-DF-545	Specialization Seminar: Dreambody Facilitation I	2.0
POF-SBA-522	Skill Building and Assessment II	1.5
POF-CP-532	Comparative Psychology (Distance Course)	1.0
	Quarter Three	11.0
POF-PF-503	Process Facilitation III: Focus on Groups & Worldwork	5.0
POF-FD-513	Facilitator Development III	1.5
POF-DF-546	Specialization Seminar: Dreambody Facilitation II	2.0
POF-SBA-523	Skill Building and Assessment III	1.5
POF-CCC-533	Conflict, Culture and Community (Distance Course)	1.0
	Quarter Four – Summer Quarter	2.0
POF-EPD-604	Ethics/Professional Development (Distance)	1.0
POF-RF-654	Red Flags in Practice (Distance)	1.0
	Quarter Five	10.5
POF-GW-555	Specialization Seminar: Group/Worldwork I	2.0
POF-PF-505	Process Facilitation IV: States of Consciousness	4.0
POF-SBA-525	Skill Building and Assessment IV	1.5
POF-PR-625	Practicum I (externship)	1.0
POF-CS-635	Case Studies and Supervision I (Distance)	1.0
POF-OF-645	Open Forum I (Distance)	1.0
	Quarter Six	9.5
POF-GW-556	Specialization Seminar: Group/Worldwork II	2.0
POF-PF-506	Process Facilitation V: Facilitation in Action: Collaboration and leadership	2.5
POF-SBA-526	Skill Building and Assessment V	1.5
POF-OF-646	Open Forum II	1.5
POF-PR-626	Practicum II (Externship)	1.0
POF-CS-636	Case Studies and Supervision II (Distance)	1.0
	Quarter Seven	8.0
POF-FA-697	Final Assessment and Review: Debrief and Integration	5.5
POF-TB-687	Transitions and Building Bridges	1.0
POF-SBA-527	Skill Building and Assessment VI	1.5
	Credits Required to Graduate	57.0
	Credits Earned if both Specializations completed	61.0

## Program Elements

During the course of their studies at the Process Work Institute, students have regular contact with faculty members in a variety of settings and venues. The PWI model recognizes the independence of the adult student but also provides opportunity for support. The core elements of the program structure are described below. They include: in person and distance courses, advisor and supervision sessions, peer learning and advisor sessions, specialization seminars, practicum, personal and professional development mentorship, and a final summative paper.

### Residential and Online Courses

Course work in the MAPOF program is residential at PWI, with some online classes. Each quarter contains an 11-13 day intensive where students meet together each day for classes. There are online classes scheduled around the residency periods, providing additional theoretical content, as well as preparation and follow-up for material covered during the in-person intensives. The intensives satisfy the experiential focus of the learning, where personal and interpersonal skill development plays a large role. Developing process-oriented facilitation methods requires time to absorb and integrate the paradigm and grow through interactions with students and faculty. Intensive formats are best able to provide this type of experiential learning. Skills and techniques of process require focused instruction, including detailed illustration of theory and methods through video analysis, drills, demonstrations, and exercises that provide for repetition, practice, and supervised learning.

Students receive a detailed syllabus for each course with an outline of topics, required readings, and assignments before the quarter begins. For academic details including the definition of a unit of credit, please see, Administrative Policies and Procedures.

### Advisor - Skill Building and Assessment course series (POF-SBA-521-7)

Each student will have the opportunity to choose an advisor from the faculty. Advisor sessions are open space learning and can be used for student support in the study process in a way that best serves the student through the two years. Students will have three sessions per quarter (included in the Skill Building and Assessment course series), for a total of nine individual sessions per year with their advisor.

The advisor is the student's main resource and guide throughout their studies, and students are encouraged to give the selection due deliberation. Advisors assist students in their studies, career goals, practicum, and personal growth. Advisors provide students with program guidance, career guidance, learning feedback, and serve in an evaluative role. The advisor guides the student with feedback on their progress with the MAPOF program objectives and the MAPOF Personal and Professional Development Competencies, and is involved in developing an academic improvement plan if a student fails to make satisfactory academic progress.

The advisor is an essential role intended to hold the student through their studies and therefore changing the advisor during the program is not permitted. However, under extraordinary circumstances and in order to support student success, a change of advisor request can be submitted for consideration to the academic program dean. Students should first discuss and gain support for the change with their individual guidance team: current

advisor, supervisor, and professional and personal development mentor. Any change request must include documentation of support from the student's individual guidance team, and the educational rationale for the change.

One Advisor meeting each year is considered a Progress Review Meeting. This session is dedicated to focused reflection on the student's goals, their progress and any support needed to ensure successful learning experience. During this meeting students are required to facilitate the time in order to gain feedback and support on their strengths and areas for development. The student may use the Advisor's support to create a learning plan for any areas that need development.

Students should demonstrate leadership and personal authority at the meeting, by taking a lead in facilitating the meeting, engaging meaningfully with the program's learning goals, and working with their own and external feedback.

### **Supervision - Skill Building and Assessment course series (POF-SBA-521-7)**

Supervision provides students with supervised skill practice, individual guidance and detailed feedback on their skill development when working with individuals, relationships, and groups. It assists them with learning challenges or issues related to their ongoing development as a facilitator in relation to the MAPOF Program Objectives and Personal and Professional Development Competencies.

Supervision is the core of the Skill Building & Assessment courses (POF7-SBA-521-522-523-525-526-527) which include three individual supervision sessions each year, plus a quarterly three hour small group live supervision class.

Three hours of small group live supervision per quarter is delivered in small groups, with one faculty supervisor working directly with small groups of 3 or 4 students. Students use the time with the supervisor to work with each other, have skills or metaskills demonstrated, practice their skills, receive and give feedback, explore edges and personal development. Each student gains the opportunity to practice as a facilitator, to experience the client role, and to learn through observation as an outside observer.

The student and supervisor decide the focus of each supervision meeting, which can include the following:

- Live supervision: the student invites an individual, a couple or a group (often selected from the student's cohort peers, the PWI student body, or the broader community) in order to implement tools and interventions in practice. The student receives immediate feedback and supervision of his or her work.
- Case consultation: students may present a client case situation to receive feedback and explore challenges in their work. Students are required to protect the confidentiality of their clients by using pseudonyms and omitting personally identifying detail.
- Facilitator's professional development: professional growth issues arising in practice may also be explored together with the supervisor, to enhance insight into the Personal and Professional Development Competencies.

Students choose a main supervisor each year and have a minimum of two supervision sessions with the main supervisor each quarter, plus a third session with their main supervisor or with another faculty member to gain from a diversity of supervision expertise and style. Students may choose a different main supervisor each year.

### **Peer and Cohort Learning**

#### **Peer Groups**

Students are assigned to small peer groups (3-4 students) during the first residency and stay together throughout the entire program. Peer groups meet twice each month (via skype, teleconference, or online contact according to preference). These meetings provide students with a context in which to study, apply their learning, and practice the skills introduced in the program courses.

Regular peer group meetings are a requirement and students provide a report every quarter to their Advisor on peer learnings and challenges, along with a log of meeting dates.

#### **Cohort Learning**

To support peer relationships within the cohort, and provide practical facilitation practice, the cohort meets together each quarter for 6 hours of facilitation practice and supervision, as part of the Skill Building and Assessment series of courses. This faculty led time focuses on large group and relationship facilitation practice. Peer groups will be the focus for relationship practice. Support will be provided for working on issues that arise within peer groups and within the cohort as a whole. This class may include faculty facilitated group or relationship work, as well as live supervision of students practicing group and relationship facilitation skills.

### **Specialization Seminars**

Students may choose to specialize in one (or both) of the following areas:

- Dreambody Facilitation
  - Dreambody Facilitation I (POF-DF-545) and Dreambody Facilitation II (POF- DF-546)
- and/or
- Group Work/Worldwork
  - Group/Worldwork I (POF-GW-555) and Group/Worldwork II (POF-GW-556)

Students must choose one specialization, but may choose to pursue both for no additional tuition cost. Please see the detailed course descriptions for more information.

### **Practicum**

During the second year of study, students participate in a practicum in order to further their facilitation skills within a professional context. A practicum is a highly supervised experience, with minimal client load, allowing the focus to be on gradually learning how to work with clients. Students may work with one or several clients at a time, or organizational situations, family or relationship situations, or other facilitation projects.

The purpose of the MAPOF Practicum is to:

- Provide opportunity to apply theory in practice.
- Enhance the student's understanding and knowledge of working with individuals and/or groups, within particular professional contexts, to gain an understanding of the limitations and constraints of practice according to setting.
- Broaden the scope of practical application by serving diverse populations with a wide variety of needs and issues.
- Clarify the student's career goals by providing career experience within an institution or agency.
- Provide opportunities to develop relationships with professionals and practitioners who may aid the student in finding future employment.
- Provide opportunities for applying process-oriented facilitation techniques in conjunction with other modalities and methods.
- Broaden the student's experience of diverse cultural styles, communication styles, and viewpoints.
- Enhance the student's capacity to relate to clients from diverse social, cultural and historical backgrounds.
- Enhance the student's knowledge and practice of ethical professional conduct.

PWI provides weekly practicum group supervision through the River's Way Training Clinic. Students create an individualized learning agreement for the practicum in consultation with the Clinic's director, their advisor and the dean. All practicums must be approved by PWI. Suitable practicum experiences can occur in an agency or other organizational context, or through private arrangements. They may include one or more of the process oriented facilitation contexts taught in the program, including individual, relationship and group facilitation.

The practicum should be completed in quarters five and six and consists of the following requirements:

- 60 hours minimum client contact. Direct client contact means time spent face to face with a client or group of clients, or in an organization doing direct client services.
- Practicum supervision on a weekly basis or in an amount that is adequate to the type of practicum placement.
- 75 hours of indirect support activities: e.g. staff meetings, training, documentation, video review, research, and professional development.

Further detailed requirements can be found in the Practicum Handbook provided to enrolled students.

### **Personal and Professional Development (PPD) Mentor**

A minimum of ten individual sessions per year with a Processwork trained diplomate are required, to explore personal and professional growth issues in order to enhance students' experiential understanding and integration of process-oriented methods. This person is referred to as a PPD mentor. Students may choose to access additional PPD mentorship sessions beyond the minimum requirement.

The cost of PPD mentorship sessions is not included in the tuition. These sessions are confidential and a non-credit bearing requirement of the program. In order to protect confidentiality, no evaluative report is due from the mentor. At the end of each program year, students submit a signed declaration to the registrar that their ten PPD sessions have been completed.

Students are encouraged to interview potential mentors in order to assess their suitability for the student. Fees for these sessions vary according to specific mentors. Many students will choose to have the majority, or even all, of their sessions with one PPD mentor and this is encouraged. Changing the main mentor is allowed and does not require approval. Students are encouraged to process the reasons for a change in main mentor and to use it as a growth experience.

### Summative Reflections Paper

The summative paper is a capstone project and part of the Final Assessment and Review course (POF-FA-697). It is a 12-15 page reflective paper addressing the student's learning in the following areas:

- Key program knowledge and practice areas
- Practicum experience
- Personal and Professional Development

The paper enables students to summarize and elaborate on their learning experiences as a way to deepen learning and memory, and demonstrate their mastery of key concepts, knowledge and facilitation techniques.

## Curriculum in Detail

### Course Numbering System

Courses numbered 500–699 are Master's level courses, research courses, and labs. Course codes are further specified for each cohort by adding a number to designate that cohort e.g. cohort 1 (class of 2016) courses are designated by POF1 etc.

### Core Curriculum Course Descriptions

The following table describes all the MAPOF courses in typical program order, along with course codes, credits and any pre-requisites or co-requisites.

Detailed syllabi are made available to enrolled students online through PWI's learning management system. Each syllabus contains the course descriptions, resources and readings, requirements and assessment criteria for each class. Technical requirements and support for the distance component of courses can be found in the course syllabus as well as course handouts.

Course code & credits	Course title and description	Prerequisites
POF-PF-501 Credits: 5.0	Process Facilitation I: Introduction to the Process Paradigm: Focus on Individual Process	None

	<p>This course introduces students to the process paradigm and the theory of deep democracy with an emphasis on applications when working with individual process. Students learn the philosophy and basic skills that will be applicable to all areas of process-oriented facilitation, and set the groundwork for the rest of the program. Different levels of awareness will be explored and applied in working with individuals with the focus on subjective experiences as gateways to the wider world of process, such as emotions, inner body feelings, and dream images. The course will also introduce the concept of marginalization and how self-other dynamics can create both conflict and consciousness, forming the basis of understanding of individual process as it reflects relationship and group interaction.</p>	
<p><b>POF-FD-511</b> Credits: 1.5</p>	<p><b>Facilitator Development I: The Self Development of the Facilitator</b> This course is the first in a series of three linked courses that address the personal development of the facilitator in the context of individual, relationship, and group facilitation. This first course presents the basic methodology for process-oriented inner work, the self-awareness techniques that are necessary to keep awake and useful as a facilitator. The major emphasis of this class is on being able to track and make use of the facilitator's subjective experiences as a part of the client's transformational process. Experiential methods and practice for increasing awareness, fluidity, and eldership, as well as the use of self as an instrument of change with clients will be presented.</p>	None
<p><b>POF-SBA-521</b> Credits: 1.5</p>	<p><b>Skill Building &amp; Assessment I</b> Skill Building &amp; Assessment is a series of linked courses (POF-SBA-521-7) designed to provide experiential learning, skill practice, academic guidance and progress evaluation over the duration of the academic program. The Skill Building &amp; Assessment series of linked courses include the following learning contexts each quarter: Individual guidance faculty contact hours including Advisor and Supervision sessions (6 hours per quarter); Cohort group learning (6 hours) focused on relationship processes arising in peer groups, and cohort group process facilitation; and small group live supervision (3 hours). This series of linked courses provide students with supervised skill practice, individual guidance, and detailed feedback on their skill development in working with individuals, relationship processes, and groups. It assists them with learning challenges or issues related to their ongoing development as a facilitator in relation to the MAPOF Program objectives and Personal and Professional Development Competencies.</p>	None
<p><b>POF-R-531</b> Credits: 1.0</p>	<p><b>Roots of the Process Paradigm</b> This course introduces the foundations of Processwork theory as found in Jungian Psychology, Taoism, Quantum Physics and Shamanism. The inception of the concept of deep democracy as it applies to individuals and groups is also introduced. The development of Processwork will be explored, starting with Arnold Mindell's initial introduction of the 'Dreambody' concept in the 1970's, extending into his newest research on quantum physics as it appears in Process Mind and the second training. The course will cover how the above concepts influence and contribute to Processwork facilitation and methods, and also how they live in human experience and interaction.</p>	None
<p><b>POF-PF-502</b> Credits: 5.0</p>	<p><b>Process Facilitation II: Focus on Relationship Work</b> This course introduces the metaskills and skills for working with relationships. The class addresses working with any kind of relationship interaction, whether between friends, family, romantic partners, business partners, colleagues, etc. It focuses on the dynamics of relating, tracking the interactional signals, and identifying the level at which the interaction is occurring: intrapersonal, interpersonal or transpersonal. Students will learn the basic approach to working with relationship dynamics, including how to appreciate and relate to the client's social, cultural and historical context, and how to</p>	POF-PF-501

	<p>appreciate and work with rank dynamics. The class includes looking at relationship as a system with its own particular culture, creating a container for the unknown to emerge, and participating in interactions with fluidity, curiosity and openness. The course covers practical skills and metaskills for facilitating two party conflicts either between oneself and another, or between two other individuals. The course will highlight the process oriented approach that views conflict, personal difficulties and social challenges as resources for personal growth and change.</p>	
<p><b>POF-FD-512</b> Credits: 1.5</p>	<p><b>Facilitator Development II</b> The second course in this linked series focuses on developing self-awareness as a facilitator, with an emphasis on facilitating relationship conflict and interpersonal issues. In working with relationships, it is important for facilitators to develop awareness of one's own cultural and familial learning around communication style, interpersonal conflict, rank and power. Inner work methods for developing skill and confidence in working with relationship interaction, disturbance and conflict, as both an inner and outer practice, will also be presented.</p>	POF-FD-511
<p><b>POF-SBA-522</b> Credits: 1.5</p>	<p><b>Skill Building &amp; Assessment II</b> Skill Building &amp; Assessment is a series of linked courses (POF-SBA-521-7) designed to provide experiential learning, skill practice, academic guidance and progress evaluation over the duration of the academic program. See detailed description for POF-SBA-521 Skill Building &amp; Assessment I.</p>	POF-SBA-521
<p><b>POF-CP-532</b> Credits: 1.0</p>	<p><b>Comparative Systems of Psychological Thought</b> In the practice of process-oriented facilitation, practitioners will be called upon to communicate with professionals holding other theoretical perspectives about facilitating change with clients and groups. This class looks at the development of the field of psychology as it progresses through the three main branches of psychological thought: depth, behavioral, and humanistic. Through a team-based project, students explore, compare, and contrast a range of psychological methods and perspectives to gain insight into the larger field of psychology, community psychology, systems theory, and human change.</p>	None
<p><b>POF-PF-503</b> Credits: 5.0</p>	<p><b>Process Facilitation III: Focus on Groups and Worldwork</b> This class introduces the theory and practice of group facilitation and worldwork, together with the underlying philosophy of deep democracy. It presents the conceptual framework for analyzing group dynamics and conflict, as well as offering methods for facilitating group interaction. The course covers group dynamics and role theory, how conflict contributes to group change, and the process-oriented methods of group facilitation: sorting, gaining consensus, meta-communication, roles and polarization, identification of rank and power, marginalization, and working with edges and hotspots. The class will involve theoretical material, skill development, and practice through assignments, exercises, and group process.</p>	POF-PF-502
<p><b>POF-FD-513</b> Credits: 1.5</p>	<p><b>Facilitator Development III</b> This third course in the linked series on facilitator development focuses on developing skills and awareness for facilitating group dynamics and conflict situations. Not only does there need to be awareness of the group's process, but also of one's own inner reactions and tendencies as a reflection of the group field. Facilitating conflict means developing awareness of one's own cultural and familial belief systems around conflict, communication style, rank and power. Methods for managing conflict, side-taking, strong affect, and other challenges will be presented in this class. Inner work methods for developing fluidity in facilitating group process as well as comfort with conflict, as both an inner and outer practice, will also be presented.</p>	POF-FD-512



<b>POF-SBA-523</b> Credits: 1.5	<b>Skill Building &amp; Assessment III</b> Skill Building & Assessment is a series of linked courses (POF-SBA-521-7) designed to provide experiential learning, skill practice, academic guidance and progress evaluation over the duration of the academic program. See detailed description for POF-SBA-521 Skill Building & Assessment I.	POF-SBA-522
<b>POF-CCC-533</b> Credits: 1.0	<b>Conflict, Culture and Community</b> This course gives students the opportunity to explore theories and methods relevant to the fields of conflict, mediation and dispute resolution in the wider contexts of culture and community. By addressing how conflict cannot be understood or resolved separate from judicial, cultural, and community concerns, the course seeks to broaden the facilitator's understanding of conflict through various approaches that apply their methods in this field. Through the selected readings and discussions, students will develop fluency with ways of naming, framing, and supporting conflict across culturally diverse community settings. Students will also increase critical thinking skills by examining their own identity, values, and beliefs about conflict, and contrast traditional approaches and theories to the process-oriented facilitation approach.	None
<b>POF-EPD-604</b> Credits: 1.0	<b>Ethics/Professional Development</b> This course familiarizes students with issues of professional ethics. It reviews different codes of ethics, legal statutes and the community standard of care for facilitation professionals in different countries and states. The class will focus on challenging situations in professional practice that have legal implications, such as those found in cases of potential or actual violence, threat of harm either to oneself or others, multiple relationships, abuse of power, and issues around advertising, employment and payment. Students will discuss the requirements for managing a professional facilitation practice, including things like confidentiality/disclosure of information, record keeping, and formulation of contracts. The course is designed to familiarize students with how to access resources; to situate oneself in the context of organizations, institutions, and communities; to understand general mental health as well as business standards; and to discover and formulate one's own viewpoint around ethical issues and professional practice.	None
<b>POF1-RF-654</b> Credits: 1.0	<b>Red Flags in Practice</b> This distance learning class focuses on areas in practice that the facilitator needs to be alert to. The facilitator applies his or her knowledge and skills in a multidisciplinary field that requires a broad-based knowledge of human experience and of the challenges found in working in extreme or critical situations. In the course of working with individuals, groups, and organizations, we encounter situations that require special attention and knowledge in order to keep a level of safety for all involved. Included in this category are physical/medical conditions; psychiatric or unusual states of consciousness; trauma; and/or signs of intractable conflict that could potentially lead to a crisis situation. Recognizing how these diverse physical and mental states can intersect conflict work and volatile or 'red flag' situations is on the cutting edge of conflict work, and will also be a focus of this class. Case examples, role plays, and discussion of real-life situations will provide an opportunity to learn the methods for working under the pressure of potential crisis.	None
<b>POF-GW-555</b> Credits: 2.0	<b>Specialization Seminar: Group/Worldwork I</b> This skill-building course focuses on the translation of worldwork concepts into practical interventions. Methods for appreciating and working within the parameters of a group's communication style, identity, and goals will be presented. The course outlines skills for facilitating consensus, working with roles and polarization, addressing	POF-PF-503 POF-FD-513

	communication edges and hotspots, dealing with escalation and de-escalation, framing group dynamics, and supporting integration of new learning. This residential course builds on the learning introduced in Process Facilitation III: Groups & Worldwork (POF-PF-503) by deepening practice, focusing on skill development in making interventions, and facilitating group experience. The course will give students ample time for supervision and feedback.	
<b>POF-PF-505</b> Credits: 4.0	<b>Process Facilitation IV: States of Consciousness</b> This course is oriented toward unfolding and supporting the meaningful core of altered, extreme, and unusual states of consciousness. It will introduce the student to the theory, metaskills, and skills for working with, unfolding, and finding meaning in these states which can then be integrated into individual and community life. A key element of making this meaningful core useful is for the therapist to develop a deeply democratic attitude toward all states of consciousness, including the consensus reality aspect. The class will include exploration of diagnostic concepts such as found in psychiatric categories, as well as methods for working with individuals, groups, and communities where out-of-ordinary states of consciousness are experienced as disturbing and thus marginalized. Understanding how trauma and extreme states of consciousness intersect with extreme conflict is also part of the focus of this course. Social issues such as those found in working with individuals recovering from addiction, domestic abuse, and sexual assault will be included to further participant's learning. Working with the aftermath of extreme and prolonged conflict, and with the complications of revenge following trauma and abuse will also be covered.	POF-PF-501 POF-FD-511
<b>POF-SBA-525</b> Credits: 1.5	<b>Skill Building &amp; Assessment V</b> Skill Building & Assessment is a series of linked courses (POF-SBA-521-7) designed to provide experiential learning, skill practice, academic guidance and progress evaluation over the duration of the academic program. See detailed description for POF-SBA-521 Skill Building & Assessment I.	POF-SBA-523
<b>POF-DF-545</b> Credits: 2.0	<b>Specialization Seminar: Dreambody Facilitation I</b> This course furthers the topic of Dream and Bodywork that began in quarter 1. It will offer a synopsis and in-depth focus on various methods, skills and attitudes when exploring the meaning and messages behind body symptoms and dreams. The methods involve movement, voice and imagination including precise signal awareness of a person's process. The course offers awareness training for facilitating practical, feeling and spiritual dimensions. It addresses the theory and foundational methods for working with the patterns behind dreams and body symptoms.	POF-PF-501 POF-FD-511
<b>POF-PR-625</b> Credits 1.0 <b>POF-PR-626</b> Credits: 1.0	<b>Practicum I (Quarter 5) and Practicum II (Quarter 6) (Externship)</b> This course, along with POF-PR-626 fulfills the student's practicum requirement. The practicum provides students with essential experiential learning by applying process-oriented facilitation skills within a unique context. The practicum is a field training experience and a weekly supervision class. Students participate in a supervision group/class together each week for the duration of the practicum. The practicum experience and class are supervised by the River's Way Training Clinic director and assistant faculty. All RWTC faculty supervisors are experienced in various types of practicum placements, and students learn together by observing and participating in supervision for different types of practicum placements. Some students will choose a field placement site and have an offsite supervisor as well as participate in the RWTC practicum supervision. Some students will choose RWTC as their primary practicum site, and therefore will have no offsite supervisor. It is the student's responsibility to	POF-EPD-604 POF-RF-654

	<p>research, apply and make arrangements for the practicum field experience, in consultation with their advisor and supervisor.</p> <p>The practicum focuses on developing facilitation skills, examining ethical and legal issues that arise in clinical, organizational and community settings, translating skills and methods into practice, collaborating with professionals across disciplines, and on other issues related to the student's professional development. The practicum occurs during the second year.</p>	
<b>POF-CS-635</b> Credits: 1.0	<b>Case Studies and Supervision I</b> <p>This course is designed to help students apply their skills in facilitating individuals, couples, families, and groups in a diverse range of contexts. Through case presentation, discussion, and analysis, students will learn how to make case presentations, analyze client situations, design and implement interventions, study feedback and learn to work with both short and long-term patterns in their work with clients, communities, and organizations.</p>	Pre-requisites: POF-PF-501 POF-FD-511 Co-requisite: POF-PR-625
<b>POF-OF-645</b> Credits: 1.0	<b>Open Forum I</b> <p>This course prepares students to facilitate an open forum in the course Open Forum II (POF-OF-646). The open forum is a culmination of the students' theoretical and practical learning, as well as providing the foundation for teamwork and co-facilitation. The course will guide students in all the steps of executing a forum: choosing a relevant topic, planning (both inner and outer preparation), advertising and networking, facilitating, debriefing, and following up. Through the development and implementation of the public forum, students will gain an understanding of how process-oriented group facilitation and conflict work is applied in large diverse groups such as forums, community events, and public gatherings.</p>	POF-PF-503
<b>POF-DF-546</b> Credits: 2.0	<b>Specialization Seminar: Dreambody Facilitation II</b> <p>This course furthers the topic of Dream and Bodywork and offers an opportunity to practice, enhance and expand the skills from Dreambody Facilitation I. Additionally, methods will be introduced that focus on the Dreambody facilitator's awareness and how it influences the capacity to use skills and techniques. This course presents the concept of life myth as it can be discovered through working with childhood dreams, chronic symptoms, recurring edges and major life events. It also addresses the symbolic interconnection between those events.</p>	POF-DF-545
<b>POF-GW-556</b> Credits: 2.0	<b>Specialization Seminar: Group/Worldwork II: Facilitation in Organizations</b> <p>This intensive course focuses on the translation of worldwork concepts into organizational contexts. The class looks at the nature of change and development in organizations, and specifically at how process-oriented facilitation can be applied within organizations. Students will explore process-oriented facilitation concepts and their use (1) as a framework for understanding the organizational patterns, challenges, and problems the organization faces in the process of change; (2) as a diagnostic tool to understand the deeper structures underlying those challenges; (3) as a method for designing and implementing interventions; and (4) as a way to understand the experiences the facilitator encounters while working with the organization on a change process. Students will study cases and specific interventions for working with individuals, larger groups, or teams within the organizations. The class will take an experimental approach to looking at new ways to integrate process-oriented facilitation theory and methods into organizational life.</p>	POF-GW-555
<b>POF-PF-506</b> Credits: 2.5	<b>Process Facilitation V: Facilitation in Action: Collaboration and Leadership</b> <p>This course is designed to deepen the student's facilitation skills and integrate learning through live supervision in the four main areas of the program: dreambody work,</p>	POF-PF-505

	relationships, groups/worldwork, and states of consciousness. Students will get the opportunity to practice their skills and metaskills in each area, with special attention given to identifying and working with growing edges, as well as developing one's unique facilitation styles. The course will also work with the dynamics of teamwork and developing leadership capacities within oneself and others.	
<b>POF-SBA-526</b> Credits: 1.5	<b>Skill Building &amp; Assessment VI</b> Skill Building & Assessment is a series of linked courses (POF-SBA-521-7) designed to provide experiential learning, skill practice, academic guidance and progress evaluation over the duration of the academic program. See detailed description for POF-SBA-521 Skill Building & Assessment I.	POF-SBA-525
<b>POF-OF-646</b> Credits: 1.5	<b>Open Forum II</b> This course involves preparing for, facilitating, and debriefing an open forum. Students will take the lead in planning and executing all aspects of the open forum. Much of class time will be spent focusing on inner work issues related to the forum topic, as well as the student facilitators' fears and challenges stepping into this public role. Team building will also be a central focus of the class. Through the development and implementation of the public forum, students will gain an understanding of how process-oriented group facilitation and conflict work is applied in large diverse groups such as forums, community events, and public gatherings.	POF-OF-645
<b>POF-CS-636</b> Credits: 1.0	<b>Case Studies and Supervision II</b> This course is a continuation of Case Studies and Supervision I (POF-CS-635) and is designed to help students apply their skills in facilitating individuals, couples, families, and groups in a diverse range of contexts. Through case presentation, discussion, and analysis, students will learn how to make presentations, analyze client situations, design and implement interventions, study feedback, and learn to work with both short and long-term patterns in their work with clients, communities, and organizations.	POF-CS-635
<b>POF-FA-697</b> Credits: 5.5	<b>Final Assessment and Review: Debrief and Integration</b> This final quarter course is a time for reviewing, deepening, consolidating and evaluating students' learning in the program. The final assessment is integrated into the course along with supervised work in the group. Six days crystallizing skills and theory, using demonstrations, mini-lectures, supervision, and exercises on the topic areas will be included. There will be time for debrief and integration of the assessment process and the learning that emerges. The course includes a capstone Summative Reflections Paper that summarizes the student's learning over the MAPOF program.	POF-CS-636
<b>POF-SBA-527</b> Credits: 1.5	<b>Skill Building &amp; Assessment VII</b> Skill Building & Assessment is a series of linked courses (POF-SBA-521-7) designed to provide experiential learning, skill practice, academic guidance and progress evaluation over the duration of the academic program. See detailed description for POF-SBA-521 Skill Building & Assessment I.	POF-SBA-526
<b>POF-TB-687</b> Credits: 1.0	<b>Transitions and Building Bridges</b> This course represents the culmination of the student's learning in the program. It focuses on closure of the two years of study, incorporating highlights and major developmental factors, both personal and professional, that students have experienced during the program. The process of transitioning from student to professional status will be explored, as well as the application of new skills and learning to post-graduate careers and life goals.	POF-FA-697

## **Independent Studies and Terminal Projects**

There are two additional courses that may be taken if required. Enrollment in these courses is only by approval from the program dean, and additional tuition fees are due at the standard per credit cost.

Both courses must be designed in collaboration with the dean and are usually assigned one credit, though may be constructed for a maximum of 3 credits. Credits are assigned based on the amount of work necessary for the student to complete the required academic and professional development, as outlined in the learning agreement, and following the PWI definition of a unit of credit.

### **Independent Studies POF-IS-698**

The Independent Studies course is designed to support students who need more work on specific learning areas and who may benefit from additional supervision, personal and professional development or tutorials. In the case of knowledge gaps or unsatisfactory academic progress, the advisor and the student may consider additional academic engagement, and design a learning agreement for enrollment in the Independent Studies course. Enrollment in this course must be approved by the program dean. The course is usually one credit over a quarter, and includes three faculty sessions for advising, supervision, tutorial or evaluative purposes.

Credits: 1.0 – 3.0

### **Terminal Projects POF-TP-699**

The Terminal Projects course is designed for students who have completed all required residency intensives, but have outstanding program requirements for graduation. The course is one credit over a quarter, and may be taken a maximum of three times. To request enrollment in a Terminal Projects course, the student and their advisor must prepare a learning agreement for approval by the program dean. The Terminal Projects course includes three faculty sessions for advising, supervision, tutorial or evaluative purposes.

Credits: 1.0 – 3.0

### **Seminar with Amy and Arny Mindell POF-AASEM**

PWI students are warmly encouraged to attend a Mindell Seminar during their MAPOF program.

***Due to COVID-19 adaptations, this course is not currently offered as part of the MAPOF degree requirements.***

Students are required to attend a workshop offered by Arnold and Amy Mindell and participate together with students from other PWI and international programs. This workshop occurs once per program, either in the first or second year. Attendance is required. The workshop topic is announced about a year in advance and focuses on new developments in conflict work relating to inner and outer experience. Discussions and assignments are led and created by a faculty member in conjunction with the seminar.

Credits: 1.5



# Postgraduate Certificate in Advanced Process-Oriented Facilitation (Advanced Certificate)

## Purpose and Description

The Postgraduate Certificate in Advanced Process-Oriented Facilitation (Advanced Certificate) at the Process Work Institute is offered for graduate students who wish to undertake advanced practical Processwork skill training in a cohort-based learning model.

The Advanced Certificate is a rigorous full-time program of post-Baccalaureate study intended for students who wish to build on foundational Processwork skills gained in the Process Work Institute's MAPOF or MACF programs, or gained internationally at International Association of Process-Oriented Psychology recognized training programs, or other process-oriented facilitation programs, as long as all academic admission requirements are fulfilled.

The program consists of 57.5 quarter credits completed over two years (six academic quarters). The Advanced Certificate prepares students with advanced practical competencies for facilitating the process of individuals, relationships, groups, communities, and organizations. It provides the personal and professional development training required to be effective in using facilitation skills in a variety of vocational applications.

## Advanced Certificate Program Objectives

The Advanced Certificate prepares graduates to be advanced facilitators of individual, relationship and group change, building on a foundation of personal growth and development, and practical facilitation training. Facilitation is a cross-disciplinary set of skills and attitudes that can be applied in conflict resolution, coaching, counseling, and organizational consultancy or leadership. This program ensures that the graduate gains both the specific set of facilitation skills and the personal development necessary to embody these skills. The program competencies are applicable to areas of employment where emotional intelligence and advanced communication and relationship skills are essential, including social services, management, and leadership positions.

The Advanced Certificate prepares students with skills and knowledge from the field of social and community psychology, which are applicable in vocational roles including management, mediation, coaching, leadership, organizational consultancy and adult learning and development.

At the successful completion of the program, graduates will demonstrate:

- Proficient facilitation of individual change processes through working with dreams, body symptoms or disturbing experiences (including familiarity with International Coaching Federation (ICF) competencies)
- Proficient advanced facilitation of relationship processes including process-oriented facilitation of conflict in couples and small groups

- Proficient advanced facilitation of groups (including familiarity with International Association of Facilitators (IAF) competencies) and organizational level change facilitation
- Confident leadership competencies including creative, process-oriented problem solving and mission development
- Advanced diversity awareness and intercultural communication skills

Advanced Certificate graduates will have demonstrated personal and professional mastery in the following Personal and Professional Development (PPD) competency areas:

1. Recognizes, appreciates and explores all aspects of experience – conscious or consensual, unconscious or dreamlike, and subtle or ineffable
2. Uses self-awareness techniques to work with one's own difficult states, moods, biases and emotions and engages meaningfully with areas of difficulty and personal edges
3. Able to relate to peers and other professionals and to see one's self and work in the context of a larger system
4. Views and works with conflict, edges, and challenges as resources for personal growth and change
5. Views and values experiences, people and attitudes which are outside of one's identity as aspects of oneself
6. Able to explore and engage meaningfully with feedback, present and discuss one's own views and appreciate the viewpoints of others
7. Able to cope with areas and issues that have strong emotional and social impact personally, and maintain a sense of leadership
8. Demonstrates an empathic connection with clients, peers and the community

The Advanced Certificate program will enable students to reach the level of facilitation skills and knowledge standards required for recognition by the International Association of Process-Oriented Psychology (IAPOP) as a Processwork diplomate. Students seeking recognition as an IAPOP diplomate will also need to complete a final project in addition to the Advanced Certificate course work. The final project is not included in the Advanced Certificate. See the section, *Final Project – IAPOP Diplomate Recognition* for more information.

## Theoretical Emphasis of the Program

The Advanced Certificate program is based on the fundamental insight that human change processes operate across multiple levels of experience – including psychological, interpersonal and group levels – and that competency with each of these levels supports the most effective facilitation practices. Accordingly, we train facilitators to be able to facilitate the process of change in different contexts, from individual work to relationships and groups. For example, students learn to work with body signals as well as language signals. Students learn to read group behavior as well as individual behavior within that group. Aspects of individual work, like unfolding



the significance of accidents or hopes, dreams, and fears are used in the facilitation of groups and organizations. Facilitators learn how to work with less-known signals like organizational atmosphere and gossip to reveal their impact and meaning for individuals and for the group.

## **Educational Philosophy**

The Advanced Certificate program rests on three foundations of learning developed over 30 years of teaching a process-oriented paradigm. These foundations are central to the learning process and align with contemporary educational best practices.

- **Learning in Community**

Students study in a cohort setting, staying together with the same learning group for two years. A learning community model of education accelerates the learning process through the rich exchange of experience and ideas in relationship and community. The peer network of international learners continues to work together between residencies through online learning, peer groups and teleconferences.

- **Bridging Inner and Outer Worlds**

Process-oriented facilitation is more than a set of skills. It is a lifestyle of learning that connects one's inner experiences to the world around us. The program is designed to enhance students' careers and nurture their personal and professional goals. It encourages the creative application of facilitation skills in diverse spheres of interest.

- **Mentorship**

Personal interaction and the relationship between mentor and student is a cornerstone of the Process Work Institute educational program. Students are guided throughout their studies by a study committee of their choosing. The study committee, composed of two faculty members, provides guidance, support, and feedback throughout the program.

## **Course Structure**

The Advanced Certificate is structured in six academic quarters over two years. Advanced Certificate students are required to complete a minimum of 57.5 quarter credits to graduate. Each quarter builds on the preceding quarter, and each quarter is prerequisite for subsequent quarters. The Advanced Certificate also requires completion of a non-credit bearing requirement of 120 hours of Personal and Professional Development Mentor sessions. The program does not have any other elective requirements. The successful completion of each unit of work for which credit is received is documented by the registrar. These become a permanent transcript of the student's work and accumulated credit.

The majority of courses are delivered through residential classes in Oregon, complemented by distance learning classes to maintain continuity of learning and instruction over the quarter. Please see the list of courses required to graduate and detailed course descriptions for complete details. Students study in a cohort setting, staying

together with the same learning group for two years. A learning community model of education accelerates the learning process through the rich exchange of experience and ideas in relationship and community.

Each quarter includes an intensive 14 day residential class period, complemented by follow up distance learning classes to provide continuity throughout the 10 week academic quarter. The detailed academic calendar and typical course schedule for the residential classes is provided on the PWI website.

### **Study Committee**

The student engages with a two-member faculty Study Committee in the Developmental Assessment and Progress Review series of courses that run the length of the program. The study committee meets every quarter to support the student's learning process. Further details can be found under the course description (AC-DAPR-991/992/993/994/995/996).

### **Peer Learning**

Students are assigned to small peer groups (3-4 students) during the first residency and stay together throughout the entire program. Peer groups meet twice each month (via skype, teleconference, or online contact according to preference). These meetings provide students with a context in which to study, apply their learning, and practice the skills introduced in the program courses.

Regular peer group meetings are a requirement and students provide a report every quarter to their Study Committee on peer learning and challenges, along with a log of meeting dates.

### **Personal and Professional Development (PPD) Mentorship Sessions**

The Advanced Certificate includes a non-credit bearing requirement of 120 hours of Personal and Professional Development Mentor sessions completed with an IAPOP recognized Processwork Diplomat. Up to 60 hours of these PPD sessions may have been completed in the previous three years prior to commencing the Advanced Certificate. Documentation for any request for PPD prior completion credit must be submitted during the application process and approved by the program dean.

### **Practical Internship**

During the middle of the program, commencing quarter 3, students participate in an internship in order to further their facilitation skills within a professional context. The internship includes a minimum of 60 hours direct client contact; group supervision on a weekly basis provided by PWI; and 75 hours indirect hours of support activities: e.g. staff meetings, training, documentation, video review, research, and professional development. The internship is supervised by the River's Way Community Clinic director and assistant faculty. It is the student's responsibility to research, apply and make arrangements for the internship field experience, in consultation with their study committee. Further details can be found under the course description for AC-I-955/956.

## Courses Required to Graduate - Advanced Certificate

Course Code	Course Name	Credits
	Quarter One	9.5
AC-FD-901	Facilitator Development I	2.0
AC-IF-911	Individual Facilitation Masterclass I	2.5
AC-RF-921	Relationships Masterclass I	2.0
AC-FSR-951	Facilitation Skills I (live supervision)	2.0
AC-DAPR-991	Developmental Assessment & Progress Review I	1.0
	Quarter Two	9.5
AC-FD-902	Facilitator Development II	2.0
AC-GF-931	Group Facilitation Masterclass I	2.5
AC-IF-912	Individual Facilitation Masterclass II	2.0
AC-FSR-952	Facilitation Skills II (live supervision)	2.0
AC-DAPR-992	Developmental Assessment & Progress Review II	1.0
	Quarter Three	11.0
AC-FD-903	Facilitator Development III	2.0
AC-RF-922	Relationships Masterclass II	2.0
AC-GF-932	Group Facilitation Masterclass II	2.0
AC-FSR-953	Facilitation Skills III (live supervision)	2.0
AC-DAPR-993	Developmental Assessment & Progress Review III	1.0
AC-I-955	Internship I	2.0
	Quarter Four	11.5
AC-FD-904	Facilitator Development IV	2.0
AC-RF-923	Relationships Masterclass III	2.5
AC-IF-913	Individual Facilitation Masterclass III	2.0
AC-FSR-954	Facilitation Skills IV (live supervision)	2.0
AC-DAPR-994	Developmental Assessment & Progress Review IV	1.0
AC-I-956	Internship II	2.0
	Quarter Five	8.5
AC-FD-905	Facilitator Development V	2.0
AC-GF-933	Group Facilitation Masterclass III	2.5
AC-DAPR-995	Developmental Assessment & Progress Review V	2.0
AC-FSR-955	Facilitation Skills V (live supervision)	2.0
	Quarter Six	7.5
AC-FD-906	Facilitator Development VI	2.5
AC-IPD-980	Integration and Professional Practice Development	4.0
AC-DAPR-996	Developmental Assessment & Progress Review VI	1.0
	<b>Credits Required to Graduate</b>	<b>57.5</b>

## Curriculum in Detail

### Course Numbering System

Courses numbered 900-999 are Postgraduate Advanced Process-Oriented Facilitation courses. Course codes are further specified for each cohort by adding a number to designate that cohort e.g. cohort courses begin with AC1.

### Core Curriculum Course Descriptions

The following table describes all the Advanced Certificate courses, along with course codes, credits and any prerequisites or co-requisites.

Detailed syllabi are made available to enrolled students through PWI's online learning management system. Each syllabus contains the course descriptions, resources and readings, requirements and assessment criteria for each class. Technical requirements and support for the distance component of courses can be found in the course syllabus as well as course handouts.

### Advanced Certificate Course Descriptions

Course code & credits	Course title and description
AC-IF-911 Credits: 2.5 Prerequisite None	AC-IF-911/912/913 Individual Facilitation Masterclass I, II and III This series provides advanced training in the facilitation of the process of an individual in a variety of professional contexts. It develops advanced skills both for use in individual work contexts, and as they may come up in relationship and group work contexts. The Masterclass focuses on advanced practice and applications, and includes faculty demonstration and modeling of advanced skills, in-depth theory presentations, close study of professional applications, and video study and case-control.
AC-IF-912 Credits: 2.0 Prerequisite AC-IF-911	The course develops competencies that are applicable in coaching and counseling roles, as well as supervisory or management roles. Students are expected to bring their case questions and learning challenges in order to tailor the training to their particular areas of application. The series prepares students for the competency exams in facilitating an individual's Dream and Body Symptom experiences. It also prepares students with the competencies required for the Altered States/Addiction and Long Term Case exam.
AC-IF-913 Credits: 2.0 Prerequisite AC-IF-912	The course also provides advanced training in facilitating the individual in Group Process. At certain critical moments in a group process, an individual can become the leverage point for a group's transformation. Being able to facilitate the individual's experiences is a key for helping the group get to the next level in its development. The series builds on foundational process-oriented facilitation skills and knowledge to develop advanced skills and metaskills for working with the dreambody experience including more extreme states that may receive psychiatric diagnosis, and working with minimal consciousness in coma and palliative care contexts. It will address the facilitation of spirituality and life purpose issues, sexuality and social marginalization, working with long term and chronic processes, and working with dreaming up (transference and countertransference) to develop advanced skills in the use of the self as a source of information and facilitation interventions. The course series includes in-person training over three residencies, and follow up distance learning sessions.
AC-IF-911 Credits: 2.5	AC-IF-911 Individual Facilitation Masterclass I

Prerequisite None	This course is the first of 3 linked courses on advanced facilitation and coaching techniques for individuals. After reviewing the foundational concepts of process-oriented facilitation and ethical practice in facilitation and coaching with individuals, the masterclass focuses on developing advanced channel specific facilitation interventions, with a focus on movement competencies and process phases. The course presents the core coaching competencies and defines the difference between coaching and other individual facilitation applications. The class includes time for advanced supervision, honing and deepening basic skills, and will cover the facilitator's own process when stuck, and the relationship between the facilitator and the client's edges. The course involves faculty demonstration and modeling of advanced skills, in-depth theory presentations, close study of professional applications, video study and case-control.
AC-IF-912 Credits: 2.0 Prerequisite AC-IF-911	AC-IF-912 Individual Facilitation Masterclass II The second course in the Individual Facilitation series teaches advanced practice for transformative change and goal achievement using the life myth concept, a unique pattern that reflects an individual's self-development over time, identifiable in childhood dream and chronic symptoms, major life events, and recurring challenges. The life myth supports effective facilitation, particularly when an individual is facing chronic or intractable challenges. The class provides opportunities for advanced supervision, honing and deepening basic skills, while also focusing on facilitator's own process and the relationship between the facilitator's and the client's edges. The course includes faculty demonstration and modeling of advanced skills, in-depth theory presentations, close study of professional applications, video study and case-control.
AC-IF-913 Credits: 2.0 Prerequisite AC-IF-912	AC-IF-913 Individual Facilitation Masterclass III The third course in the Individual Facilitation series focuses on advanced issues that may arise in individual coaching and facilitation practice, such as the altered states of consciousness and disruptive experiences associated with conditions that may also require mental health treatment; for example, difficult moods, addictive behaviors, depression, suicidality etc. It covers the limits of competence and when to refer, and presents advanced facilitation techniques for working with altered states when safe and appropriate. The course addresses the connection between disruptive states of consciousness and histories of abuse, trauma, addictions and social marginalization. The course introduces facilitation techniques for use with minimal consciousness in coma states or end of life contexts.
AC-RF-921 Credits: 2.0 Prerequisite None  AC-RF-922 Credits: 2.0 Prerequisite AC-RF-921  AC-RF-923 Credits: 2.5 Prerequisite AC-RF-922	AC-RF-921/922/923 Relationships Masterclass I, II and III This course provides advanced training in the facilitation of the relationship processes in a variety of professional contexts. It develops advanced skills for use in working directly with couples, and as relationship processes may come up in individual and group work contexts. The Masterclass focuses on advanced practice and applications, and includes faculty demonstration and modeling of advanced skills, in-depth theory presentations, close study of professional applications, and video study and case-control. The course develops competencies that are applicable in coaching and counseling roles, as well as supervisory or management roles. Students are expected to bring their case questions and learning challenges in order to tailor the training to their particular areas of application. The series prepares students for the Competency exams in facilitating Relationship (couple) and Own Relationship (participant facilitator). It also prepares students with competencies required for the Altered States/Addiction and Long Term Case exam. The series builds on foundational process-oriented facilitation knowledge to develop skills and metaskills for working with complex relationship situations including family work, long term relationships, crisis and change in relationships, sexuality, addictions, complex family dynamics that include other social care or legal system agencies, custody issues, violence or substance use. It includes advanced techniques for the use of the self as a source of information and facilitation interventions. The course series includes in-person training over three residencies, and follow up distance learning sessions.

AC-RF-921 Credits: 2.0 Prerequisite None	AC-RF-921 Relationships Masterclass I The first relationship masterclass reviews the foundational concepts and practices for process-oriented facilitation of relationship processes, and then focuses on advanced skill development for working with two party relationship issues, including conflicts, over time. It includes the theory and practice of working with the couple's goals, rank and power disparities, revenge, grief, personal history, moods, and role constraints. It will introduce the role of relationship and communication education within the facilitation process. Students will develop proficiency in implementing interventions across the three levels of relationship interaction: intrapersonal, interpersonal or transpersonal, and through appropriate use of channel and phase based interventions. The course will cover the use of the relationship myth concept to guide productive resolutions and increase sustainability in long-term relationships. Students are expected to bring their case questions and learning challenges in order to tailor the training to their particular areas of application.
AC-RF-922 Credits: 2.0 Prerequisite AC-RF-921	AC-RF-922 Relationships Masterclass II The second course in this series focuses on the skills and metaskills for facilitating your own relationship and addresses complicating issues including rank, roles and personal history. The course will develop the student's skills and provide the experiential basis for coaching and educating others on relationship self-facilitation skills. It will focus on advanced techniques for facilitating relationships with specified role context and structural rank differences; for example, employer-employee relationships, supervisory and performance management, parent-child, customer-service provider.
AC-RF-923 Credits: 2.5 Prerequisite AC-RF-922	AC-RF-923 Relationships Masterclass III The final relationships masterclass gives students a chance to continue to develop and deepen the skills and metaskills of relationship work and extends them to working with complex relationship situations, including teams and families, and over time. The course focuses on skills and metaskills for facilitating relationship issues arising within larger relationship systems such as families, teams, businesses, organizations and community groups. It covers the practice of 721 Feedback and introduces techniques to facilitate relationship related altered state processes, including addictive tendencies and mental health issues, long term relationships, crisis and change in relationship, and chronic and intractable family issues, including those involving children, money, separation, violence, addictions, and social systems.
AC-GF-931 Credits: 2.5 Prerequisite None AC-GF-932 2.0 credits Prerequisite AC-GF-931 AC-GF-933 2.5 credits Prerequisite AC-GF-932	AC-GF-931/932/933 Group Facilitation Masterclass I, II and III This course provides advanced training in the facilitation of group processes in a variety of professional and community contexts. It develops advanced skills for use in working directly with small and large groups, and for addressing the way that group processes may impact or contextualize individual and relationship processes. The masterclass focuses on advanced practice and applications, and includes faculty demonstration and modeling of advanced skills, in-depth theory presentations, close study of professional applications, and video study and case-control. The course develops competencies that are applicable in organizational facilitation and consulting, adult learning and development, individual coaching and counseling roles, as well as supervisory, management and leadership roles. Students are expected to bring their case questions and learning challenges in order to tailor the training to their particular areas of application. The series prepares students for the Competency exams in facilitating Groups, Long Term Case, Relationship (couple) and Own Relationship (participant facilitator). The course builds on foundational process-oriented facilitation knowledge to develop skills for working with complex group situations including: organizational change, organizational and team conflict; bullying, teamwork and leadership challenges; vision and mission development and transformation; working with and staying detached and useful during extreme or intractable types of conflict, such as personal attack, challenges to leadership, chaotic processes, and potential

	<p>violence in facilitating intergroup or intercultural conflict in communities, organizations, and in the public space; understanding how trauma and extreme states of consciousness intersect with group difficulties; working with the aftermath of extreme and prolonged conflict, and with the complications of revenge following trauma and abuse.</p> <p>The course series includes in-person training over three residencies, and follow up distance learning sessions.</p>
AC-GF-931 Credits: 2.5 Prerequisite None	AC-GF-931 Group Facilitation Masterclass I The first in the series of three Group Facilitation courses reviews the foundations of process-oriented facilitation for group applications including deep democracy, eldership, self-organizing group process (steps, skills and metaskills) and community open forum. It introduces the International Association of Facilitators' Core Facilitator Competencies and then covers advanced practice techniques including use of different levels of group interaction (large group, sub-group, interpersonal, individual) and levels of experience (consensus reality, dreamland and essence). It covers techniques for vision and mission development including facilitating phase appropriate processes to assist a group in defining and connecting with its identity and purpose through working on the origin myth, disturbers, and integrating primary and secondary aspects of the group's process.
AC-GF-932 2.0 credits Prerequisite AC-GF-931	AC-GF-932 Group Facilitation Masterclass II The second in the series of three Group Facilitation courses focuses on advanced facilitation techniques for situations with elevated stakes or potential for escalation, for example in organizations undergoing stress, community open forums, post-conflict communities. It covers advanced skills and metaskills for facilitating extreme hotspots including working with and staying detached and useful during extreme or intractable types of conflict, such as personal attack, challenges to leadership, chaotic processes, and potential violence in facilitating intergroup or intercultural conflict in communities, organizations, and in the public space; understanding how trauma and extreme states of consciousness intersect with group difficulties; working with the aftermath of extreme and prolonged conflict, and with the complications of revenge following social oppression, trauma and abuse.
AC-GF-933 2.5 credits Prerequisite AC-GF-932	AC-GF-933 Group Facilitation Masterclass III The final in the series of three Group Facilitation courses reviews and consolidates learning from Group Facilitation I & II, and then focuses on skillful selection and application of facilitation techniques and principles for different settings. It covers particular issues arising in organizational settings requiring advanced techniques including significant organizational change, financial stress, social issues, organizational and team conflict, bullying, teamwork and leadership challenges.
AC-IPD-980 Credits: 4.0 Prerequisite None	AC-IPD-980 Integration and Professional Practice Development This course provides the culmination of the Advanced Certificate training by focusing on the integration of skills and metaskills that students have developed at each of the individual, relationship and group levels, with a focus on professional and vocational applications, and the application of learning to personal and professional life goals. The course will address the practical, dreamland and essence levels of the process of establishing different kinds of professional facilitation practice, as well as addressing existing or future challenges or blocks to successful professional practice. The course includes in-person lectures and distance learning sessions.
AC-FSR-951 Credits: 2.0 Prerequisite None AC-FSR-952	AC-FSR-951/952/953/954/955 Facilitation Skills I, II, III, IV, and V (live supervision) This series of courses focuses on advanced skill development using live supervision and feedback in small groups and large group facilitation practice. The series is taught over five quarters for a total of 100 hours of live supervision and feedback over the Advanced Certificate.

Credits: 2.0 Prerequisite AC-FSR-951 AC-FSR-953 Credits: 2.0 Prerequisite AC-FSR-952 AC-FSR-954 Credits: 2.0 Prerequisite AC-FSR-953 AC-FSR-955 Credits: 2.0 Prerequisite AC-FSR-954	<p>Each course focuses on advanced skill development using live supervision and feedback in small groups, and large group facilitation practice. Each course has two components:</p> <p>Live Supervision and Feedback Class: Twelve hours of live supervision per quarter is delivered in small groups, with one faculty supervisor working directly with each group of 3 students. Students use the time with the supervisor to work with each other, have skills or metaskills demonstrated, practice their skills, receive and give feedback, explore edges and personal development. Typically this class will be done in groups of 3, in three hour class sessions, so that each student has the opportunity to practice as a facilitator, and to learn through observation as a client, and as observer. The focus will be on the live practice of individual and relationship facilitation skills, however students may also present facilitation cases for input.</p> <p>Large Group Process Supervision Class: Eight hours of group process supervision per quarter. Faculty supervise students as they practice and study the facilitation of group processes with community members, invited groups, or the cohort only. Faculty and students may work toward facilitation for certain types of groups and invite those groups to participate, for example in an open forum.</p> <p>This course prepares students for the competency exams by providing directly supervised practice time with the flexibility to address specific learning needs as they progress toward mastery of the competencies.</p>
AC-FD-901 Credits: 2.0 Prerequisite none AC-FD-902 Credits: 2.0 Prerequisite none AC-FD-903 Credits: 2.0 Prerequisite none AC-FD-904 Credits: 2.0 Prerequisite none AC-FD-905 Credits: 2.0 Prerequisite none AC-FD-906 Credits: 2.5 Prerequisite none	<p>AC-FD-901/902/903/904/905/906 Facilitator Development I, II, III, IV, V, and VI</p> <p>The Facilitator Development series of courses focuses on the personal development of the facilitator to ensure proficiency in the use of advanced facilitation skills across individual, relationship, and group contexts. It addresses the student's ability to demonstrate the Personal and Professional Development (PPD) competencies in challenging situations. The course involves intensive seminar instruction and personal development activities on different topical themes each quarter, taught in a field site shared living seminar context, plus a summary session at conclusion of each quarter's residency classes to support reflective learning, continuity, and facilitation of the cohort's own group process. The course activates and supports the learning community model of education that accelerates the learning process through the rich exchange of experience and ideas in relationship and community. It is expected that students will address and deepen material covered in the Facilitator Development courses through their Personal and Professional Development Mentor sessions (non-credit bearing requirement).</p> <p>The course explores different aspects of the facilitator's personal development including facilitator style and anti-style, life myth and childhood dream, altered states and addictive tendencies, and work with significant, chronic edges to improve the facilitator's ability to work with their own difficult moods and unwanted behaviors. It provides experiential training and practice in process-oriented self-management and leadership development techniques (innerwork) and techniques for making use of the facilitator's subjective experiences as a part of the client's transformational process.</p> <p>This course includes a Worldwork assignment which is completed out of class time during the summer quarter. This assignment provides an opportunity for the student to increase awareness of their own privileges and marginalization in sociocultural contexts, including how these factors influence their communication style and social interactions.</p> <p>The second year of the series explores different aspects of the facilitator's personal development focusing particularly on facilitating and processing difficult experiences in the facilitator's personal history including trauma, addiction, social marginalization, and family patterns. The purpose is to enable students to address areas where they face their most difficult facilitation challenges by 'burning their wood' in a systematic and supported learning context. Facilitator Development VI in the sixth residency includes the Innerwork competency exam.</p>



AC-FD-901/902/903/904/905 Credits: 2.0 per quarter Prerequisites: none	AC-FD-901/902/903/904/905 Facilitator Development I, II, III, IV, and V The Facilitator Development series of courses focuses on the personal development of the facilitator to ensure proficiency in the use of advanced facilitation skills across individual, relationship, and group contexts. It addresses the student's ability to demonstrate the Personal and Professional Development (PPD) competencies in challenging situations. The course involves intensive seminar instruction and personal development activities on different topical themes each quarter, taught in a field site shared living seminar context, plus a summary session at conclusion of each quarter's residency classes to support reflective learning, continuity, and facilitation of the cohort's own group process. The course activates and supports the learning community model of education that accelerates the learning process through the rich exchange of experience and ideas in relationship and community. It is expected that students will address and deepen material covered in the Facilitator Development courses through their Personal and Professional Development Mentor sessions (non-credit bearing requirement).
AC-FD-906 Credits: 2.5 Prerequisites: none	AC-FD-906 Facilitator Development VI The Facilitator Development series of courses focuses on the personal development of the facilitator to ensure proficiency in the use of advanced facilitation skills across individual, relationship, and group contexts. It addresses the student's ability to demonstrate the Personal and Professional Development (PPD) competencies in challenging situations. The course involves intensive seminar instruction and personal development activities on different topical themes each quarter, taught in a field site shared living seminar context, plus a summary session at conclusion of each quarter's residency classes to support reflective learning, continuity, and facilitation of the cohort's own group process. The course activates and supports the learning community model of education that accelerates the learning process through the rich exchange of experience and ideas in relationship and community. It is expected that students will address and deepen material covered in the Facilitator Development courses through their Personal and Professional Development Mentor sessions (non-credit bearing requirement). This final course in the series includes the Innerwork final competency exam.
AC-DAPR-991 Credit 1.0 per quarter Prerequisites None AC-DAPR-992 Credits: 1.0 Prerequisite None AC-DAPR-993 Credits: 1.0 Prerequisite none AC-DAPR-994 Credits: 1.0 Prerequisite none AC-DAPR-995 Credits: 2.0 Prerequisite none AC-DAPR-996 Credits: 1.0 Prerequisite none	AC-DAPR-991/992/993/994/995/996 Developmental Assessment & Progress Review I, II, III, IV, V, and VI This series runs the length of the Advanced Certificate program and engages the student with two faculty members who form the student's Study Committee over the entire program and provide individual support and ongoing review, feedback, and assessment for the student's progress in the program. The student meets with their Study Committee each quarter to track and review their learning progress in relation to the final exam criteria, the program's Personal and Professional Development competencies, and the program wide learning objectives. The course includes 7 individual faculty sessions per quarter – which can be used for supervision, tutorials, or advising sessions, as required to best support the student's learning. Each course also includes an end of quarter learning reflections tutorial with the entire cohort, in which the cohort members share their learning achievements and challenges, and receive faculty and peer input. In addition to regular contact with the Study Committee faculty members throughout the quarter, a formal Committee meeting occurs every quarter, at which time the student and committee review, evaluate and discuss the student's overall progress in light of course learning outcomes and program competencies. The student prepares for and facilitates six Study Committee meetings over the program. Prior to each Study Committee Meeting, the student submits a brief self-assessment essay reviewing his or her progress to date, as well as reporting examples of leadership, personal authority and contributions to their cohort learning community. At the Study Committee Meeting the

	<p>committee and student together review the student's course grades and qualitative feedback and any other relevant evidence of student learning. The student and Committee together agree on a learning plan for the subsequent quarter. The fifth quarter course (AC-DAPR-995) includes competency exams.</p>
<p>AC-DAPR-995 Credits: 2.0 Prerequisite None</p>	<p>AC-DAPR-995 Developmental Assessment &amp; Progress Review V</p> <p>The fifth course in the Developmental Assessment and Review series continues engagement with the student's Study Committee and includes seven final competency exams. In addition to regular contact with the Study Committee faculty members throughout the quarter to ensure good preparation for the exams, the Study Committee meets after the final competency exams to review the student's achievements and address any outstanding skill or knowledge gaps, if required.</p> <p>The final competency exams provide the opportunity for students to demonstrate their competency in the knowledge and skills of the program, and to receive detailed individual feedback and support to master any skills or knowledge that require improvement. The exams test the student's competencies in the following areas:</p> <ul style="list-style-type: none"> <li>● Working with an individual's dream</li> <li>● Working with a somatic experience</li> <li>● Working with one's own relationship conflict</li> <li>● Working with a couple or family</li> <li>● Facilitating a group</li> <li>● In-depth Case (Individual, Relationship or Group)</li> <li>● Altered States</li> </ul> <p>The Exam Guidelines document, supplied separately, provides detailed procedures and criteria for each specific exam topic.</p>
<p>AC-I-955 Credits 2.0 Prerequisites None</p>	<p>AC-I-955 Internship I</p> <p>This course, along with AC-I-956 fulfills the student's internship requirement. The course provides students with essential experiential learning by applying process-oriented facilitation skills within a unique context. The internship includes a practical training experience and a weekly supervision class. Students participate in a supervision group together each week for the duration of the internship. The internship experience and class are supervised by the River's Way Community Clinic director and assistant faculty. All RWCC faculty supervisors are experienced in various types of applications of process-oriented facilitation and students learn together by observing and participating in supervision for different types of internship placements. Some students will choose a field placement site and have an offsite supervisor as well as participate in the RWCC internship supervision. Some students will choose RWCC as their primary internship site, and therefore will have no offsite supervisor. It is the student's responsibility to research, apply and make arrangements for the internship field experience, in consultation with their study committee. The internship focuses on developing facilitation skills, examining ethical and legal issues that arise in clinical, organizational and community settings, translating skills and methods into practice, collaborating with professionals across disciplines, and on other issues related to the student's professional development. Internship activities commence in the Spring Quarter, may continue over the Summer, and are completed by the end of the Fall Quarter of the 2nd year. Weekly internship supervision is available through the summer break for students continuing their internships to ensure continuity.</p>
<p>AC-I-956 Credits 2.0 Prerequisites AC-I-955</p>	<p>AC-I-956 Internship II</p> <p>This course, along with AC-I-955 fulfills the student's internship requirement. The course provides students with essential experiential learning by applying process-oriented facilitation skills within a unique context. The internship includes a practical training experience and a weekly supervision class. Students participate in a supervision group together each week for the duration of the internship. The internship experience and class are supervised by the River's Way Community</p>

	<p>Clinic director and assistant faculty. All RWCC faculty supervisors are experienced in various types of applications of process-oriented facilitation and students learn together by observing and participating in supervision for different types of internship placements. Some students will choose a field placement site and have an offsite supervisor as well as participate in the RWCC internship supervision. Some students will choose RWCC as their primary internship site, and therefore will have no offsite supervisor. It is the student's responsibility to research, apply and make arrangements for the internship field experience, in consultation with their advisor and supervisor. The internship focuses on developing facilitation skills, examining ethical and legal issues that arise in clinical, organizational and community settings, translating skills and methods into practice, collaborating with professionals across disciplines, and on other issues related to the student's professional development. Internship activities commence in the Spring Quarter, may continue over the Summer, and are completed by the end of the Fall Quarter of the 2nd year. Weekly internship supervision is available through the summer break for students continuing their internships to ensure continuity.</p>
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### **Independent Studies and Terminal Projects**

There are two additional courses that may be taken if required by special approval. Enrollment in these courses is only by approval from the program dean, and additional tuition fees are due at the standard per credit cost.

These courses must be approved by the dean. Credits are assigned based on the amount of work necessary for the student to complete the required academic and professional development, as outlined in the learning agreement, and following the PWI definition of a unit of credit.

#### **Independent Studies AC-IS-998**

The Independent Studies course is designed to support students who need more work on specific learning areas and who may benefit from additional supervision, personal and professional development or tutorials. In the case of knowledge gaps or unsatisfactory academic progress, the Study Committee and the student may consider additional academic engagement, and design a learning agreement for enrollment in the Independent Studies course. Enrollment in this course must be approved by the program dean. The course is usually one credit over a quarter, and includes three faculty sessions for advising, supervision, tutorial or evaluative purposes.

Credits: As specified and approved.

#### **Terminal Projects AC-TP-999**

The Terminal Projects course is designed for students who have completed all required residency intensives, but have outstanding program requirements for graduation. The course is one credit over a quarter. To request enrollment in a Terminal Projects course, the student and their advisor must prepare a learning agreement for approval by the program dean. The Terminal Projects course includes three faculty sessions for advising, supervision, tutorial or evaluative purposes.

Credits: As specified and approved.



## Final Project Elective Courses

PWI offers Final Project Elective Courses which give students the opportunity to deepen their training through independent research and project design. The Process Work Institute Final Project challenges students as individual learners and provides a format for them to express their interests and creativity.

Current enrolled students, or graduates, of PWI's academic programs (MAPOF or Advanced Certificate) are eligible to enroll in final project elective courses for masters level credit. There is no degree or certificate associated with the final project elective courses. Community students may enroll to audit these courses as part of their informal training. The courses are offered based on sufficient minimum enrolment.

The final project may take the form of an academic thesis, an article suitable for publication, a presentation, or a performance. The project must reflect original thought and make a unique contribution to the application of Processwork and/or Worldwork to one of its related fields, be it professional, academic, or artistic. Potential projects include videotapes for training purposes, a collection of papers on a related topic, a curriculum proposal, a performance, street theater production, or a political event.

### Final Project Course

The Process Work Institute offers a series of courses to support students in developing a successful Final Project. The first year is a linked series of three Final Project Research Methods courses which must be taken consecutively. The first year focuses on understanding the possibilities and requirements of a final project, identifying a suitable topic and method, completing the literature review and final project proposal, choosing a faculty advisor, and working with the student's own personal vision and challenges. The second year is focused on independent study supported by a faculty advisor to complete the project, and includes the evaluation of the project and a community presentation evening. Each course is 1 credit per quarter.

### *Final Project Evaluation Criteria*

Students completing the Final Project as masters level academic credit are evaluated with the grading criteria for the graduate programs, described in this catalog. All projects must conform to one overarching quality criterion: the project must contribute new learning to its field of inquiry, notably Processwork and related fields. "New learning" is learning which results from approaching something in depth from the student's unique perspective. It may include exploring and extending theory and/or practice, demonstrating or illustrating applications, concepts and techniques, and relating these to other bodies of knowledge or areas of practice. "The field" refers to the conceptual, practical or other context in which the project is carried out. If the student chooses a non-written project, it must be accompanied by a contextual essay. Written work must conform to a publication style appropriate to the project (usually APA, Chicago or MLA), and should be edited for grammar and style. Upon successful completion, archival versions must be submitted to the PWI library in both hard copy and electronic format as a resource for future students.

### *Final Project Elective Courses Tuition*

Each quarter of the final project course is one quarter credit and entails 10 hours of instruction over the quarter, plus 20 hours of out-of-class homework. The tuition, effective June 2017 and subject to change, is \$526 per quarter or \$3,156 for the two year series of courses. Students may take additional Final Project Thesis credits if approved.

POF-FPRM-601/602/603 3.0 credits total (1.0 credit per quarter)	Final Project Research Methods I, II, III: Making your Original Contribution This series of 3 linked online courses focuses on understanding the possibilities and requirements of a final project, identifying a suitable topic and method, completing the literature review and final project proposal, choosing a faculty advisor, and working with the student's own personal vision and challenges. Students will be expected to attend online webinars, participate in experiential and group learning, complete homework assignments and present their work to the class for instructor and peer feedback.
POF-FP-698 Pre-requisite: POF-FPRM-601/602/603 1.0 credit per quarter (minimum of 2 credits)	Final Project Thesis Final Project Thesis (POF-FP-698) and Final Project Completion (POF-FP-699) together form the second year of the Final Projects Series, over three academic quarters. This second year of the Final Projects Series involves engaging a faculty member as Final Project Advisor and maintaining contact over the quarter while conducting independent Final Project Work. The Final Project Advisor supports and guides the student's independent study activities (including project planning and implementation, reading, research, interviews, writing, innerwork, or other activities as appropriate for the final project type). It concludes with the timely preparation and submission of a final project thesis or contextual essay for evaluation by the student's Study Committee.  Advisor contact method and frequency can be negotiated but must involve the equivalent of 3 hours face-to-face consultation over the quarter, and the submission of one piece of in progress written work for advisor feedback (2,000 words). Students will also have the quarterly opportunities to present their work-in-progress for peer and faculty feedback. Final Project Thesis course must be taken for at least 2 consecutive quarters. Further enrollment can occur to extend the independent study time with study committee approval and special permission from the Dean. The Final Project Advisor approves the student for enrollment in Final Project Completion (POF-FP-699) which includes a public presentation of the project and evaluation by the Study Committee.
POF-FP- 699 Pre-requisite: POF-FP-698 1.0 credit	Final Project Completion (Enrollment must be recommended by the Final Project Advisor) Final Project Completion (POF-FP-699) is taken after a prerequisite minimum of 2 quarters of Final Project Thesis (POF-FP-698). The Completion course concludes the independent study phase and includes a public presentation of the student's work and the evaluation of the final project by the study committee. It involves the equivalent of three hours contact time with the Final Project Advisor to support and guide the student's independent study activities (including project planning and implementation, reading, research, interviews, writing, innerwork, or other activities as appropriate for the final project type). It concludes with the timely preparation and submission of a final project thesis or contextual essay for evaluation by the student's Study Committee.

# Student Services

The following section will acquaint you with the student services offered by PWI. We encourage you to approach the administrative office team if there is a service you need which is not being provided.

## New Student Information

On acceptance into the program, students are sent information to acquaint them with program and curriculum details, including dates and format of the residencies. At the beginning of the first quarter of the program, students are given an orientation to the facilities at the Process Work Institute. This orientation includes an introduction to the faculty, curriculum, library and resources, technology, program procedures, opportunities to meet with the wider Process Work learning community, a guide to the local area which includes housing and restaurants, information on emergency and fire exits, and location of first aid kits and fire extinguishers.

## Student Identification and Privacy Policy

The Process Work Institute values and respects individual rights to privacy and complies with all relevant legislation. We honor the Family Educational Rights and Privacy Act (FERPA) which governs the care of student educational records, and ensures the student's right to access their own records (see further information in the section: Academic and Administrative Policies and Procedures/Transcripts and Records). We collect, use and securely store information only for the purpose of providing our educational programs.

Students are required to provide personal information and contact details to be used by PWI staff and faculty for communication relevant to the academic program. We never release personal contact information to unrelated third parties for the purpose of solicitation or marketing.

To protect student privacy, and ensure a confidential learning environment, enrolled students are issued with a Process Work Institute email address and G Suite (Google Drive) account for school activities. This G Suite account provides a unique online identification login and password that is required to access the confidential online learning management system. The learning management system (see below) provides a secure environment for instructors to provide course information including assignments, communications, and grading to students while ensuring student privacy.

PWI uses the student's PWI email to send official communications to students. Students are required to monitor and respond to these emails in a timely fashion to ensure they are aware of academic requirements and to gain access to resources and opportunities in the school community. The PWI email address is available to other members of the Process Work Institute through the school email directory.

Student registration and identification occurs during the admissions process and is completed when students arrive for their first in person residency. A copy of government issued identification is taken for the student record, and students are provided with a photo identity card. The student's online identification and password are sent to the registrant's personal email prior to commencement of their program. At their first in person residency and orientation, students confirm their receipt of login information. Throughout the program,

students attend in-person residencies; and exams are proctored in-person by faculty. Written assignments are submitted via the learning management system.

## **Distance Learning Resources**

### *Learning Management System*

PWI uses Google for Education as our core Learning Management System (LMS). It offers an asynchronous web-based technology that provides students with 24/7 access to course and program information.

*After enrollment and prior to the quarter commencing, each student is provided with a unique online identification and password that is required to access the LMS. These credentials are used to verify student identity as well as ensure student privacy during the program.*

All relevant program information at one glance, including syllabi, manuals, guidelines, calendars, reading materials, schedules, policies, and procedures are stored on the LMS where they are accessible online 24/7 to registered students who have been provided secure access.

The LMS enhances collaborative teaching and learning by integrating multiple functions into the learning environment, including calendars, chat rooms, wikis, announcements, blogs, drop-boxes, discussion forums, tests, quizzes, polls, email archives, profile pages for social networking, as well as access to syllabi, grades, assignments, and evaluations.

Each student is provided a Process Work Institute email and online storage account powered by Google for Education G Suite. Along with access to email, students have access to a range of Google powered cloud apps such as online file storage, collaborative document creation, and calendar.

### *Video conferencing*

Process Work Institute uses online video conferencing software to enable students and faculty to meet outside of the in-person residencies in a dynamic video conferencing learning setting with tools such as chat, notes, document share, screen share, and whiteboards. Students are provided with orientation information and ongoing support to make use of these online tools.

## **Distance Study Technology Requirements**

Please note the minimum system requirements below to ensure that you will be successful in using Process Work Institute's online learning management system. Much of the course work involves communication and collaboration at a distance; access to a reliable broadband internet connection is required (e.g. DSL, cable, etc.). Students must have access to a computer (i.e. Desktop or Laptop) that is compatible with Adobe Flash to access online media and conferencing tools used during the degree program. Most tablets and other mobile devices, such as iPad, iPhone, and Android devices are not compatible with Adobe Flash and do not meet program requirements. Microsoft Windows and Apple Mac operating systems are supported. Linux systems are not guaranteed to be compatible with all resources.

Windows



- 1.4GHz Intel® Pentium® 4 or faster processor (or equivalent) for Microsoft® Windows 7 or Newer
- RAM (Memory): 2 Gb minimum, 4 Gb recommended
- Software:
  - Microsoft Office 2007 or newer
  - Microsoft Internet Explorer 8 or later, Mozilla Firefox, OR Google Chrome
  - Adobe Reader

#### Apple/Mac OS

- Operating System: Mac OS X 10.8, 10.9, 10.10
- 1.83GHz Intel Core™ Duo or faster processor
- RAM (Memory): 2 Gb minimum
- Software:
  - Microsoft Office for Macintosh 2008 or newer
  - Mozilla Firefox, Apple Safari, OR Google Chrome
  - Adobe Reader

Students are also recommended to have the following computer accessories:

- A microphone headset
- Flash memory, 16 GB or more (e.g. Flash drive, SD card)

### Library, Media, and Database Resources

Many books required for courses are available for purchase through the PWI bookstore, available in the PWI campus library, or online, as well as in local bookstores. Additional learning resources are available for download from PWI's website, including theses and final projects written by graduates, as well as audio recordings of research symposia and students' final project presentations.

PWI offers faculty and students an on-site library, bookstore, and access to process-oriented psychology journals and manuscripts. PWI's library contains over 1500 volumes of psychology and conflict related foundational books, subscription to key professional journals, and other journal articles, research, and books in related fields. This includes theses and manuscripts on Processwork specializations and applications written by our graduates and video and audio tapes. Printed materials can be checked out of the library. Other learning resources such as audiotapes, videos, and video equipment are also available.

PWI online library catalog: <https://www.librarycat.org/lib/ProcessWork>

Community resources supplement the on-site library facilities. PWI students and faculty are able to access research tools including academic databases relevant to management, conflict, and psychology. PWI uses agreements that exist through Libraries of Oregon allowing students that are members of the Multnomah County Library system to use all research tools and databases such as PsycInfo, ERIC, from the PWI library as well as through personal login. This agreement also allows students to use library resources at Portland State University, the nearest large university library to PWI, as well as Oregon Health and Science University Library.

Students receive an orientation to the PWI library and research resources. The PWI campus library is open for students Monday through Friday from 9:30am- 5:30pm(PST), and the online catalog provides constant access to many full-text manuscripts. The PWI librarian provides orientation, training and support resources for students and faculty. Students may schedule an appointment with the librarian for individual guidance. Research in online databases can be done via personal login and personal computer, as well as on the PWI library computers.

### **Counseling Services**

Students are provided with a list of counselors who are available if needed. Students may contact these counselors directly and can also ask their study committee members or their advisor for assistance in choosing a counselor. The personal and professional development mentor requirements offer students a one-on-one format for discussing personal growth issues related to student development as a facilitator. However, for students needing treatment for mental health issues including medications and psychological treatment for mental health diagnoses, treatment from qualified mental health professionals is recommended.

### **Job Counseling and Placement**

The Process Work Institute is committed to enhancing the careers of its students, and places a strong emphasis on individual counseling and guidance. In the program, each student chooses an advisor and a supervisor to guide them through their course of study, and is required to meet a personal and professional development commitment through a set number of one-on-one sessions with a facilitator. This system ensures students have access to educational, occupational, and personal advising throughout their course of study.

Specific career guidance and employment placement assistance is provided by our designated career guidance advisor, to inform students' future employment opportunities and help them achieve their vocational goals. The career guidance advisor provides each cohort with an employment information session midway during the second year, and offers and makes available individual guidance sessions by request.

PWI conducts post-graduation employment placement surveys, and employer surveys, to ensure that our program outcomes are meeting the needs of students and employers.

### **Housing and Medical Services**

The Process Work Institute does not provide housing or medical insurance services for students. Information on where to receive service in these areas can be obtained through the PWI website or from the office during regular office hours.

### **Community Government**

The Process Work Institute holds open community meetings three times a year, and each cohort has an annual meeting with faculty. These meetings serve to deepen community, work on relationship issues, address student-faculty issues, and discover trends, directions, and dreams within the community. If concrete needs, directions, and visions arise out of these meetings, they are taken up by the academic governance committee.

## Program Oversight Committee

The PWI Program Oversight Committee oversees the Master of Arts in Process Oriented Facilitation and Conflict Studies and the Postgraduate Certificate in Advanced Process-Oriented Facilitation (Advanced Certificate). The Committee meets twice yearly to review the performance of the graduate programs, as reported in PWI's Campus Effectiveness Plan. It provides input and guidance for the development of the curriculum and other aspects of the graduate program. Committee Members include faculty and administration serving on the Academic Governance Committee, current students, graduates, and employers (potential or current employers of PWI graduates).

## Process Work Institute Office Hours

The Process Work Institute office is open Monday through Friday, 9:30am- 5:30pm (PST). It observes the following holidays:

- July 4th (Friday of)
- Labor Day (Monday of)
- Thanksgiving (Thursday and Friday)
- Christmas Day
- New Year's Day.

The PWI office is closed between December 25<sup>th</sup> and January 1<sup>st</sup>.

## Organizational Relationships

### *International Association of Process-Oriented Psychology (IAPOP)*

IAPOP is the International Association of practitioners of Process Oriented Psychology, who associate out of their shared values, vision and goals, as well as support for diversity, creativity, relationship and the exciting range of research and practice within the professional community.

The Association supports collaboration and sharing research, experience and ideas in the evolving field of Process Oriented Psychology, and its relationship to a wide range of fields from psychotherapy and psychiatry to mind-body medicine, conflict resolution and organizational development. IAPOP also supports continuing education, giving and receiving feedback among practitioners.

Degrees in Processwork and process-oriented facilitation issued by PWI are recognized by the International Association of Process-oriented Psychology. PWI is an institutional member of the IAPOP Training Council which promotes shared standards among training programs in Process Oriented Psychology internationally.

### *Research Society for Process-Oriented Psychology, Zurich, Switzerland (RSPOP)*

PWI is a sister organization of RSPOP in Zurich Switzerland which was founded in 1982 for the purpose of conducting research in Process Work and to train students to practice Process Work. Many of the present faculty

members obtained their Process Work training from RSPOP. Other faculty members were founding members of RSPOP.

# Financial Assistance

## Types of Financial Assistance

Prospective students may wish to seek financial assistance from a range of sources. Types of financial assistance include:

### *Private Loans*

Private loans may be available from a number of lenders. Not every lender will recognize the Process Work Institute as a qualifying institution.

### *Federal Loans*

PWI does not presently hold the Title IV designation in the U.S. and does not qualify for student loan programs.

### *Institutional Loans*

PWI does not grant institutional loans to students.

### *Work-Study*

PWI may occasionally have a limited number of work-study opportunities to assist students in financial need. Work-study positions, if available, are allocated based on the student's financial need and their ability to provide services needed to PWI. Financial need is evaluated using the same procedures as all institutional financial aid, and students seeking work-study should follow the application procedures detailed below. Students awarded work-study positions are assigned PWI responsibilities appropriate to their skills, and receive a compensation award equivalent to \$17 per hour, to be applied only toward their tuition costs.

### *Payment Plans*

PWI does offer monthly payment plans if a student requests this. Up to three installments per quarter are available. Each payment is due by the first day of each month in the quarter. Students seeking to establish a monthly payment plan should contact the administrative office for further information.

### *Outside Scholarships*

Outside scholarships received by the administrative office on behalf of a student will be applied to the student account. Total scholarship amount cannot exceed total program costs. If any outside scholarships are offered to PWI in the name of "any and all students," the financial aid committee will decide to whom these will be awarded based on a completed application and need.

### *Tuition Reduction Scholarships*

PWI grants tuition reduction scholarships based on need. The total percentage amount of tuition scholarships granted is agreed upon twice yearly by the financial aid committee prior to the beginning of each cohort. Tuition

reduction scholarships can be no greater than 10% of the overall expected cumulative tuition due for all students in a single cohort. This information is made clear on the PWI website under the applications section. Factors that are considered in tuition reduction scholarships are primarily related to financial need and include factors such as currency exchange. Prospective students may seek tuition reduction scholarships using the procedures outlined below.

## **Institutional Financial Aid**

The term "institutional financial aid" refers to any scholarship or grant awarded by the Process Work Institute. PWI is a tuition funded non-profit educational organization, and is able to offer a limited amount of institutional aid for each program through tuition discount awards. These tuition reductions are provided to support students who experience financial hardship. The award amounts will vary based on the applicant's financial needs, as well as the ability of the Institute to fund the awards. The awards are determined by the PWI financial aid committee.

At this time, PWI does not have access to federal financial assistance or loan programs. All students should plan on funding their educational program through personal means, including agreements with PWI for institutional aid or payment plans.

Tuition discount awards are allocated across the length of the program, and are subject to the student maintaining satisfactory academic progress. In cases where a student applies during the course of the program, they will need to reapply each subsequent year to be considered. In cases where a student applies prior to beginning the full program, awards will be given for the duration of the degree program and will be automatically renewed each year provided the student maintains satisfactory academic progress.

Applications for tuition reduction can occur at any time. However, students must submit all required materials at least two months prior to the beginning of the program (for awards for the full program) or the next academic year (for a one year award). To apply for a scholarship students should submit the following materials to the registrar at PWI:

- An essay describing the applicant's situation and how a tuition reduction will be of assistance.
- Financial documentation demonstrating the applicant's financial situation and demonstrating why it would be a hardship to pay the tuition amount.

Financial documentation includes:

- completed tax forms for one year prior to the application date
- a statement about saving accounts and investment accounts including property owned, specifying types of accounts, and approximate amounts in the accounts.

Applicants will be informed prior to the beginning of the program/academic year if their application has been successful and the award amount they will receive each academic year or the next academic year.

The awards will be granted based upon the essay and a demonstrated financial need. Unfortunately, PWI cannot guarantee an award to all applicants. The award depends on the number of applicants and the ability of the Institute to fund the applications.

If a student experiences financial hardship during the program, they are encouraged to contact the administration office at PWI to determine if special funding arrangements or payment plans can be arranged to assist during the time of financial hardship.





# Academic and Administrative Policies and Procedures

## Definition of a Unit of Credit

The Process Work Institutes defines one quarter credit hour as, at a minimum, 10 classroom “clock (contact) hours” of direct instruction, 20 hours of laboratory, or 30 hours of externship. A “clock (contact) hour” includes a minimum instructional time of 50 minutes of supervised or directed academic engagement and appropriate break(s). The formula for calculating the number of quarter credit hours for each PWI course is: (clock hours of lecture/10 *if applicable*) + (clock hours of laboratory/20 *if applicable*) + (clock hours of externship/30 *if applicable*).

The Process Work Institute assigns credit hours as required by Oregon state and federal regulations for federal financial aid, although federal financial aid is not available to PWI students at this time. In alignment with state and federal regulations, the successful award of a quarter credit unit includes the expectation that students will have completed two hours of out-of-class student work for every one hour of classroom or direct faculty instruction.

Accordingly, a quarter unit of credit is comprised of at least 10 hours of academic engagement and 20 hours of out-of-class preparation. Academic engagement usually involves direct in-person in-class with the instructor, but may include listening to class lectures or webinars (synchronous or asynchronous), taking an exam, an interactive tutorial, computer-assisted instruction; attending a study group that is assigned by the institution; contributing to an academic online discussion; initiating contact with a faculty member to ask a question about the academic subject studied in the course and laboratory work, externship, or internship. Preparation is typically homework, such as reading and study time, and completing assignments and projects.

## Definition of an Academic Year

An academic year is defined as 3 quarters: Fall, Winter and Spring as specified in the academic calendar. Each quarter consists of 10 weeks of instruction. Some programs also include courses delivered over the Summer Quarter.

## Assessment Approach and Grading Policy

PWI uses percentage grading and standard, conventional letter grades (defined in the table below), as one way to measure a student’s progress, while recognizing that this is not a complete representation of a student’s development. Percentage grading and conventional letter grades provide a commonly accepted measure of competency that is recognizable by others in academic and vocational contexts, and provide benefits for future employment and educational opportunities. We provide this conventional assessment measure in the context of our values, and our commitment to being a learning environment that:

- Views the individual and his or her unique personal style as an integral part of the learning process

- Fosters an atmosphere of collaboration, experimentation, and mutual discovery in learner-instructor interaction
- Provides intensive and experiential instruction using onsite, and online learning modes of delivery
- Connects the student's skill development to his or her own personal process and unique style
- Emphasizes the role of community and relationship in the learning process
- Promotes dialogue, inclusion, and intercultural competence.

Along with conventional grades, students also receive detailed, qualitative written and verbal feedback on their work, and are supported to work with and integrate evaluation feedback through advisor, supervisor and study committee meetings, as well as through personal and professional development sessions. Process Work Institute faculty are dedicated to facilitating an intellectual dialogue with students and to providing coaching and support for the student's learning throughout the program.

Evaluation of student's learning and progress in the Process Work Institute graduate programs includes traditional sources of teacher feedback (graded assessments and exams), and support to build the student's skills at productive, "inner" evaluation. The capacity to give and receive feedback, to learn on the spot under pressure, and to modify and adjust what one is doing in response to feedback is intrinsic to the facilitator's role, and developing a positive self-evaluative capacity is an integral part of the program. Inner evaluation includes a process of working with internalized assessors, critics, and reactions to feedback, as well as understanding and working with feedback from the deepest part of oneself.

### Course Grades

Student achievement in each course is assessed by the teaching faculty through individual graded items that are described in the syllabus. The cumulative total of these assessments is compiled into the student's final grade for the course.

### Grade Point Average (GPA)

A Grade Point Average (GPA) is calculated as the cumulative average of course grades for a student. GPA is based on the standard 4 point scale. Each letter grade is assigned a point value based on this scale. Cumulative GPA is calculated by using each letter grade received within a student's program and calculating a number average using the point value assigned. The transcript grading key and the impact on GPA of withdrawal or other extraordinary events is shown below.

### Transcript Grading Key

<i>Achievement Standard</i>	<i>Letter Grade</i>	<i>Percentage Points</i>	<i>GPA</i>
Excellent – excellent demonstration of learning outcomes, meets all expectations and shows additional skills and knowledge above the level required.	A	93-100	4.00
	A-	90-92	3.67
	B+	87-89	3.33

Good – solid demonstration of learning outcomes, shows proficient mastery of skills and knowledge.	B	83-86	3.0
	B-	80-82	2.67
Developing – insufficient demonstration of learning outcomes and will benefit from additional work to reach mastery standard.	C+	77-79	2.33
	C	70-76	2.0
Unsatisfactory – below standard demonstration of learning outcomes, requires additional support and focus to reach standard.	D	60-69	1.0
Fail – did not complete required activities or failed to show any progress toward learning outcomes.	F	0-59	0.0

<i>Additional Grades</i>	<i>Transcript Code</i>
Transfer Credit <i>Not included in GPA</i>	TC
Incomplete <i>No credit awarded. Converts to F if not completed in specified period.</i>	I
Withdrawal Pass <i>Used to indicate a withdrawal with good standing.</i> <i>No credit awarded. Not included in GPA</i>	WP
Withdrawal Fail <i>Used to indicate a withdrawal without extenuating circumstances.</i> <i>Included in GPA = 0 Points</i>	WF
Administrative Withdrawal <i>No Credit. Not included in GPA.</i>	AW
Retake <i>Used to identify a repeated course for which a higher grade was earned and indicated elsewhere on the transcript.</i> <i>Higher of two attempts included in GPA.</i>	RT
Audit <i>Issued when a student's attendance in an audited course is deemed adequate.</i> <i>No Credit. Not included in GPA.</i>	AU

### Change of Grade

Grades are recorded on the student's transcript by the Registrar. Students may access their grades through the Learning Management System approximately 10 days after the end of the quarter. When a final grade has been recorded in the student record, the grade may not be changed without approval of the faculty member who taught

the class, or the dean of programs. Students who feel that they have received an erroneous grade may appeal the grade to the dean of programs no later than 30 days from the date the grade is posted.

### **Audit**

Students may apply to audit academic courses. Regular tuition and fees apply to courses taken for audit. Courses taken for audit do not fulfill requirements for a degree. To register for an Audit grade option, the student must contact the dean of programs to be granted special permission. Audit courses are not included in total credits for financial aid or enrollment verification purposes. A grade of AU is issued when a student's attendance in an audited course is deemed adequate. AU grades carry no credit and are not included when calculating GPA.

## **Transfer Policy and Credit for Non-collegiate Work**

PWI recognizes that students admitted to an academic program have often completed significant academic and professional experiences, including college and university courses as well as courses offered in the military, workplace, or through apprenticeship and/or training programs. However, because the program is highly specialized, it is the expectation that students complete all courses together with their cohort. Accordingly, PWI does not generally grant transfer credits, prior learning credits, or advanced standing for students transferring from other programs, unless they are students that have completed other masters levels courses at PWI and taken interim, or withdrawn, in good standing.

Students that have completed PWI courses with one cohort may apply for the transfer of earned credits for advanced standing within another cohort, on a course by course basis. PWI reserves the right of discretion in the award of transfer credit, as curriculum changes may not allow for exact equivalency between courses, and additional work may be required. Transfer credits are indicated on the transcript by (TC) and are not included in the grade point average.

### *Transfer of Credit to Other Schools*

Transfer of credit is always at the discretion of the receiving school, and generally depends on comparability of curricula, and may depend on comparability of accreditation. Students with additional educational plans should do their best to research whether PWI credits will transfer to their next school. Some schools may not accept transfer credits from a non-regionally accredited school.

## **Satisfactory Academic Progress**

Satisfactory Academic Progress (SAP) ensures that students are progressing through their program of study both academically and in a timely manner. At the end of each quarter, student achievement is reviewed to ensure the student has achieved the minimum acceptable qualitative and quantitative standards: cumulative grade point average and has earned at least the percentage of attempted credits required to be able to complete the program within 150% of the program length.

PWI monitors student academic progress quantitatively and qualitatively at the end of every quarter, in order to support students to succeed. The tables below summarize the SAP measures and monitoring points. In order to

be considered to be making satisfactory progress toward a degree, a student must maintain a cumulative grade point average of 3.0 (B average), and stay at or above a 70% completion rate (credits attempted/credits earned) in order to complete within the maximum time frame. The maximum time frame that a student is allowed to complete a program is 1.5 times the program length. In order to graduate, a student must achieve a minimum cumulative grade point average of 3.0 (B average).

To monitor satisfactory academic progress, a student's cumulative grade point average and completion rate are evaluated every quarter, when grades are posted (approximately ten business days after the end of the quarter). Students are notified if SAP is not achieved, and may reestablish acceptable SAP status following the procedures described in the next section below.

<i>SAP measure</i>	<i>Standard</i>	<i>Monitoring Point</i>
Cumulative Grade Point Average	3.0 Cumulative GPA (B average)	End of each academic quarter
Pace of Progression	70% (percentage ratio of Credits completed/ Credits attempted)	End of each academic quarter
Timeframe	No longer than 1.5 times usual program length	End of each academic quarter

## Procedure for Reestablishing Satisfactory Academic Progress

The following table provides an overview of the procedures for reestablishing Satisfactory Academic Progress.

### Satisfactory Academic Progress Procedures

<i>End of Quarter</i>	<i>Academic Warning</i>	<i>Probation</i>
<p>If SAP standards are not met, prior to the end of the second academic year:</p> <ul style="list-style-type: none"> <li>Student and Advisor are notified in writing</li> <li>Student placed on Academic Warning</li> <li>Advisor works with student to identify and address obstacles and if appropriate, requires the student to establish an Achievement Plan</li> <li>If Achievement Plan is required, it is documented, approved by the Dean, and submitted to the Registrar</li> </ul>	<p>End of Academic Warning Quarter</p> <p>Student progress assessed and either:</p> <ol style="list-style-type: none"> <li>Student regains SAP and is removed from Academic Warning,</li> </ol> <p>OR</p> <ol style="list-style-type: none"> <li>Student is withdrawn from the program</li> </ol> <p>Student and Advisor are notified in writing</p> <p>Student has 72 hours to appeal withdrawal decision for extenuating circumstances.</p> <p>If appeal is successful, student is placed on Probation for the subsequent quarter.</p>	<p>End of Probation Quarter:</p> <p>Student progress assessed and either:</p> <ol style="list-style-type: none"> <li>Student removed from Probation, OR</li> <li>Student withdrawn from the program with no further appeal.</li> </ol>

	<p>Advisor is notified and works with student to create an Achievement Plan</p> <ul style="list-style-type: none"> <li>Plan is documented, approved by the Dean and submitted to Registrar</li> </ul>	
<p>If SAP standards are not met at the end of the second academic year:</p> <ul style="list-style-type: none"> <li>Student and Advisor notified in writing a</li> <li>Student withdrawn from the program.</li> <li>Student has 72 hours to appeal on the basis of extenuating circumstances.</li> </ul> <p>If Appeal is successful, Student is reinstated on Probation with an Achievement Plan.</p> <ul style="list-style-type: none"> <li>Plan is documented, approved by the Dean and submitted to Registrar</li> </ul>	No warning period applicable.	<p>End of Probation Quarter:</p> <p>Student progress assessed and either:</p> <ol style="list-style-type: none"> <li>Student removed from Probation, OR</li> <li>Student withdrawn from the program with no further appeal.</li> </ol>

If the student does not achieve the SAP standards, the student and their advisor will be notified in writing, and the student placed on academic warning for the next quarter, unless it is the end of the second academic year, or the end of any subsequent academic year. If a student has not made satisfactory academic progress at the end of the second or any subsequent academic year, there is no warning period, and the student is notified and withdrawn from the program, unless there are documented mitigating circumstances. Students may appeal the withdrawal determination, as per the appeal process explained in more detail below.

If the student is placed on academic warning, the advisor works with the student to identify factors impeding the student's progress and may require the student to establish an achievement plan. If the student regains SAP by the end of the academic warning quarter, they are removed from academic warning.

If a student fails to regain satisfactory progress by the end of the quarter in which they are on academic warning, the student is withdrawn from the program, notified in writing, and provided with the appeal form and academic achievement forms. The student has 72 hours from notification to appeal the withdrawal due to extenuating circumstances. The appeal process is explained in more detail below.

If student appeal is successful, they are reinstated on probation with an achievement plan, which must be approved by the dean. The advisor can involve the study committee or other faculty in development of the Achievement Plan, as required to support the student to succeed. The Achievement Plan may require the completion of additional, remedial credits or the retake of particular assessments. In no case may the quarter units attempted exceed 1.5 times the quarter units required to complete the program in normal circumstances.

If the student fails to achieve SAP by the end of the probation quarter, they are dismissed from the program and there is no further appeal. As noted, there is no warning period at the end of the second academic year.

## SAP Appeal Process

A student may appeal PWI's determination of withdrawal due to failure to reestablish satisfactory progress, on the basis of extenuating circumstances. These might include the death of a relative, an illness or injury to the student, natural disaster, victim of crime or other extraordinary situations.

The appeal form is available from the PWI Office and is sent to any student withdrawn from the program for not achieving SAP. The student's appeal must be received within 72 hours of notification of the withdrawal decision.

The appeal must contain:

- An explanation of why the student failed to meet the SAP standards; and
- A description of what has changed in the student's situation that will enable them to again meet the satisfactory progress standards. Supporting documentation should be submitted.

The program dean reviews the appeal forms and supporting documentation and notifies the student of the decision within 48 hours. This decision is final. If the appeal is granted, the student is reinstated and placed on probation for the subsequent quarter.

If the appeal is successful and the student is reinstated, they are required to complete an Achievement Plan with their advisor. The plan must be approved by the dean and submitted to the registrar. The achievement plan template and appeal forms are available from the PWI office. The achievement plan must ensure the student will be able to complete the program within the maximum timeframe (1.5 times the program length) and achieve the required GPA for graduation.

At the end of the probationary quarter, the student's progress is evaluated. If the student has regained SAP, or they have met all the terms of the achievement plan, the student is removed from probation. If the student has not regained SAP or met the achievement plan requirements, they are dismissed from the program and no further appeal is available.

### *Re-entry for students withdrawn due to failure to meet SAP*

Students who have been dismissed for lack of satisfactory progress may apply to be readmitted into the same curriculum, as the class schedule permits, after a minimum of six months. Such a student will be enrolled for a probationary quarter upon reentry. This procedure applies only to dismissals caused by lack of satisfactory progress and when the student is reentering the same curriculum. It does not apply to voluntary withdrawals.

## Incomplete Policy

Students are expected and encouraged to complete the requirements for their program in the scheduled time frame, however PWI makes provision for individual student differences in learning capacity or extenuating circumstances. In a cohort based program, the opportunity to reenroll in a class is limited and accordingly, PWI

has the following guidelines to support student achievement in the event of incomplete, failing, or substandard work. In most cases, students failing to meet course requirements will be given an Incomplete and provided with an additional opportunity to successfully complete the course requirements.

If a student fails to complete course assignments satisfactorily, they may be given an extension to submit outstanding work, and temporarily receive a grade of Incomplete (I). The instructor determines the appropriate extension period to allow the student to complete outstanding course assignments; *the extension period may not exceed the fourth week in the subsequent quarter*. The course instructor notifies the registrar of approved extensions so that impact on SAP can be monitored. The program dean and student's advisor may be notified, if appropriate.

If the outstanding work is submitted satisfactorily, then the Incomplete (I) grade converts to the appropriate earned grade, and the cumulative grade point average is recalculated.

If the outstanding work is not submitted, or not submitted satisfactorily, by the extension date, then the student fails the course and the Incomplete grade is converted to an F grade. If SAP is impacted, the SAP procedures above are followed. If achievement level is still satisfactorily within SAP guidelines, and there are documented mitigating circumstances prior to the end of the second academic year, an additional extenuating circumstances extension may be granted only with special approval by the dean. The advisor supports the student to make an achievement plan to meet the course requirements through an alternative assignment, or by enrolling in an Independent Studies course as most appropriate. Arrangements must be approved by the program dean and are extended in recognition of the unique cohort based learning environment and the practical difficulty in retaking an individual course. Additional extenuating circumstances extensions are not possible beyond the end of the program without enrollment in a Terminal Projects course (POF-TP-699 or AC-TP-999).

Incomplete courses are included in the calculation of the number of credits attempted for SAP, as described below, and may result in the student receiving an Academic Warning.

## Effect on SAP of Non-Standard Course Grades

### *The effect on SAP of withdrawal grades*

Withdrawal Pass (WP) is used to indicate a withdrawal with good standing. No credit is awarded and it is not included in the calculation of GPA on the final transcript, however it is included in the calculation of credits attempted to determine satisfactory pace of progression. Withdrawal Fail (WF) is used to indicate a withdrawal without extenuating circumstances. It is included in the calculation of GPA, and is valued at 0 Points; it is also included in the calculation of credits attempted to determine satisfactory pace of progression. Administrative Withdrawal (AW) is used to indicate a withdrawal for administrative reasons. It is excluded from the cumulative GPA and is not awarded any credit; it is included in the calculation of pace of progression.

Withdrawal Pass, Withdrawal Fail, and Administrative Withdrawal are awarded at the dean's discretion based on reasons for withdrawal and any extenuating circumstances.



### *The effect on SAP of incomplete grades*

Courses graded as Incomplete (I) are included in the calculation of credits attempted to determine satisfactory pace of progression, but are not included in the calculation of CGPA.

### *The effect on SAP for repeated courses*

The higher of the two grades earned for a repeated course will be used in calculating the CGPA. The lower grade course is indicated with RT on the transcript. The credits attempted for both courses are included in the calculation of the SAP completion rate.

### *The effect on SAP for non-punitive grades and non-credit or remedial courses*

Non-punitive grades (WP, AU, TC) and remedial courses are excluded from the assessment of SAP. PWI programs require a non-credit bearing requirement for the personal and professional development. This requirement has no effect on the GPA and is not included on the transcript.

### *The effect on SAP when student changes programs or is readmitted to the same program*

If a student is readmitted into the Institute or changes program of study, the credits and grades that are applicable to the student's current program of study will be included in the cumulative GPA and in credits attempted for determining the student's satisfactory academic progress and the appropriate evaluation level for the student.

## **Deferment Policy**

If a student has been accepted into the MAPOF program, but is unable to attend the cohort for which they have applied, the student may defer enrollment for up to one year. If at the end of one year, the student has still not matriculated, the offer of admissions expires and the student will be required to repeat the full application process. Requests for deferred admissions must be made to the registrar in writing (e-mail is acceptable). No deposit is necessary for a student to hold their admission place for one year.

## **Program Withdrawal, Interim, and Leave of Absence Policy**

A student is permitted to withdraw during any part of the program. Please see "Tuition and Fees" for information about refunds.

If a student decides to go on interim, they should discuss this with their advisor. The advisor needs to approve the interim and submit the approval to the dean and the registrar no less than 30 days prior to the beginning of the semester in which the student wishes to begin the interim. A total of 12 months of interim can be taken without having to re-enroll. During the interim period, no academic credit is awarded. Due to the structure of the program, interims are permitted for extenuating reasons only. During an interim period, an administrative fee of \$100 per year is required to hold the student's place in the program. Students on interim must re-enroll in the next cohort at the level at which they suspended their studies or they must reapply to enter the program. Transfer credit will be awarded as described in the transfer credit policy. If the student takes longer than one year off from

the program of study, they must reapply to the program. In order to assure reinstatement, the student must pay tuition at the beginning of the term in which they wish to reenroll.

## **Graduation**

Graduation occurs at the end of the quarter that a student has completed all required courses and requirements, and achieved a cumulative grade point average of 3.0 (B average) or above. Course requirements include: supervision sessions, peer group meetings, study committee meetings, personal and professional development mentorship sessions, and all course work. The student must successfully complete their final assessment courses in order to graduate. The registrar must receive documentation of completed requirements in order for a final transcript and degree certificate to be issued. All financial obligations must be met for graduation to occur.

A commencement ceremony occurs in the final residency of the program. At the commencement ceremony, PWI pays tribute to each student's accomplishments and celebrates the cohort with peers, family, friends and the PWI school community.

## **Transcripts and Records**

The registrar maintains an in progress transcript throughout the program and a student record file for each student, including: application materials, admission documents and enrollment agreements; academic records including study committee reports, evaluations and recommendations, course evaluation forms, performance records, and transcript summaries; financial receipts, invoices and records.

Upon graduation, the student receives an official final transcript. Additional transcripts are provided by request. The fee for additional transcripts is \$15 each, and there is a two week processing time.

Students may see their records at any time by application to the registrar. Students must authorize any access to their student record by a person or party requesting to see their records, excluding the allowable disclosures listed below. Upon the student's written request, copies of academic records, including study committee reports, course evaluation forms, exam performance reports and transcript summaries will be forwarded to a third party.

## **Privacy of Student Record**

PWI honors all relevant privacy laws and regulations including the Family Educational Rights and Privacy Act (FERPA) which grants three primary rights to students:

- I. Right to Inspect and Review/Right to Access Education Records
- II. Right to Challenge the Content of Education Records
- III. Right to Consent to the Disclosure of Education Records.

Students must provide written authorization/permission to PWI in order to release any information from a student's educational records. However, FERPA allows schools to disclose those records, without consent, to the following parties or under the following conditions:

- School officials with legitimate educational interest

- Other schools to which a student is transferring
- Specified officials for audit or evaluation purposes
- Appropriate parties in connection with financial aid to a student
- Organizations conducting certain studies for or on behalf of the school
- Accrediting organizations
- To comply with a judicial order or lawfully issued subpoena
- Appropriate officials in cases of health and safety emergencies
- State and local authorities, within a juvenile justice system, pursuant to specific State law.

PWI may disclose, without consent, ‘directory’ information such as a student’s name, honors and awards, and dates of attendance. It is PWI’s practice to inform students about directory information and allow a reasonable amount of time to request that the Institute not disclose directory information about them.



# Ethical Conduct Policies and Procedures

## Conduct Policy

Matriculation into PWI academic programs automatically bind the student to follow the policies for conduct at the Process Work Institute outlined in this catalog. In addition, the Process Work Institute has an ethical code that applies to activities that are part of the educational and/or professional roles of Process Work practitioners. A copy of these ethical principles is provided to all students upon enrollment. It is available on the website: <http://www.processwork.edu/about-pwi/ethical-principles-and-standards-for-process-workers>

Decisions related to student and faculty conduct come under the authority of the Program Dean, and are bound by contract and policy requirements that are given to both students and faculty upon joining PWI. Issues directly related to academic program students and faculty should be directed to the Dean of Academic Programs.

### *Prohibited Behaviors*

The following behaviors are prohibited and may be grounds for disciplinary action and censure, including removal of the student from the program:

#### *Abuse and Endangerment*

- Verbal or physical abuse against another student or faculty member
- Careless endangerment of another person
- Possession of weapons
- Use or sale of illegal drugs
- Property damage and/or theft
- Obstructive or disruptive behavior
- Insubordination or direct incitement to serious misconduct
- Diminishing the reputation of the PWI community
- Willful failure to comply with the authorized directions of any PWI official, staff member, or instructor acting in the performance of their duties.

#### *Harassment and Discrimination*

- Harassment or discrimination based on race, religion, gender, sexual orientation, age, or physical ability.

## Academic Honesty and Integrity

Academic honesty and integrity is essential to a positive teaching and learning environment. All students enrolled at PWI are expected to complete coursework responsibilities with fairness and honesty, and to abide by a code of academic honesty and integrity which includes refraining from plagiarizing; cheating on assignments or examinations; engaging in unauthorized collaboration on academic work; taking, acquiring, or using test materials without faculty permission; submitting false or incomplete records of academic achievement; acting

alone or in cooperation with another to falsify records or to obtain dishonestly grades, honors, awards, or professional endorsement; altering, forging, or misusing an academic record; or fabricating or falsifying data, research procedures, or data analysis. Failure to do so by seeking unfair advantage over others or misrepresenting someone else's work as one's own, can result in disciplinary action.

## Confidentiality

The Process Work Institute has the following policy guidelines to protect the confidentiality of students and teachers in the academic programs.

Notes taken during class, as well as handouts and course materials, are for personal use and can be distributed to fellow participants but may not be distributed to non-participants unless the instructor gives explicit permission.

Audio and video-taping is only allowed with permission from the instructor. Audio and video-tapes cannot be distributed to non-class participants without the permission of the instructor. No audio or video taping of an individual's personal work is allowed without permission of the instructor and the person involved; this includes work of either a personal or professional nature (i.e., case supervision), unless the person who is working explicitly requests that their work be taped for their personal use.

No names or personal details of participant's experiences working in dyads or in the large group shall be shared with people outside the class. In case consultation classes, participants will take measures to ensure the confidentiality of their clients; no names or identifying descriptions can be used and, in all cases, the client, individual, or group must remain anonymous. Participants are asked not to share the case details with participants outside the class.

## Disciplinary Procedure and Appeals

Any student who has, because of a violation of the published conduct policy, become liable for expulsion or suspension is to be formally notified of this possibility and of a hearing at which the disciplinary procedure will be discussed. Their rights include the following:

- Advance written notice of the hearing
- Opportunity to inspect relevant documents
- Right to bring advisory council
- Right to represent their own position
- Right to question accusers, unless the accuser feels that the accused poses a threat to their personal safety
- Determination based solely on information disclosed in or before the hearing
- Right to appeal on specific grounds.

PWI conduct policy and disciplinary procedures conform to the Oregon standards described in OAR 583-030-0035(11).

We recognize that some so-called antisocial or deviant behaviors may be potential instruments of social change. We place high expectations on the offender's ability to transform their disturbance into useful social change. All

review procedures, therefore, acknowledge this principle and make use of community process and mediation between parties. Extreme and repeated violation, however, will be dealt with by expulsion of the offending student/students, subject to the rules of due process in discipline, as outlined below.

Any charges that lead to formal recommendation by the dean or the Ethics Committee will become part of the student's official record.

## **Grievance and Dispute Resolution Policy**

### *Purpose and Approach*

The purpose of PWI's grievance and dispute resolution procedure is to ensure that all members of the PWI community including staff, students and faculty, are able to work and study in a safe and positive environment.

All members of the community should be able to raise concerns without fear of reprisal.

No-one shall be subjected to adverse treatment for participating in any part of a grievance or dispute resolution process.

PWI grievance procedures reflect our values and commitment to facilitating conflicts in order to deepen relationships and discover unexpected resolutions and resources from apparently intractable problems. PWI has the commitment and belief that there is growth and learning for both parties in any conflict or relationship issue, and that there is a deeper common ground of understanding that can be reached together. Furthermore, PWI understands that interpersonal issues are connected to the larger community group process and their resolution can bring benefits to all.

As part of this commitment, PWI encourages all parties to feel confident to address concerns directly with the other party or parties concerned, wherever possible, in order to achieve the best outcome for the relationships between parties.

PWI also provides options for support and guidance for parties to raise and resolve their concerns, in recognition of the complexities of rank and power differences between individuals, including the intersectionality of social issues and the impacts of systemic oppression. These options include opportunities for informal support, including preparation and coaching to raise the issue directly, and the opportunity to access a facilitator.

### *Grievance and Dispute Resolution Procedures*

The aim of this Grievance Procedure is to settle grievances or complaints fairly and it is intended to operate simply and quickly within the context of a small community-based nonprofit organization. Every effort should be made to resolve the issue at the earliest possible stage, and at each step efforts will be made in order to avoid proceeding to the next step and to settle the issue amicably. Grievances should be raised without unreasonable delay, ideally within one month of the incident to which the grievance refers.

If the following informal dispute resolution steps (steps 1-3) do not reach a satisfactory conclusion, parties are able to submit a formal written grievance (step 4) which the organization will act upon. If the grievance refers to

conduct that falls within the scope of PWI's [Ethical Principles and Standards](#), PWI will refer the matter to the Ethics Committee (see further detail below).

#### Step 1.

PWI encourages any party with a concern to firstly seek to bring up and attempt direct resolution of the dispute with the party involved.

#### Step 2.

If Step 1 does not achieve a resolution or is not immediately possible, the party should contact their Immediate Supervisor to engage in an informal discussion and gain support to proceed to a resolution. This step should be taken as soon as possible after an incident or dispute arises. The supervisor and the party with the grievance should together determine the next actions to resolve the situation.

Immediate Supervisor is defined as follows for different roles within the PWI community:

- Students – Advisor or other Individual Guidance team member
- Faculty – Dean
- Employees – supervisor

If the grievance or dispute involves the person's Immediate Supervisor, the person should seek guidance from the PWI Ombudsperson, the Executive Director, or the Ethics Committee as most appropriate. Parties should contact the PWI Office for current contact details for the most appropriate party.

#### Step 3.

If the person is unable to attain a satisfactory resolution after receiving support from their Immediate Supervisor to address the issue directly, they may request that PWI provides the opportunity for a facilitated meeting with the other party. The person (or the person's Immediate Supervisor) should contact the Executive Director to discuss the request for facilitation (or, if the ED is a party to the complaint, contact the PWI Ombudsperson).

Requests for a facilitator must be approved by the Executive Director. A facilitator will be provided by PWI as appropriate for the context, and with regard to availability for a prompt and timely meeting. While the preferences of parties involved will be considered in the choice of facilitator, PWI cannot guarantee the availability of any particular facilitator.

#### Step 4.

If the party with a concern is not satisfied with the informal dispute resolution in the previous steps, they may submit a formal written grievance that the organization will act upon using the procedures outlined below.

A formal written grievance (or the appeal of a grievance decision) must be submitted on the PWI Grievance Form to the Executive Director. If the grievance concerns the Executive Director, it should be submitted to the PWI Ombudsperson who will refer the matter to the PWI Board of Directors.

The Grievance Form is online here: [PWI Formal Grievance Form](#).



The party submitting the grievance has the right to:

- expect a response and invitation to a meeting to discuss the matter without unreasonable delay, and usually within 5 business days of PWI receipt of the written grievance
- bring a support person to the meeting
- appeal the organization's decision within 30 days.

If the grievance refers to conduct that falls within the scope of PWI's Ethical Principles and Standards, PWI will refer the matter to the Ethics Committee (see further detail below).

In the case of a student grievance, if a student disagrees with the result, they may enter a dissenting statement into the record, which shall remain part of the confidential student file. The Dean will investigate if there is evidence of poor professional conduct on the part of the Faculty.

All complaints and the results of the student complaint arbitration are kept securely on record by the administration. Complaints filed by the student are available to the student on request. Only the student's Study Committee, the Dean, President and administrative staff have access to the complaint file. No records are released without the student's written permission.

PWI is committed to the highest standards of ethical conduct and student service. If a complaint remains unresolved following PWI procedures, individuals or groups may follow up by seeking assistance from:

**Higher Education Coordinating Commission, Office of Degree Authorization (Oregon)**

255 Capitol St NE Salem OR 97310. Contact by phone (503) 947-5716 or email: [info.pps@state.or.us](mailto:info.pps@state.or.us) Website: <https://www.oregon.gov/highered/>

**Accrediting Council for Independent Colleges and Schools (National)**

1350 Eye Street, NW, Suite 560, Washington, DC 20005 . Contact by phone (202) 336-6780 or email: [acics@acics.org](mailto:acics@acics.org) Website: [www.acics.org](http://www.acics.org)

## **Faculty Expectations**

Process Work Institute Faculty are expected to conduct themselves according to the highest standards of professional practice at all times and to represent the organization with integrity in all their interactions.

Faculty are required to commit to and practice the process-oriented approach to the facilitation of relationship issues, conflicts or disputes, as expected of a Processwork Diplomate, and the standards of conduct recognized by the International Association of Process Oriented Psychology Practitioners.

These standards include:

- willingness to address a relationship conflict if invited to do so by another party
- commitment to personal innerwork and facilitated personal development to enable the Faculty member to be able to take the other side in a dispute.

Faculty are also expected to utilize the annual faculty retreat or other special purpose dedicated faculty meetings to pursue peer-facilitated, community supported relationship and conflict resolution work. PWI is committed to the understanding that interpersonal conflicts have meaning, relevance and learning for the community and organization as a whole.

To support the productive and growth-oriented approach to dispute resolution, faculty members contribute pro bono facilitation services (not more than 2 hours annually) to support students, staff and faculty colleagues in resolving conflicts that need the support of a facilitator.

## Ethics Policy Complaint Procedure

PWI has an ethical conduct policy that applies to activities that are part of the educational and/or professional roles of Processwork practitioners associated with the Process Work Institute. If a grievance concerns conduct that falls within the scope of PWI's [Ethical Principles and Standards](#), PWI will refer the grievance to the PWI Ethics Committee.

The following Ethics Committee Complaint Procedure can be used at any time for raising issues that may breach PWI's [Ethical Principles and Standards](#).

Individuals or groups may submit complaints in writing using this procedure:

<https://www.processwork.edu/ethics-complaint-procedure/>

The Ethics Committee Complaint Procedure is as follows:

Written complaints must contain the following: the basis of any allegation; all relevant names and dates and a brief description of the actions forming the basis of the complaint; copies of any available documents or materials that support the allegations. In cases of anonymous complaints or where the complainant requests for his/her name to be kept confidential, the Ethics Committee considers how to proceed and whether the anonymous complaint sets forth reasonable and credible information that a violation of the Institute's ethics have occurred and whether the complainant's identity is not necessary to investigate.

Any individual or group bringing complaints against PWI, its faculty or students can expect the following:

1. An acknowledgement of receipt of the complaint from a member of the Ethics Committee, in writing or by telephone, within 72 hours of receipt of the complaint.
2. The Ethics Committee will assign a member of the committee to complete and maintain a record of the initial complaint, all documents and correspondence related to the complaint, the committee's findings and the resolution of the complaint.
3. The committee will inform the ED of the complaint within 72 hours of receipt of the complaint and keep the ED advised of the progress of the committee regarding the complaint including: the committee's investigation; findings; proposed actions; and resolution. If the ED is the object of the complaint, the Chair person will contact the Board of Directors and inform them of the complaint.

4. The Ethics Committee will meet within 7 days of receipt of a complaint to review the complaint and decide on a course of action which may include research of the issue at hand, interviews with parties to the complaint and consultation with outside sources as the committee deems necessary.
5. The Ethics Committee will make every effort to respond to complaints in a fair and equitable manner and to find a speedy resolution to the complaint, however, some complaints may take several months to resolve.
6. Once a resolution has been determined, the Ethics Committee will send a written summary of the resolution and any timeline for actions to be taken to the immediate parties to the complaint.
7. The complete record of the complaint, the committee's findings and actions, as well as the resolution will be submitted to PWI within 10 days of the written summary of the resolution.
8. The complete record of the complaint will be stored in the Complaints File in a lockable, fireproof, and secured file drawer in the administrative office of PWI.

PWI is committed to the highest standards of student service. If this procedure fails, individuals or groups may pursue the complaint through either the Higher Education Coordinating Commission, Office of Degree Authorization (Oregon), or the Accrediting Council for Independent Colleges and Schools (National), using the contact details provided above.

## Ethics Committee

The PWI ethics committee is responsible for facilitating discussions and awareness around ethical issues and for dealing with ethical complaints related to the Process Work Institute. This includes faculty, student, and public and community training issues. PWI values mediation and facilitation and endeavors to use Processwork skills to help with ethical issues. The PWI ethics committee holds no special privilege for anonymous consulting on ethical issues and is to be considered an educational and facilitative body rather than a body with decision making authority for PWI students and faculty. In cases of anonymous complaints or where the complainant requests for their name to be kept confidential, the ethics committee considers how to proceed and whether the anonymous complaint sets forth reasonable and credible information that a violation of the Institute's ethics have occurred and whether the complainant's identity is not necessary to investigate. The committee strives to provide confidentiality but confidentiality is not guaranteed to complainants, especially if the ethics committee feels further harm may be done by maintaining confidentiality.

The ethics committee is a rotating body of volunteer faculty members at PWI who strive to broadly represent the community's perspectives. Activities that may involve the ethics committee include:

- To initiate community-wide discussions on ethical issues
- To develop and supervise public courses on ethics
- To offer counsel on ethical matters for those faced with difficult decisions.

The ethics policy and complaint procedure is available on the PWI website at <http://www.processwork.edu/about-pwi/ethical-principles-and-standards-for-process-workers> Individuals or groups may submit complaints in writing to [ethics@processwork.org](mailto:ethics@processwork.org).

Written complaints must contain the following: the basis of any allegation; all relevant names and dates and a brief description of the actions forming the basis of the complaint; and copies of any available documents or materials that support the allegations. Any individual or group bringing complaints against PWI, its faculty, or students, can expect the following:

1. An acknowledgement of receipt of the complaint from a member of the ethics committee, in writing or by telephone, within 72 hours of receipt of the complaint.
2. The ethics committee will assign a member of the committee to complete and maintain a record of the initial complaint, all documents and correspondence related to the complaint, the committee's findings and the resolution of the complaint.
3. The committee will inform the president and program dean of the complaint within 72 hours of receipt of the complaint and keep the president and program dean advised of the progress of the committee regarding the complaint including whether the complaint can be resolved through mediation and facilitation, or requires administrative involvement. If the president or dean of programs is the object of the complaint, the chair person will contact the board of directors and inform them of the complaint.
4. The ethics committee will meet within seven days of receipt of a complaint to review the complaint and decide on a course of action which may include research of the issue at hand, interviews with parties to the complaint and consultation with outside sources as the committee deems necessary.
5. The ethics committee will make every effort to respond to complaints in a fair and equitable manner and to find a speedy resolution to the complaint; however some complaints may take several months to resolve.
6. Once a resolution has been determined, the ethics committee will send a written summary of the resolution and any timeline for actions to be taken to the immediate parties to the complaint.
7. The complete record of the complaint, the committee's findings and actions, as well as the resolution will be submitted to PWI within ten days of the written summary of the resolution.
8. The complete record of the complaint will be stored in the complaints file in a lockable, fireproof, and secured file drawer in the administrative office of PWI.

PWI is committed to the highest standards of ethical conduct and student service. As noted above, if PWI procedures fail to resolve a complaint, individuals or groups may follow up with the Office of Degree Authorization, 255 Capitol St NE Salem OR 97310, contact by phone (503) 947-5716 or email: [info.pps@state.or.us](mailto:info.pps@state.or.us)

## Academic Freedom

The Process Work Institute is committed to the principles and values of intellectual freedom for academic faculty in both teaching and research. The institute aligns itself with the core sentiments set out in the 1940 "Statement of Principles on Academic Freedom and Tenure," created by the American Association of University Professors and the Association of American Colleges and Universities, including subsequent amendments and revisions.

Specifically, PWI affirms the following principles, freedoms and responsibilities:

*Institutions of higher education are conducted for the common good and not to further the interest of either the individual teacher or the institution as a whole. The common good depends upon the free search for truth and its free exposition.*

*Teachers are entitled to full freedom in research and in the publication of the results, subject to the adequate performance of their other academic duties.*

*College and university teachers are citizens, members of a learned profession, and officers of an educational institution. When they speak or write as citizens, they should be free from institutional censorship or discipline, but their special position in the community imposes special obligations. As scholars and educational officers, they should remember that the public may judge their profession and their institution by their utterances. Hence they should at all times be accurate, should exercise appropriate restraint, should show respect for the opinions of others, and should make every effort to indicate that they are not speaking for the institution.*

## **Intellectual Property**

Intellectual property rights are the rights given to persons over the creations of their minds. The Institute's policy relates to the creation of courses/programs (including lectures, audio and visual materials, and pictorial or graphic works), websites, and software and databases. The Process Work Institute's policy on intellectual property is inclusive of faculty, staff and students.

### *Section I – Goals*

The Process Work Institute (PWI) encourages innovation by PWI's faculty, students, and staff and by PWI itself. The purpose of this intellectual property policy is to provide a clear statement of what ownership rights PWI and PWI's faculty and students have regarding creative and inventive works covered by intellectual property laws.

### *Section II – Copyright*

General Statement. Copyright is the ownership and control of the intellectual property in original works of authorship subject to copyright law ("Works").

Faculty Rights. PWI is committed to the free and open exchange of ideas among its faculty and recognizes that, except in the circumstances specifically provided in Section II (5), below, members of the faculty are entitled to ownership of Works developed in the course of their regular faculty duties. Such Works include, but are not limited to, the original expression of ideas and concepts fixed in a tangible medium and includes works of authorship such as books, curriculum materials, video and audio recordings, photographs, graphics, software, works of art, and other materials. Works are not dependent on the medium of distribution or dissemination of the intellectual property.

Student Rights. PWI is devoted to the growth and development of its students and recognizes that, except in the circumstances specifically provided in Section II (5), below, students are entitled to ownership of Works developed in the course of their regular student work. Such Works include, but are not limited to, the original expression of ideas and concepts fixed in a tangible medium and includes works of authorship such as books,

curriculum materials, video and audio recordings, photographs, graphics, software, works of art, and other materials. Works are not dependent on the medium of distribution or dissemination of the intellectual property.

**Staff Rights.** Works resulting from the regular work of those employed as staff by PWI shall be deemed “work-made-for hire,” and ownership in the Works will reside with PWI. This provision includes the work of individuals who are faculty when Works result from regular work performed in their capacity as administrators of PWI. This provision includes the work of individuals who are students when the copyright results from regular work performed in their capacity as staff members of PWI.

**Rights of PWI.** PWI asserts ownership of and rights to Works, including Works created by faculty and students, under the following conditions:

- When the Works are created with substantial use of PWI resources or personnel. For the purposes of this section, “substantial use” means the use or commitment of PWI resources of a nature or beyond the level of resources ordinarily provided to faculty and students. Sabbatical leaves do not constitute substantial use of PWI resources.
- When the Works are commissioned by PWI.
- When the Works are created under the terms of a sponsored project where the terms of the sponsored project require that ownership be in the name of PWI.
- When the Works are works-made-for hire that are not covered in Section II (2), (3), or (4).
- **Written Communication.** Whenever PWI asserts rights pursuant to the provisions of Section II (5), above, the affected faculty, students, and/or staff will be informed in writing of PWI’s assertion of rights in a communication that sets forth the copyright arrangements intended to govern the particular activity, including the nature of the project, the participation of the relevant parties, and the distribution of any proceeds derived from the project. Revenue sharing arrangements from such Works shall be negotiated on a case-by-case basis.

### *Section III – Trademarks and Service Marks*

Trademarks and service marks are distinctive words, graphic symbols or devices that identify the source of goods or services. Trademarks or service marks relating to goods or services provided by PWI shall be owned by PWI. Trademarks and service marks owned by PWI include, but are not limited to, PROCESS WORK INSTITUTE, PROCESS WORK, PROCESSWORK, PROCESSMIND, PWI and the PWI graphic logo. Consult an administrative officer for information about the appropriate use of PWI’s marks. PWI shall control the nature and quality of services and goods used in connection with all authorized uses of its trademarks and service marks.

### *Section IV – Proprietary Information*

Proprietary information arising out of PWI work (e.g., actual and proposed terms of research agreements, financial arrangements, or confidential business information) shall be owned by PWI. “Trade secret” is a legal

term referring to any information, whether or not copyrightable or patentable, which is not generally known or accessible, and which gives competitive advantage to its owner. Trade secrets are proprietary information.

### *Section V – Patents*

**Patentable inventions.** All potentially patentable inventions conceived or first reduced to practice in whole or in part by members of the faculty or staff (including student employees) of PWI in the course of their PWI responsibilities or with more than incidental use of PWI resources, shall be disclosed on a timely basis to PWI. Title to such inventions shall be assigned to PWI, regardless of the source of funding, if any. PWI shall share royalties from inventions assigned to PWI with the inventor.

**Reassignment.** If PWI cannot, or decides not to, proceed in a timely manner to patent and/or license an invention, it may reassign ownership to the inventors upon request to the extent possible under the terms of any agreements that supported or related to the work.

**Waivers.** Waivers of the provisions of this policy may be granted by PWI's Chief Executive Officer ("CEO") or the CEO's designate on a case-by-case basis, giving consideration among other things to PWI's obligations to sponsors, whether the waiver would be in the best interest of technology transfer, whether the waiver would be in the best interest of PWI and whether the waiver would result in a conflict of interest. In addition, the CEO may expand upon these provisions and shall adopt rules, based on the same factors as well as appropriateness to PWI's relationship with inventors, for the ownership of potentially patentable inventions created or discovered with more than incidental use of PWI resources by students when not working as employees of PWI, by visiting scholars and by others not in PWI's employ.

### *Section VI – Operating Procedures*

**Obligation Concerning Disclosure.** Faculty and any other individuals engaged in activities that result in the creation of intellectual property to which PWI may claim ownership and/or rights as described in Section II (5), above, are obligated to make a prompt disclosure of such activities in writing to the President.

**Retaining Rights Without Royalty for Academic Uses at PWI.** The licensing of Works is under the control of the faculty members who own such Works. However, where the creator retains the rights to Works, he or she shall grant PWI a nonexclusive royalty-free license for the use of Works within PWI for teaching, research, and other noncommercial PWI purposes. If any article or other such work is to be published, the creator is urged to seek to reserve for both the creator and PWI a royalty-free right to use a reasonable portion of the published work within PWI for teaching, research, and other non-commercial PWI purposes. The right of PWI to use such Works shall survive the departure of the creators from the faculty or student body.

**Faculty and Student Use of Works Owned by PWI.** Faculty members and students who create Works that are owned by PWI under the provisions of this policy shall retain the right to use such Works for noncommercial research and instructional purposes. The right of the creators to use such Works that are owned by PWI shall survive their departure from the faculty or student body if used for noncommercial research or instructional purposes.

Updating and Correction of Works. Faculty members and students have the right to update and correct Works they have created that are owned by PWI under the provisions of this policy. PWI may, but is not obligated to, provide support for such updates or corrections.

Attribution. All works created by faculty, students, and staff at PWI under the provisions of Section II (5) of this policy shall include the names of the creators of the work, to the extent such attribution is reasonably practical, unless the creators request in writing the removal of their names.



# Admissions

The Process Work Institute academic programs are delivered in a cohort-based model in which an entering group stays together throughout the length of the program. Cohorts typically have a minimum of 10 students and a maximum of 18 students to ensure the best learning environment.

Admission periods and cohort start dates are advertised on the website. Prospective applicants are encouraged to make contact at any time if they are interested in any PWI programs. Information sessions and individual program advice consultations in person or via online meetings are available by request. PWI reserves the right to start additional cohorts or postpone commencement of programs dependent on circumstances.

Prospective students who meet the general admission requirements listed below are invited to submit an application packet for the relevant program. Upon receipt of a complete application packet, prospective students will be invited to an admissions interview to determine suitability for the program.

## *Non-U.S. Residents*

This school is authorized under federal law to enroll non-immigrant alien students. A checklist for applying for a student visa is available on the PWI website under “International Student Information.” Once PWI has received the applicant’s documentation and determined that the requirements are met, it will send the applicant a completed I-20 form, which is necessary to apply for a student visa at the U.S. Embassy located in the applicant’s home country. It is then the applicant’s responsibility to contact the U.S. Embassy and make an appointment. Prospective students are advised to make their own enquiries and understand all the requirements prior to applying for the program.

## **General Admission Requirements - MAPOF and Advanced Certificate**

The MAPOF program and the Advanced Certificate are post-baccalaureate courses of study and prospective students must meet the following general requirements to be considered for admission.

1. Bachelor’s degree: all applicants must have completed a baccalaureate degree from an appropriately accredited school. An official transcript for an earned Masters degree or higher is acceptable evidence.

Note for non-U.S. residents in particular: If the applicant’s undergraduate hours or degree were granted by a non-U.S. institution, transcripts must be evaluated for equivalency to a U.S. Bachelor degree by the International Education Research Foundation (IERF) or another authorized credential evaluation service. Transcripts must be translated by a professional translator fluent in the language of the transcript. To be considered for an international student visa, applicants must also certify that they have the necessary finances available for one year of the program.

2. English language competency.

Prospective students require English language competency due to the high degree of verbal participation in the experiential learning style, and the post-baccalaureate academic requirements. As a result, non-native English

speakers may need to provide evidence of spoken and written English ability, if the Admissions interviewer is not satisfied with the prospective student's verbal fluency during the admissions interview. PWI may require evidence of the following minimum achievement levels:

A minimum score of:

- 530 on the paper-based Test of English as a Foreign Language (TOEFL PBT)
- 71 on the Internet Based Test (iBT)
- 6.5 on the International English Language Test (IELTS)
- 50 on the PTE Academic Score Report.

Or, alternatively,

- A minimum grade of Level 3 on the ACT COMPASS's English as a Second Language Placement Test.
- A minimum grade of Pre-1 on the Eiken English Proficiency Exam.
- A transcript indicating completion of at least 30 semester hours of credit with an average grade of "C" or higher at an appropriately accredited/recognized accredited college or university where the language of instruction was English; "B" or higher for Master's, First Professional Degree, or Professional Doctoral Degree.
- A transcript indicating a grade of "C" or higher in an English composition course from an appropriately-accredited/recognized college or university; "B" or higher for Master's, First Professional Degree, or Professional Doctoral Degree.

## MAPOF Application Packet

To apply to the MAPOF program, the applicant must submit the following:

1. A completed online application form.
2. A curriculum vitae or resume.
3. Three letters of recommendation.
4. Official transcripts sent directly from the school to the PWI registrar to demonstrate that the student meets the Bachelor's degree admission requirement. An official transcript for an earned Masters degree or higher is acceptable evidence. If transcripts are in a language other than English, they need to be translated by a certified translator and the translations sent with the originals. As explained above, transcripts from non-U.S. accredited institutions must be independently verified for U.S. equivalency before enrollment in the program.
5. Essay describing the applicant's calling to pursue this program, and answers to the questions on the application form.
6. An application fee of \$100.

Application forms and materials are available on the PWI website.

## Advanced Certificate Application Packet

To apply to Advanced Certificate program, the applicant must submit the following:

1. A completed online application form.
2. A curriculum vitae or resume.
3. Three letters of recommendation, one of which must be from a Processwork diplomate.
4. Official transcripts sent directly from the school to the PWI registrar to demonstrate that the student meets the Bachelor's degree admission requirement. An official transcript for an earned Masters degree or higher is acceptable evidence. If transcripts are in a language other than English, they need to be translated by a certified translator and the translations sent with the originals. As explained above, transcripts from non-U.S. accredited institutions must be independently verified for U.S. equivalency before enrollment in the program.
5. Essay describing the applicant's calling to pursue this program, and answers to the questions on the application form.
6. Evidence of Readiness for Advanced Training, as described in the following section.
7. An application fee of \$100.

Application forms and materials are available on the PWI website.

### Evidence of Readiness for Advanced Training in Process-Oriented Facilitation

Admission to the Advanced Certificate requires previous foundational training in Processwork or process-oriented facilitation or process-oriented psychology, and the following additional admission procedures are used to determine the student's readiness for the advanced program of study.

The International Association of Process-Oriented Psychology (IAPOP) has an established mid-point review standard, also called Phase I exams by some schools. Admission to the Advanced Certificate is based on this skill and knowledge level. In general, mid-point study is equivalent to the time spent in an MAPOF or MACF program. Approximately 600 class hours or workshop hours, at least 20 hours of personal therapy or coaching, and 40 hour of supervision are the approximate equivalents of the mid-point status. However, PWI recognizes some students will come from self-guided study of process-oriented facilitation and Processwork. Others will have graduated with an MA degree from a process-oriented MA program. Because of the diversity of different training programs in the world and the different pathways students may have taken to get to the mid-point level of process-oriented skills, the admissions process for the Advanced Certificate offers different options for demonstrating Evidence of Readiness and qualifying for an admissions interview for the program.

All students requesting admission to the Advanced Certificate program must complete the online application and submit the application packet as specified above. In addition, all applicants must supply Evidence of Readiness depending on their circumstances, as described in the options below.

- Graduates from PWI Masters degrees (MAPOF/MACF)

Applicants with an existing MA degree from PWI do not require further skills or knowledge assessment and are eligible for interview if all the application materials are submitted satisfactorily. This includes graduates of the MA in Process-Oriented facilitation (MAPOF), the MA in Conflict Facilitation (MACF) and students that were in the MA in Processwork program (MAPW) that took their mid-point exams and were in the program a minimum of two years. Having achieved those degrees or status qualifies the student for a review of their application and the interview process.

- International Association of Process-Oriented Psychology (IAPOP) Mid-point Review/ Phase Two students

Applicants with a mid-point or Phase I exam “passed exams” status from an IAPOP approved school, do not require further skills or knowledge assessment and are eligible for interview if all the application materials are submitted. The applicant should submit official exam results from the school and provide consent for PWI to contact the school for a referral.

- Applicants from Self-Guided Learning Paths

Applicants that have been studying Processwork or process-oriented psychology or process-oriented facilitation on a self-guided path, and have not passed mid-point exams will require additional documentation of their skill level before they can be offered an admissions interview for the Advanced Certificate program. There are two paths for this type of assessment:

1. Study Committee Recommendation. The prospective student’s study committee members from an IAPOP approved training program may submit recommendation letters based on their assessment of the student’s skill level. Recommendations from two study committee members are required to qualify the prospective student for an admissions interview. The admissions committee may decide to admit the applicant to the Advanced Certificate based on the strength of the study committee recommendations, or refer the student for a “determination of skill level assessment” (DSLAs), as defined below.
2. Direct Request for DSLA. If the student has not been working with a study committee and yet has significant study in process-oriented psychology or facilitation, they may directly request a determination of skill level assessment (DSLAs) to provide Evidence of Readiness.

### *Determination Of Skill Level Assessment (DSLAs)*

Applicants that have been studying Processwork or process-oriented psychology or process-oriented facilitation and have not passed mid-point exams may require additional assessment of their skill level to determine their readiness. The **Determination of Skill Level Assessment (DSLAs)** may be done via video conference or in person at PWI. Faculty use the DSLAs standards checklist to provide validity and reliability of standards for the DSLAs process. The DSLAs assesses students in the three core areas of skill development: individual, relationship, and group facilitation.

## Interview

If the written application shows that the applicant fulfills the requirements of the MAPOF or the Advanced Certificate program, they will be invited to an interview with the admissions committee. In this interview, the admissions committee will discuss with the applicant their prior experience and education preparing them for facilitation, readiness, and ability to enter the program, and resources available to complete the program. The interview also gives the applicant the opportunity to ascertain whether the program is the best learning environment for them. Within a week of the interview, the registrar will notify the applicant of the decision.

## Conditional Admission

The Process Work Institute may at its discretion offer conditional admission. A conditionally admitted applicant is issued with a conditional acceptance letter specifying the condition that must be met in order to convert the conditional admission into full admission status. Under conditional admission, the student may enroll in the program and participate in all educational activities, however, if the condition is not met, they are either withdrawn from the program or transferred to Audit status. Students who do not meet the condition of their admission will not be entitled to earn a degree.

## Enrollment

Once a student has been accepted into the program, they are provided with an Acceptance Packet including an Enrollment Agreement which must be signed and returned to PWI along with a tuition deposit. Accepted students remit a deposit to secure their place in the cohort, and the remaining first quarter tuition installment is due first day of the quarter.



## Tuition and Fees

The tuition cost and required program fees for PWI academic programs include all in-person and distance course work, study committee meetings, and program administration. Tuition may be adjusted at the beginning of each academic year. Reenrollment and additional costs will occur if courses are required to be repeated. Tuition and program fees do not include books and reading materials, travel costs, internet or hardware required for online classes, long distance telephone fees, local and offsite room and board, or personal and professional development sessions. A detailed breakdown of the full estimated program costs is provided below, including estimated additional costs for books, travel etc.

### MAPOF Program Fees

#### *Total MAPOF Program Fees for Cohorts Enrolling 2018-21*

Program Tuition (per credit cost = \$526)	\$29,982
Application Fee	\$100
Graduation Fee (paid in last quarter)	\$25
Technology Fee (\$75 paid per quarter – summer omitted)	\$450
Tuition plus required program fees	\$30,557
<b>Estimated additional program costs</b>	
Lodging (estimate based upon 30 days at average rate of \$80/night)	\$2,400
Books (estimated)	\$475
Personal and Professional Development (estimate based upon 20 sessions)	\$2,000
Estimated Total Program Cost	\$35,432

*Fees and tuition are subject to periodic change; please refer to PWI website for the most current information.*

#### *MAPOF Program Cost Summary*

Tuition	\$29,982
Required program fees	\$575
Estimated additional program costs	\$4,875
Estimated total program costs	\$35,432

### Advanced Certificate Program Fees

#### *Total Advanced Certificate Program Fees for Cohorts Enrolling 2019-21*

Program Tuition (per credit cost = \$408)	\$23,460
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Application Fee	\$100
Graduation Fee (paid in last quarter)	\$25
Technology Fee (\$75 paid per quarter – summer omitted)	\$450
Tuition plus required program fees	\$24,035
<b>Estimated additional program costs</b>	
Lodging - shared (estimate based upon 18 nights at average rate of \$30/night)	\$450
Books (estimated)	\$475
Personal and Professional Development (estimate based upon 60 sessions @ \$80)	\$4800
Estimated Total Program Costs	\$29,760

*Fees and tuition are subject to periodic change; please refer to PWI website for the most current information.*

### *Advanced Certificate Program Cost Summary*

Tuition	\$23,460
Required program fees	\$575
Estimated additional program costs	\$5,725
Estimated total program costs	\$29,760

## **Additional Program Fee Details**

Process Work Institute charges the following additional program fees to contribute to administrative costs. These fees are not refundable.

### *Application Fee*

\$100 - required upon submitting an application for admission to an academic program.

### *Graduation Fee*

\$25 - billed in last quarter of the program, this fee contributes to graduation costs.

### *Technology Fee*

\$450 - billed by 6 quarterly installments of \$75 over the academic year, this fee contributes to online learning management resources.

### *Miscellaneous Fees (if required)*

Interim fee                \$100



Additional transcripts \$15 (plus international or rush shipping if required)

Returned Check Fee \$15

Determination of Skill Level Assessment (Advanced Certificate only) \$117 per competency area assessed

## Tuition Installments

Tuition is due in quarterly installments. Tuition installments and any required fees for the quarter are due on the first day of each quarter:

- October 1 (Fall)
- January 5 (Winter)
- April 30 (Spring)
- July 13 (Summer)

As a courtesy, tuition installment invoices are sent 30 days prior to the beginning of the quarter.

### *Quarter Dates*

Fall Quarter: October 1 – December 10
Winter Quarter: January 5 – March 13
Spring Quarter: April 30 – July 5
Summer Quarter: July 13 – September 7

See the next section for the Process Work Institute tuition refund policy.

## Tuition Refund Policy

A student is permitted to withdraw during any part of the program in whatever manner: in writing, by phone, or in person. The following policy guides the minimum tuition refund entitlement in the case of student withdrawal. Tuition refunds are calculated based on unused instructional time and are prorated on a weekly basis up to the middle of the academic term. Other fees are not refundable.

In case of a student illness, accident, psychological emergency, death in family, or other circumstances beyond the control of the student, the Process Work Institute will give special consideration to the student's request for a tuition refund beyond the minimum refund policy.

PWI academic programs are structured in academic quarters of ten weeks. The following table outlines the refund policy based on the weeks of the quarter.

<i>Withdrawal Point</i>	<i>Refundable Tuition</i>
Prior to the first day of the quarter	100%
Within first week of the quarter	90%
Within the second week of the quarter	80%
Within the third week of the quarter	70%
Within the fourth week of the quarter	60%
Within the fifth week of the quarter	50%
Sixth week or later	No entitlement to refund

# Academic Calendar

Academic programs at the Process Work Institute are delivered over four academic quarters. See the Catalog Addendum for the detailed program specific academic calendar and course schedule.

## Quarter Dates

Fall Quarter: October 1 – December 10
Winter Quarter: January 5 – March 13
Spring Quarter: April 30 – July 5
Summer Quarter: July 13 – September 7

## *Tuition Payments and Refund Policy*

Tuition is due on the first day of each quarter. As described above in the Refund Policy, if a student withdraws, the minimum refund entitlement applies on a pro rata basis.

## Process Work Institute Office Opening Hours

Open Monday through Friday: 9:30am-5:30pm (PST).

Closed for the following recognized holidays:

- Juneteenth (June 19th)
- July 4th (Friday of)
- Labor Day (Monday of)
- Thanksgiving (Thursday and Friday)
- Christmas Day
- New Year's Day.

Minimal hours between December 25<sup>th</sup> and January 1<sup>st</sup>

# Faculty Listing

<p><b>Lane Arye, Ph.D.</b> (Psychology) Union Institute &amp; University. <i>Area of specialization:</i> Processwork.  <a href="mailto:lane.arye@processwork.org">lane.arye@processwork.org</a></p>
<p><b>Mila Gaca, Ph.D.</b> (Depth Psychology) Pacifica Graduate Institute; M.A. (Process Work) Process Work Institute.  <i>Areas of specialization:</i> Processwork  <a href="mailto:mila.gaca@processwork.org">mila.gaca@processwork.org</a></p>
<p><b>Hellene Gronda, Ph.D.</b> (Cultural Studies) Monash University, Australia; M.A. (Processwork) Process Work Institute, OR. <i>Area of specialization:</i> Processwork - Culture and Community.  <a href="mailto:hellene.gronda@processwork.org">hellene.gronda@processwork.org</a></p>
<p><b>Kate Jobe, M.A.</b> (Theatre &amp; Dance) Western Washington University; Dipl. (Processwork) Research Society for Process Oriented Psychology, Switzerland. <i>Areas of specialization:</i> Processwork  <a href="mailto:Kate.Jobe@processwork.org">Kate.Jobe@processwork.org</a></p>
<p><b>Susan Kocen, M.A.</b> (Interdisciplinary Studies) Marylhurst University. Dipl. (Processwork) Process Work Institute.  <i>Area of specialization:</i> Processwork.  <a href="mailto:susan.kocen@processwork.org">susan.kocen@processwork.org</a></p>
<p><b>Lynn Lobo M.A.</b> (Processwork ) Process Work Institute, OR. <i>Areas of Specialization:</i> Processwork  <a href="mailto:lynn.lobo@processwork.org">lynn.lobo@processwork.org</a></p>
<p><b>Dawn Menken, Ph.D.</b> (Clinical Psychology) Union Institute &amp; University. <i>Area of specialization:</i> Processwork.  <a href="mailto:dawn.menken@processwork.org">dawn.menken@processwork.org</a></p>
<p><b>Suzette Payne, M.A.</b> (Process Work) Process Work Institute. <i>Area of specialization:</i> Processwork.  <a href="mailto:suzette.payne@processwork.org">suzette.payne@processwork.org</a></p>
<p><b>Aleksandr Peikrishvili, L.C.S.W., M.S.W.</b> (Social Work) Portland State University. <i>Area of specialization:</i> Processwork.  <a href="mailto:aleksandr.peikrishvili@processwork.org">aleksandr.peikrishvili@processwork.org</a></p>
<p><b>Gary Reiss, L.C.S.W., Ph.D.</b> (Process Oriented Psychology) Union Institute &amp; University; M.S.W. Washington University in St. Louis. <i>Area of specialization:</i> Processwork.  <a href="mailto:gary.reiss@processwork.org">gary.reiss@processwork.org</a></p>
<p><b>Kas Robinson, Ph.D.</b> (Clinical Psychology) Pacifica Graduate Institute. <i>Area of specialization:</i> Processwork.  <a href="mailto:kas.robinson@processwork.org">kas.robinson@processwork.org</a></p>
<p><b>Ingrid Rose, Ph.D.</b> (Clinical Psychology) Pacifica Graduate Institute. <i>Area of specialization:</i> Processwork.  <a href="mailto:ingrid.rose@processwork.org">ingrid.rose@processwork.org</a></p>
<p><b>Bill Say, M.A.</b> (Psychology). Summit University, LA. Dipl. (Processwork) Process Work Institute, OR. <i>Areas of Specialization:</i> Processwork; Diversity Awareness Training, Conflict Facilitation, Leadership and Community Building.  <a href="mailto:bill.say@processwork.org">bill.say@processwork.org</a></p>
<p><b>Stephen Schuitevoerder, Ph.D.</b> (Social Ecology) University of Western Sydney. <i>Area of specialization:</i> Processwork - Groups.  <a href="mailto:stephen.schuitevoerder@processwork.org">stephen.schuitevoerder@processwork.org</a></p>

**Rhea Shapiro, M.A.** (Teaching) University of Massachusetts; B.A. (Psychology) Mount Holyoke College. *Area of specialization:* Processwork.

**rhea@processwork.org**

**Jai Tomlin, D.C.** (Chiropractic) Palmer College of Chiropractic. Dipl (Processwork) Process Work Institute, OR. *Area of specialization:* Processwork – Bodywork/Symptoms.

**jai.tomlin@processwork.org**