# SUMMARY OF <u>APA</u> AND ULV REQUIREMENTS

To be used in conjunction with

Publication Manual of the American Psychological Association Sixth Edition

#### ULV GUIDELINES FOR THE USE OF THE APA STYLE MANUAL

The *Publication Manual of the American Psychological Association* (6th edition) has been approved as a style manual to be used by doctoral students at the University of La Verne. Students need to be knowledgeable of the contents of the manual as they write their dissertations.

The University of La Verne has specific requirements that vary from APA. Those include: margins, inserting tables and figures into the text of the dissertation, pagination, and spacing.

The following points are presented to help clarify some of the requirements of APA.

Running Head Running heads are not used in EdD and DPA

dissertations.

Spacing after Punctuation There is *one* space after most punctuation; however,

"Space twice after punctuation marks at the end of a

sentence" (APA, p. 88).

Pagination Note the placement of page numbers.

Front matter-lower case roman numerals

First pages of sections (chapters, bibliographies, appendices) arabic numerals bottom center.

All other pages upper right.

Spacing Although the text is double-spaced, exceptions are

headings and subheadings, tables, figures, and block quotations. Reference Lists should be single-spaced

but separated by a double space.

Chapter Titles and other

Main Level headings

The chapter number and title are CENTERED AND UPPERCASE HEADING, as are the titles for front matter (i.e., Abstract, Contents, Figures, Tables, Acknowledgements, Dedication), the References and

**Appendices** 

Subheadings (page 63) The first level under the chapter number and title is a

Centered, **Boldface**, Uppercase and Lowercase Heading (Level 1). There are 5 levels of headings. Many dissertations use all 5 levels (see page 63 of

APA and attached samples).

Front Matter or Preliminaries The order of the front pages should be as follows:

Title page, Copyright Page, Abstract, Table of

Contents, List of Figures, List of Tables,

Acknowledgements and/or Dedication, Epigraph.

The Table of Contents begins with page v.

Quotations (pp. 92) A quotation of more than 40 words should be

indented 5 spaces and single-spaced.

Punctuation, Spelling,

Hyphenation, Capitalization, Abbreviations, Numbers, Spacing, Equations Note that commas are used in a series in APA. Page 101 states that you should "capitalize all words of four letters or more" when capitalizing "major words in titles of books and articles within the body of the paper. . . . Capitalize all verbs, nouns,

adjectives, adverbs, and pronouns."

A Note on Hyphenation Do not hyphenate multiword names, even if the

names act as unit modifiers (e.g., Asian American

participants; capitalize Black and White)

Numbers (pp. 111-115) Although in APA, numbers 10 and over are

expressed in numerals and 1-9 are expressed in words, there are exceptions listed on these pages.

Tables (pp. 125-150) See these pages for proper formatting of tables.

Figures (pp. 150-167) See these pages for information on figures.

Note that tables and figures in the text are numbered consecutively in the order in which they are first mentioned in text (i.e., 1, 2, 3, etc., see APA 5.05).

Appendices (pages 205-206) Tables and figures in the appendices should be

numbered starting with 1 and preceded by the letter of the appendix in which they are contained (see

APA 5.05).

Reference Citations in Text

(pp. 207-214)

Give careful attention to the use of et al.

"When a work has three, four, or five authors, cite all

authors the first time the reference occurs; in

subsequent citations, include only the surname of the first author followed by et al. (not italicized and with

a period after 'al')" (p. 175).

Reference List Chapter 6 contains information on crediting sources

and proper citation of references. Chapter 7 has

helpful examples.

Samples Pages 41-59 contain samples of APA style pages.

> Remember that these are pages set up for journal articles and are double-spaced. Note that ULV requires wider margins to allow for binding and permits more spacing before headings, etc. Samples for proper formatting of dissertations are included in

this packet.

ULV requires a 1.5 inch margin on the left and 1 inch Margins

> margin on all other sides. The page number should fall within those margins (upper right and bottom

center set at 1 inch).

Justification of Margins ULV requires a ragged right margin—justification is

not permitted.

Font Although APA recommends using Times New

Roman, Arial is also acceptable.

References to parts of the paper,

pages, tables, and figures in text

When referring to a particular chapter the number should correspond with the number of the chapter

(i.e., CHAPTER I, in text would say chapter I).

Enumerations/seriation See APA 3.04 (page 63-64)

Refer to the APA Manual or specific ULV samples for anything not included in this list.

# ORDER OF THE DISSERTATION FOR APA

| Signature Pageun                 | numbered |
|----------------------------------|----------|
| Title pageun                     | numbered |
| Copyright page (or blank page)un | numbered |
| ABSTRACT                         | iv       |
| CONTENTS                         | v        |
| FIGURES                          |          |
| TABLES                           |          |
| ACKNOWLEDGEMENTS                 |          |
| DEDICATION                       |          |
| EPIGRAPH                         |          |
| CHAPTERS                         | 1        |
| REFERENCES                       |          |
| APPENDICES                       |          |

Note: Most students copyright their dissertations.

Note: Title pages are to be formatted this way for either APA or Turabian.

#### UNIVERSITY OF LA VERNE

La Verne, California

# TITLE OF YOUR DISSERTATION IN ALL CAPITAL LETTERS

A Dissertation Submitted in Partial Fulfillment of the Requirements for the Degree
Doctor of Education
in
Organizational Leadership

Your Name

College of Education and Organizational Leadership

Organizational Leadership Department

Month 2013 **(or year of graduation)** 

Copyright © 2013 by Your Name

All rights reserved

#### **ABSTRACT**

#### Title of Your Dissertation

#### By Your name, EdD

**Purpose.** This study addressed issues of social equity in California Community Colleges. Social equity is identified as the umbrella used to describe the topics of affirmative action, the glass ceiling, and workforce diversity in the 71 California Community College districts.

**Theoretical Framework.** The theoretical framework for this study was based on social equity. Theories of social equity associated with class structure, conflict, social stratification, inequality of man, and the compound theory of social equity. The theory of social equity is complex because it deals with the assumption that this is a just democratic society as a whole.

**Methodology.** An investigation of secondary data from 1982 to 2002 was employed using a time-series design. The study examines the change in hiring and promotions of females and minorities in academic administrative positions pre and post Assembly Bill 1725 and Proposition 209.

**Findings and Conclusion.** This study found that in California the majority is the minority as it relates to ethnicity. The study further indicated that in years following passage of legislation 1989—AB1725 women and minority administrators increased slightly. After the passage of Proposition of 209 in 1996 the increase in Anglo American Women continued to increase while other ethnicities seemed to decline or remain the same. The study also found that over 45% of the academic administrators who are leaving the workforce are of retirement age.

**Recommendations.** Legislation cannot dictate fairness; processes should be enforced to ensure that institutions make every effort to prepare future executives who represent the population in their institutions. Business should focus on integrating diverse employees in the workforce. The Integration Paradigm Transcends assimilation and differentiation—promotes equal opportunity and values cultural differences. Eliminate all forms of dominance that inhibit full contributions or organization trust. The point is when employees' believe that their contributions are valued; they give more of themselves to the company. If companies sincerely want to embrace diversity, they must include diverse people on teams that would not necessarily feel comfortable in those settings.

Note: The Abstract is to be no longer than 350 words.

# CONTENTS

|   | Page |
|---|------|
| ABSTRACT                                      | iv   |
| FIGURES                                       | vi   |
| TABLES  | vii  |
| ACKNOWLEDGEMENTS                              | viii |
| DEDICATION                                    | ix   |
| Chapter                                       |      |
| I. INTRODUCTION                               | 1    |
| Background of the Study                       | 1    |
| II. REVIEW OF THE LITERATURE                  | 35   |
| Introduction                                  | 35   |
| III. THEORETICAL FOUNDATION OF SOCIAL EQUITY  | 80   |
| Introduction                                  | 80   |
| IV. METHODOLOGY                               | 95   |
| Introduction                                  | 95   |
| V. FINDINGS                                   | 107  |
| Introduction                                  | 107  |
| VI. SUMMARY, CONCLUSIONS, AND RECOMMENDATIONS | 140  |
| Introduction                                  | 140  |
| REFERENCES                                    | 155  |
| APPENDICES                                    | 168  |
| A. CCC FIGURES                                | 169  |

Note that in APA, if tables or figures in appendices are numbered according to the appendix (i.e., A1 for a table or figure in Appendix A, B1 for a table or figure in Appendix B, etc.)

### **FIGURES**

| Figure  | Page |
|---|------|
| Progression of Organizations From a Broad View of Diversity Management to the Most Narrow View, Affirmative Action Issues | 10   |
| 2. Primary and Secondary Dimensions of Diversity  | 40   |
| A1. 2002 Number of California Community College Employees Statewide   | 170  |
| A2. 1994 and 2002 Change in Number of Employees by Classification   | 171  |
| B1. Map of California Community Colleges by Region  | 182  |

# **TABLES**

| Table  | Page |
|--|------|
| 1. Differences Between Affirmative Action and Valuing Diversity Practices                                    | 12   |
| 2. The History of Affirmative Action Policies (Americans for Fair Chance)                                    | 50   |
| A1. Composition of Staff by Region Zero  | 183  |
| A2. Composition of Staff by Region 1   | 184  |
| B1. Composition of Staff by Region 7   | 190  |
| B2. Composition of Staff by Region 8   | 191  |
| C1. Staffing Number of Educational Administrators from 1982 to 2002 by Ethnicity 1 – American Indian/Alaskan | 194  |
| C2. Staffing Number of Educational Administrators from 1982 to 2002 by Ethnicity 2 – Black/African American  | 197  |
| D1. Educational Administrators Age by A8 = 65+ Years   | 237  |
| D2. Educational Administrators Age by A9 -= Unknown  | 240  |
| E1. Female Educational Administrators From 1982-2002   | 244  |
| E2. Male Educational Administrators From 1982-2002   | 247  |
| F1. University of California Workforce by Personnel Category, Ethnicity and Gender                           | 251  |
| F2. University of California Educational Administrators by Ethnicity and Gender from 1990 to 2002            | 253  |

# **ACKNOWLEDGEMENTS**

| First, I thank God for allowing me to accomplish this goal.    |
|--|
| My sincere thanks to Dr, my committee chair, and to Drs.       |
| and, for their continued support, receptiveness, guidance, and |
| inspiration throughout this program.                           |
| I am especially grateful to my mom,                            |

# **DEDICATION**

My grandmother My mother My daughter First page of each chapter begins 1" below top margin.

#### CHAPTER I

#### INTRODUCTION

# Background of the Study [First-Level Heading Centered, Upper and Lower Case Case, Bold]

Introduction (Level 2 Heading, Bold, Flush Left, Upper and Lower Case)

The globalization of business, the increased use of teams, and changing workforce demographics have all made managing workforce diversity a critical competency for . . .

A Level 3 heading is indented, boldface, lowercase paragraph heading ending with a period. The California Community College (CCC) system is the largest 2-year higher education system in America . . .

A Level 4 heading is indented, boldface, italicized, paragraph heading, and ending with a period. Text continues . . .

A Level 5 heading is indented, italicized, paragraph heading, and ending with a period. Text continues . . .

#### NOTES:

- 1. For ULV dissertations, use an ALL CAPS chapter number and title, then begin with the first-level APA heading.
- 2. An extra space is permitted before Level 1 and Level 2 headings in text, but there is no extra space before Level 3-5 headings.
- 3. Page numbers are places 1" from the bottom of preliminary pages and the first page of each chapter or main section. All other page numbers are placed 1" from the top in the righthand corner.

Note Chapter 7 of the APA manual has extensive examples of how to reference your sources. A few are included on this list.

#### REFERENCES

- Abramson, J. (1979). *Old boys, new women: The politics of sex discrimination*. New York, NY: Praeger. [Book, one author] [states or countries with all cities]
- Baker, L. (2002). Metacognition in comprehension instruction. In C. Block & M. Pressley (Eds.), *Comprehension instruction: Research-based best practices* (pp. 77-95). New York, NY: The Guilford Press. [Chapter in an edited book]
- Ban, C., & Riccucci, N. (1997). *Public personnel management*. White Plains, NY: Longman. [Book, two authors]
- Bass, B. M., & Avolio, B. J. (1994, Winter). Shatter the glass ceiling: Women may make better managers. *Human Resource Management*, *33*(4), 549-560. [journal article not retrieved online]
- Brett, A. (1992). Stages of affirmative action and diversity policy in the California State University system (Doctoral dissertation). Retrieved from Name of database (Accession or Order No.) [See examples, APA pp. 207-208]
- Gilbert, D. G., McClernon, J. F., Rabinovich, N. E., Sugai, C., Plath, L. C., Asgaard, G. . . . Botros, N. (2004). Effects of quitting smoking on EEG activation and attention last for more than 31 days and are more severe with stress, dependence, DRD2 A1 allele, and depressive traits. *Nicotine and Tobacco Research*, *6*, 249-267. doi: 10.1080/14622200410001676305 [More than 7 authors]
- Herbst-Damm, K. L., & Kulik, J. A. (2005). Volunteer support, marital status, and the survival times of terminally ill patients. *Health Psychology*, 24, 225-229. doi: 10. 1037/0278-6133.24.2.225 [Note: If a reference is retrieved online, include the doi (digital object identifier. If the doi is not available, use the url]

# APPENDICES

APPENDIX A

CCC FIGURES

use at least 1.1" for